



Annual Report

Anam Cara
Parental & Sibling
Bereavement Support

RCN 200068592
CHY 18073

2025

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Message from the Chair and CEO

The love for a child is profound and life-shaping, and the loss of a child brings a depth of grief that is enduring and life-altering. Every bereaved parent deserves to be met with understanding, compassion, and support.

At Anam Cara, this belief continues to guide everything we do. It is grounded in the lived experience of parents and in the understanding that the death of a child is not something that can be resolved or left behind, but something that is carried with you. In the midst of this, connection with others who truly understand can make a profound difference.

Throughout 2025, we continued to respond to this need, supporting bereaved parents and families across Ireland through a wide range of services, from peer support groups and remembrance events to information supports and professional training. Demand for our services remains strong, and we are continually learning and adapting to ensure that parents can access support in ways that are responsive, accessible, and meaningful.

This year also represented an important period of development for the organisation. Building on a strong financial position at the end of 2024, we made a deliberate investment in strengthening our capacity, including expanding our services team, enhancing governance and operational systems, and developing a more sustainable approach to fundraising. These steps are essential in ensuring that Anam Cara can continue to provide high-quality support, not only today, but into the future.

Alongside this, 2025 was a year of transition in leadership. **Michelle Reynolds joined as CEO** at the end of 2024, and **Margaret (Majella) Crowley stepped into the role of Chairperson** in July 2025.

We would like to express **our sincere and heartfelt thanks to Christopher (Tony) Mahon**, who served as Chair until July 2025. Tony's leadership, generosity, and deep commitment to Anam Cara have been extraordinary. During a particularly challenging period for the organisation, including a year without a CEO, Tony stepped forward with unwavering dedication, providing stability, guidance, and care, and ensuring that the organisation continued to move forward with clarity and purpose.

Tony has also been an exceptional source of support during Michelle's transition into the role of CEO, offering his time, insight, and encouragement with great generosity. His thoughtful and steady leadership, and the care with which he handed over to Majella, have been instrumental in ensuring continuity and strength within the organisation. We are deeply grateful for all that he has given to Anam Cara.

We also want to take a moment to remember John Mullins, Anam Cara's founding Chairperson, who passed away in April of this year.

John played a profoundly important role in shaping Anam Cara in its earliest days, helping to guide the organisation from its beginnings into an all-island charity supporting bereaved parents across Ireland. His leadership, vision, and deep compassion for bereaved families left a lasting imprint on the organisation.

Those who knew John speak not only of his commitment, but of his warmth, kindness, and the genuine interest he took in people. He had a way of making those around him feel supported and valued, and his belief in the importance of Anam Cara's work was unwavering.

Message from the Chair and CEO

In November 2025, we were honoured to hold our Cork Christmas Lunch in John's memory. It was a fitting tribute, bringing together community, connection, and generosity – values that John embodied so fully.

John's legacy is woven into the fabric of Anam Cara. His impact continues to be felt in the work we do, in the community we have built, and in the support offered to parents and families across Ireland. We remember him with deep gratitude and will carry his legacy forward in all that we do.

None of our work would be possible without the commitment and generosity of so many. We extend our sincere thanks to our staff team, whose dedication and care underpin everything we do; to our volunteer parents and professional facilitators, who bring both lived experience and expertise to our supports; and to our Board of Directors for their guidance and stewardship.

We are also deeply grateful to our funders, corporate partners, and supporters, whose continued belief in our work enables us to be there for parents and families when it matters most.

Every act of support – every donation, every partnership, every hour given – makes it possible for a bereaved parent to walk into a room, or join a call, and realise they are not alone. It makes it possible for grief to be met with understanding, for silence to be met with compassion, and for parents to find connection at a time of profound loss.

This support does not simply sustain Anam Cara as an organisation – it sustains the spaces where grief can be held, where stories can be shared, and where parents can begin, in their own time, to find a way forward. It is this, above all else, that makes the work matter so deeply.

As we look ahead, our focus remains on building on the progress of this year, continuing to strengthen our services, deepen our reach, and develop a sustainable foundation for the future. Central to this will be the development of our next strategic plan, shaped by the voices and experiences of the parents and families we serve.

At the heart of Anam Cara, what matters most remains unchanged: creating spaces where parents can be alongside others who understand, where they do not have to explain, and where they do not have to carry their grief alone.



Majella Crowley

Majella (Margaret) Crowley
Chairperson



Michelle Reynolds

Michelle Reynolds
Chief Executive Officer

2025 at a glance



2,172

bereaved parent
attendances at our
events in 2025

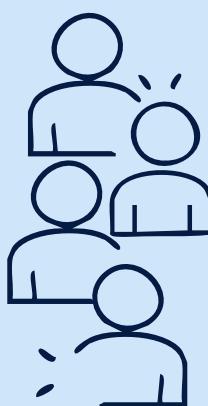


€522,877

Total € Raised

€49,441

Gifted In-Kind Support



6

Team
Members

35

Volunteer
parents

13

Professional
Contributors
(speakers at our
bereavement support
and training events)

15

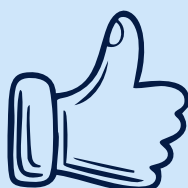
Professional
Facilitators

13

Referrals to our Level 3
one-to-one counselling
support programme

+94%

parents would
recommend
Anam Cara to another
bereaved family



5,641,360

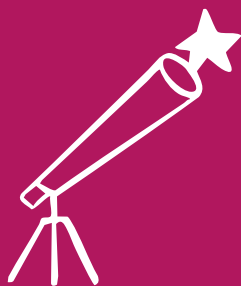
media reach

€227,031

media AVE

Our Wonderful
Collaborators





OUR VISION

A society where no bereaved parent has to grieve alone, and all families who experience the death of a child are met with understanding, support, and compassion.

OUR MISSION

Anam Cara's mission is to support parents across Ireland who have experienced the death of a child, regardless of their child's age or the circumstances of their death. We provide safe, inclusive, and compassionate spaces where parents can access peer support, connect with others who understand their grief, and find comfort and hope as they navigate life after loss.



CORE PHILOSOPHY

We believe that no parent should have to face the aftermath of the death of their child alone. We emphasise empathy, understanding, and creating a non-judgmental space for grieving parents to express themselves and heal. Anam Cara believes deeply in our values of quality, compassion, empathy, inclusivity, trust, and collaboration.

The name Anam Cara in Irish translates to "Soul Friend", reflecting the charity's mission to provide deep, meaningful companionship and support during the hardest of times.



Our Values



Compassion and Empathy

At Anam Cara, we recognise that the journey of grief is deeply personal and profoundly painful. Our work is rooted in compassion and empathy, ensuring that every bereaved parent feels heard, understood, and supported. We create a safe space where emotions can be shared without judgment, and we strive to provide comfort and reassurance through every interaction.



Quality

We are committed to excellence in everything we do. From our support services to our resources and events, we uphold the highest standards to ensure that bereaved parents receive the best possible care. Continuous evaluation and improvement are central to our approach, allowing us to respond effectively to the needs of those we support.



Inclusivity

Grief knows no boundaries, and neither do we. Anam Cara is open to all parents who have experienced the loss of a child, regardless of background, circumstance, or time since their loss. We foster a welcoming and non-judgmental environment where every bereaved parent can find solace and a sense of belonging.



Collaboration

We believe that working together strengthens the support available to bereaved families. By partnering with other trusted organisations, we can extend our reach, share best practices, and enhance the quality and accessibility of bereavement support. Collaboration allows us to provide a more comprehensive and holistic network of care for grieving parents.



Trust

Trust is the foundation of Anam Cara's work. We are committed to fostering an environment where bereaved parents, volunteers, and professionals feel secure, respected, and supported. By upholding transparency, confidentiality, and consistency in our services, we ensure that every interaction is guided by integrity. We honour the trust placed in us by grieving families and our partners, striving always to be a reliable and compassionate source of support.

The Story of Anam Cara

Written by Carmel Battigan, founding parent of Anam Cara

Anam Cara came from humble beginnings. A small group of women who, following a Barretstown bereavement camp saw it helped to talk to each other and decided to meet in the Clarion Hotel Liffey Valley one Saturday a month.

We recognised that, with our grief so raw and all-encompassing, control on our time together was important so we could cope with the emotion involved in our support of one another. Each of us on our own individual journey of grief, with that raw pain etched on our faces, we came to meet and talk with stories of our children. Initially that's what it was, the journey of our children's illness to their recent deaths spoken with lots of tears, but gradually we realised we simply "got one another". We didn't have to explain what it was like, or hold back on the worst of our feelings, together we really understood.



We held and listened to one another, dovetailing in and out to where the support was needed. **We can't underestimate the power of being with another bereaved parent who understands.** We allowed that space to open up to where we could tell our story, or not if one chose, cry, and yes at times laugh, talk about the impact of our loss, on our lives, and our families, and all without judgement or fear of upsetting others.

On reflection, that was when we sowed the seed of Anam Cara. We were each other's soul friends, those who understood; we were each other's volunteer bereaved parent. **The cornerstone of Anam Cara was set.** We weren't alone. We knew how lost we were on our own and the difference it had made to meet others who could truly empathise. So, we wanted to grow. We wanted to extend this to more parents. And we did from the smallest of beginnings; initial committee meeting minutes showed attendances of three growing to a full committee complement of six.

With a new purpose, and a way to give our children a wonderful legacy, we pushed on. We got huge validation from our first ever donation in the form of €1,200 from the Irish Hospice Foundation. We were elated to grow successfully to three groups (northside and southside Dublin, and one in Cork). Such growth also saw us introduce the professionals as a valued addition to our groups and to support our organisation. Now Anam Cara has a strong network running the length and breadth of our country, including Northern Ireland, with our volunteer parents sitting at the heart of the organisation. That peer-to-peer support is the very essence of Anam Cara and is key to what makes us who we are and unique for Irish bereaved parents.

Recently I was asked where we got the strength to come together and form the initial group. I thought about it and realised that it's the "unseen". When parents come together to support each other at an Anam Cara event, it's our sons and daughters that connect us. From them we have harnessed a wisdom we would rather not have gained, courage we had no choice but to cling on to, most importantly empathy which the loss of our children has taught us, and now, when a volunteer parent hand reaches out to the newly bereaved parent, the raw grief 'etched' on their face, understanding.

They know we get it because we were there too, and we give hope to that parent that they too will survive the worst loss of all, that of their child.

With deep gratitude, we acknowledge Carmel Battigan, Sharon Vard, Kate Burke and Grainne Quinn - the four parents whose courage to come together in the earliest days gave rise to Anam Cara, and whose care for one another created a path of support for so many who have followed.



Our Purpose Today

From those early gatherings in the Clarion Hotel, Anam Cara has grown and evolved, but the essence of what was created in those first meetings remains at the heart of the organisation today.

What began as a small group of parents coming together in shared grief has become a national support network for bereaved parents and families across Ireland. While the organisation has grown in reach, structure, and capacity, it continues to be shaped by the same understanding that emerged in those early days – that there is something profoundly important in being alongside others who truly understand the loss of a child.

Over time, this learning has deepened. We understand that the death of a child is not something that can be resolved or left behind. It is something parents carry with them, in different ways, throughout their lives. In the midst of this, connection with others who share this experience can offer comfort, understanding, and a sense of not being alone. Today, Anam Cara creates and holds spaces where that connection can happen. We bring bereaved parents together in safe, compassionate environments where they can speak, listen, or simply be, without expectation or pressure. These spaces are grounded in empathy, in shared experience, and in a deep respect for each parent's individual journey. At the centre of this work are our volunteer parents, whose lived experience continues to shape and guide how support is offered. Alongside them, our staff team, facilitators, and partners work to ensure that parents and families can access support in ways that are responsive, respectful, and available over time.

While the organisation has grown, the core remains unchanged: **That moment of recognition between parents. That quiet understanding. That sense of not having to carry it alone...**

It asks for **patience, presence, and understanding**. It asks for spaces that do not rush grief, fix it, or explain it away. Those spaces are rare, because sitting alongside profound loss is difficult, emotionally demanding, and often uncomfortable. As a result, many parents are left feeling unseen just when they most need to be met.

That is the gap Anam Cara exists to respond to. This understanding continues to shape how we support parents and families, and how we organise our work today.

Directors & Administrative Information

Directors

Christopher Mahon	
Patrick Cullen	
Rory Coll	
Margaret (Majella) Crowley	
Francis O'Hare	
Nora Lawton	
Ivan Adriel Da Silva	(Appointed 9 December 2025)
Hugh Daly	(Appointed 9 December 2025)
Orla Keegan	(Appointed 20 March 2026)
Therese Cotter	(Appointed 20 March 2026)

Secretary

Goodbody Secretarial Limited

CHY number

18073

Registered charity number

20068592

Company number

452644

Principal address

HCL House
Second Avenue
Cookstown Industrial Estate
Tallaght
Dublin 24

Registered office

HCL House
Second Avenue
Cookstown Industrial Estate
Tallaght
Dublin 24

Auditor

UHY Farrelly Dawe White Limited
Unit 4A
Fingal Bay Business Park
Balbriggan
Co. Dublin

Bankers

Bank of Ireland
Unit 4-6, Block 3
Priors Gate
Greenhills Road Extension
Tallaght
Dublin 24

Directors' Report

The directors present this report, together with the audited financial statements, for the year ended 31 December 2025.



Core Activities

Our Work

Anam Cara's work is centred on parents and families who have experienced the death of a child. Everything we do is designed to support them directly, or to strengthen the environment around them so they can be better understood, supported, and accompanied in their grief.

We organise our work across three interconnected areas, with bereaved parents and families:

- Supporting Parents
- Supporting Professionals
- Supporting Society

**At the heart of all three is a single purpose:
To ensure that no bereaved parent has to navigate their grief alone.**

Supporting Parents

We offer direct, ongoing support to parents whose child has died, creating safe, compassionate spaces where they can be understood, supported, and feel less alone in their grief.

Our Supports

Facilitated Peer Support Groups

Monthly, professionally facilitated peer support group meetings are offered both in-person and online. These groups provide a safe, confidential space where parents can share their experiences with others who truly understand the loss of a child. These spaces allow parents to connect with one another, helping to reduce isolation and build meaningful, longer-term networks of understanding and support.



One-to-One Support

Individual support is available for parents who may not yet feel ready for group settings, or who need additional support at particularly difficult times.

This includes our information line, which provides guidance, listening support, and signposting to other services, as well as a referral pathway to bereavement counselling – a service made possible with thanks to funding from Tusla and in partnership with Community Therapy Ireland.

Specialist Supports for Specific Experiences

We provide targeted supports for parents with specific experiences of loss, including parents with no surviving children, recognising that their needs can differ and require tailored approaches.





Family Remembrance Events

Annual remembrance events, such as the Barretstown Family Remembrance Event and our National Remembrance Events, provide opportunities for families to come together to honour and remember their children and siblings in a gentle and meaningful way, alongside others who understand their loss. These events create space for remembrance, connection, and shared understanding.

Bereavement Information and Resource Support

We provide Bereavement Information Events, both in-person and online, alongside practical guidance and a suite of resources to support parents as they navigate grief over time. These supports help parents understand grief, what they may experience, and how to access further support when needed.

Long-Term, Open-Ended Support

Unlike time-limited interventions, Anam Cara provides ongoing support without restriction. Parents can remain connected for as long as they wish, recognising that grief following the death of a child does not have an end point.



Supporting Professionals

We provide training, education, and guidance to professionals who support bereaved parents, helping them respond with greater confidence, compassion, and understanding. This work ensures that parents encounter informed and sensitive support not only within Anam Cara, but across the wider systems they interact with.

Our Work with Professionals

Training and Education

We deliver information workshops and formal training to professionals across health, education, social care, and community settings. Our training is grounded in the lived experience of parents and provides insight into the realities of parental grief, helping professionals understand how best to support parents both in the immediate aftermath of a child's death and over the longer term. It also supports professionals in understanding how to care for themselves while working in emotionally demanding environments.



Resources and Referral Pathways

We provide guidance and signposting to help professionals understand where and how to refer parents for appropriate, specialist support. This includes working collaboratively with hospitals, nursing colleges, and other institutions to strengthen pathways into support.



Workplace Support and Guidance

We provide workshops and materials to support workplaces in responding to bereavement. This includes supporting employers, managers, and colleagues to better understand how to support a bereaved parent returning to work, and how to create environments that are compassionate and responsive.



Supporting Society

We work to gently change how society understands and responds to the death of a child, so that parents are met with greater awareness, sensitivity, and long-term support. This work helps create a wider environment in which bereaved parents are better recognised, understood, and supported.

Our Work in Society

Media Engagement and Storytelling

We contribute to radio, print, and online media to raise awareness of parental bereavement and challenge the silence that often surrounds it. This helps ensure that parents are more likely to be signposted to support when they need it.



Talks, Events and Public Engagement

We participate in talks and events with partner organisations, sharing lived experiences of child loss to build understanding and compassion among wider audiences.

Partnerships with Community and Civic Organisations

We work with community and civic organisations to ensure parental bereavement is recognised and responded to appropriately within local settings.



Our Strategy

Anam Cara is guided by a strategic plan that reflects both the needs of bereaved parents and families, and the organisation's commitment to delivering high-quality, sustainable support.

In 2025, Anam Cara continued to deliver on its 2024–2026 Strategic Plan, refining its focus to ensure it remains responsive, sustainable, and grounded in the needs of bereaved parents and families.

Our Strategic Priorities

The refined strategy is organised across four key areas:

1. Service Provision

Supporting ongoing, continuous improvement to ensure bereaved parents and families have access to the right supports at the time they need them.



2. Fundraising and Communications

Developing a sustainable and diversified income model, with a focus on strengthening fundraising and increasing awareness of Anam Cara's services.



3. Governance and Operations

Ensure all our work is underpinned by good governance, by strengthening systems, operational processes, and management of risk and compliance, to support effective, transparent, and high-quality service delivery.



4. People

Building a resilient, skilled, and well-supported team - comprising staff, volunteers, and facilitators - ensuring the continued delivery of compassionate, high-quality support.



Achievements and Performance

The following sections provide an update on our strategic progress over the last 12 months.

Strategic Theme 1: Service Provision

Objective:

Ensuring parents and families receive the right supports at the right time

What this means

- Accessible, responsive, high-quality bereavement support
- Continuous improvement based on parent needs
- National reach with both in-person and online supports

Progress in 2025

201

events delivered across 14 locations nationwide and online, ensuring continued accessibility for parents and families across Ireland

2431

total attendances, including 2,172 parent attendances across 193 direct parent support events, reflecting the continued demand for peer-based bereavement support

175

peer-to-peer support group events

3

in-person bereavement information events (39 attendees)

10

online bereavement information evenings (441 attendees)

4

remembrance events (290 attendees)

7

professional and internal training events (259 attendees)

- Continued development of regional outreach, including delivery of the first bereavement information event for parents and professionals in Buncrana, Co. Donegal in a number of years
- Strengthened professional engagement, including delivery of frontline professional workshops and bespoke sessions with key partners such as Crumlin Hospital, UCD, and Northern Ireland Organ Donation service
- Introduction of structured feedback mechanisms, including event-level feedback and Annual Parent Survey, to support continuous service improvement based on lived experience
- Expansion of the Service Team, with two new Service Support Administrators embedded within a revised structure, improving support to programmes, volunteer parents, and facilitators

Service Provision Insights

In 2025, Anam Cara continued to deliver a significant level of service activity, while also strengthening the quality, accessibility, and sustainability of its supports. While total activity levels remained high, the year reflects a shift from growth in volume alone to a more balanced focus on reach, quality, and responsiveness to need.



Sustained Reach with Evolving Delivery

In 2025, Anam Cara delivered 201 events with 2,431 attendances, compared to 210 events and 2,630 attendances in 2024. This slight reduction in overall activity reflects a more intentional approach to service delivery, including:

- Improved structuring of events
- More targeted supports
- Increased focus on quality of engagement

Importantly, direct parent support remained the core focus, accounting for the majority of activity - with 2,172 parent attendances in 2025 compared to 2,353 in 2024. This demonstrates continued strong demand for Anam Cara's services.



Strengthening Accessibility and Regional Reach

A key area of progress in 2025 was the continued strengthening of accessibility. Services were delivered across 14 in-person locations nationwide, alongside online supports, ensuring national reach and accessibility regardless of geography. New activity in Donegal, including a bereavement information event for parents and an information session for professionals, as well as an expansion of our Kerry Remembrance event to include all of Munster, represents an important step in ensuring that families outside major urban centres can access support. This reflects a broader organisational commitment to equity of access and regional inclusion.



Deepening Support at Key Points in the Grief Journey

Bereavement information events continued to play a key role in supporting parents at critical points in their journey.

- 10 online events enabled nationwide access (441 attendances)
- 3 in-person events supported more local engagement

These events provide reassurance, understanding of grief, and guidance on what to expect. They often act as an entry point into ongoing support, strengthening the overall support pathway for parents.



Strengthening Professional Response to Bereavement

In 2025, Anam Cara continued to deepen its engagement with professionals. Training, workshops and bespoke presentations supported frontline professionals in developing confidence and competence, provided both theoretical understanding and practical tools, and created space for reflection and dialogue on working with bereaved families.

This work strengthens the wider ecosystem around bereaved parents, ensuring that support is not limited to Anam Cara, but extends into healthcare, education, and community settings.



Strengthening Collaboration and Pathways to Support

A key area of focus in 2025 was the continued strengthening of relationships and engagement with other organisations working in the bereavement space.

Anam Cara recognises that no single organisation can meet all the needs of bereaved parents and families. Our approach is grounded in ensuring that parents are supported in accessing the right support at the right time, whether that support is provided by Anam Cara or by another organisation.

Throughout 2025, we worked closely with a wide range of partners to strengthen collaboration, share expertise, and broaden access to support. This included partnerships and engagement with organisations such as Tusla, LauraLynn Children's Hospice, A Little Lifetime Foundation, FirstLight, Féileacáin, Barretstown, Milford Care Centre, HUGG, Children's Health Ireland's training programmes, and Community Therapy Ireland.

These relationships enhance the support available to parents by strengthening referral pathways, increasing access to specialist supports, and broadening the range of voices and expertise contributing to bereavement information and training.

In 2025, 13 professional contributors participated in Anam Cara events and training programmes, bringing additional clinical, therapeutic, and lived experience perspectives to support parents and professionals. We extend our deepest gratitude to these speakers and partners for their significant contributions and commitment to supporting bereaved families.

Impact and Outcomes: What This Means for Parents

In addition to service delivery levels, Anam Cara continues to assess the impact of its supports through annual service user feedback and engagement with parents.

Findings from the 2025 Annual Service User Survey (158 respondents) highlight the meaningful difference that connection and peer support make to bereaved parents:

Impact Snapshot 2025

94%

of respondents shared that they would recommend Anam Cara to another bereaved parent

reflecting a strong level of trust and satisfaction with the support provided.

63%

of parents identified connection with other bereaved parents as a primary reason for accessing services

an equally common reason for accessing services was seeking practical support to help them cope, demonstrating the importance of a combination of emotional and practical support.

74%

of parents engaged with Anam Cara within the first year of their child's death.

highlighting the organisation's role as an early and trusted source of support at a critical time.

30%

of parents were referred by health or social care professionals (up from 21% in 2024)

indicating increased awareness and strengthening of referral pathways.

Qualitative feedback further illustrates the impact of this work:

These findings reinforce that Anam Cara's peer-led model plays a critical role in reducing isolation, increasing connection, and supporting parents in navigating life after the death of a child.

Learning and Continuous Improvement

Insights from the 2025 survey have directly informed service development and strategic priorities. Feedback highlighted the importance of continued opportunities for connection, as well as interest in additional supports such as informal activities, wellbeing sessions, and locally accessible services. In response, Anam Cara has committed to:

- Strengthening regional access to supports
- Exploring additional formats for connection and engagement
- Enhancing visibility of counselling and specialist supports
- Continuing to integrate professional input into information events

This approach ensures that services continue to evolve in line with the needs and experiences of bereaved parents.

"When you are ready, Anam Cara will help support you and you will not feel so alone."

Professional Collaboration: Children's Health Ireland

In 2025, Anam Cara deepened its engagement with the professional healthcare community through collaboration with Children's Health Ireland (CHI) Crumlin as part of their paediatric nursing education programme.

This initiative created an important space to connect with nurses from across Ireland who support children with life-limiting conditions and their families.

Through this engagement, we contributed insights grounded in the lived experiences of bereaved parents, while also learning from the expertise and compassion of nursing staff working at the frontline of care.

The discussions highlighted key themes, including the lasting impact of compassionate presence, the vulnerability families

experience when transitioning home from hospital, and the vital role of peer-to-peer support in helping parents navigate grief. This collaboration also reinforced the importance of strong partnerships between healthcare services and organisations like Anam Cara. By strengthening referral pathways and shared understanding, we can ensure that families are supported not only in clinical settings but throughout their bereavement journey.

We are grateful to the team at CHI Crumlin and the Centre of Children's Nurse Education for their openness and commitment to improving supports for bereaved families. This work reflects our strategic focus on collaboration and our commitment to ensuring that no family faces grief alone.



Strengthening Access to Specialist Supports

Anam Cara provides **Level 2 bereavement support**, focused on peer connection, information, and guidance. For some parents, additional, more specialised therapeutic support is required. Through our partnership with Tusla, we continued to facilitate access to Level 3 one-to-one counselling, an essential pathway that ensures parents receive the depth of support required when their needs go beyond peer-based support.

In 2025, **13 parents** were referred to this counselling support programme, delivered with thanks to Tusla, and in partnership with Community Therapy Ireland.

This pathway is particularly important in ensuring that:

- Parents with more complex or acute needs are not left without appropriate support
- There is continuity of care beyond Anam Cara's services
- Parents can access specialist therapeutic intervention at the right time

This reflects Anam Cara's commitment to working as part of a broader support system, ensuring that parents receive the care they need, regardless of where that support is delivered.

*"It saved my life...
meeting other parents
who understood how I was
feeling was life saving."*

Investing in Service Quality and Sustainability

A key shift in 2025 was the organisation's focus on strengthening how services are delivered, not just how many. This included the enhancement of structured feedback mechanisms and increased use of lived experience to inform service design. At the same time, expansion of the Service Team improved coordination and consistency, strengthened support for volunteers and facilitators, and enabled progression of strategic service developments.

Building Foundations for Future Growth

Beyond direct delivery, 2025 saw important developments that support long-term service sustainability:

- Launch of a new, user-centred website improving access to information
- Reintroduction of newsletters to strengthen connection with our community
- Planning for supervision, reflective practice, and support structures for volunteers and professionals
- Exploration of group supports for adults who have experienced sibling bereavement in their life

These developments ensure that Anam Cara is not only meeting current demand, but is also building the foundations needed to respond to future need.



Annual Training and Review Day

Each year, Anam Cara brings together volunteer parents, professional facilitators, and staff, for a dedicated Training and Review Day – an important opportunity to support learning, reflection, and shared understanding across the organisation.

In June 2025, this gathering took place at the Hodson Bay Hotel in Athlone, bringing together those at the heart of Anam Cara's work. The day provided space not only for training, but for collective reflection on practice, experience, and the evolving needs of the parents and families we support. The focus of the day was to strengthen both individual and collective capacity, supporting those delivering services to reflect on their role, deepen their understanding, and continue to develop their skills within a supportive environment.



We were pleased to welcome Ted Bowman as keynote speaker. An educator, author, and consultant with extensive experience in change and transition, Ted brought valuable insight into how individuals and communities navigate loss. His session encouraged reflection on personal and collective strengths, while reinforcing the importance of connection and mutual support, principles that are central to Anam Cara's approach.

The day included a combination of plenary sessions, case study discussion, and smaller group work. These smaller sessions provided space for more focused engagement, with volunteer parents and professional facilitators reflecting on their respective roles, sharing experiences, and exploring practical approaches to supporting bereaved families.

A particularly valuable contribution was made by volunteer parent Marie Rooney, who shared insights from her master's research on peer support following bereavement. Her work offered both affirmation of the impact of peer connection and a deeper understanding of the ways in which volunteer parents support one another within the Anam Cara community.

The Training and Review Day forms an important part of Anam Cara's ongoing commitment to quality, learning, and continuous improvement. It ensures that those delivering support are equipped, supported, and connected, enabling the organisation to maintain a consistent, compassionate, and informed approach to supporting bereaved parents and families.

Strategic Theme 2: Fundraising & Communications

Objective: Building sustainable income and increasing awareness of support

What this means

- Diversified fundraising model
- Stronger corporate and community partnerships to build more sustainable funding to allow us to plan for the future
- Increased national awareness and reach to ensure all parents who may need us know how to find us

Fundraising Achievements & Performance

In 2025, the strength of Anam Cara's community of supporters was evident in every act of generosity, from valued institutional funders to corporate partners, community fundraisers, and individuals who chose to stand alongside bereaved families.

Total income for the year was €522,877, compared to €672,811 in 2024, representing a year of continued support and growing partnerships, while reflecting a more typical funding profile following exceptional once-off contributions in 2024. €273,313 of this was raised through our fundraising activities, contributions from training events, and a lift in goods and services gifted in-kind, which represented €49,441 this year. Throughout the year, we remained focused on strengthening a sustainable and diversified funding base to support the long-term delivery of our services.

Grants and Foundations

Grant income from both statutory bodies and private foundations contributed €243,995 in 2025, up from €222,106 the previous year. We are deeply grateful for the continued support of our statutory and grant partners, including Pobal, the HSE Department of Palliative Care, and Tusla, whose funding remains central to the delivery of our services nationwide. We were also honoured to receive grant funding through the HSE National Lottery grant scheme to support specific programmes of work from our professionally facilitated community peer support groups to our volunteer parent and professional facilitator training day.



We would also like to especially thank **The Hospital Saturday Fund** for supporting targeted specialist supports for bereaved parents with no surviving children, and **the Adelaide Health Foundation** whose grant provided bereavement support within our local community in Tallaght.



Progress in 2025

- Strengthened our fundraising approach by **implementing more strategic planning, deepening donor relationships, and building a more robust and sustainable pipeline** across corporate, philanthropic, and statutory income streams.
- Developed **new donor care practices** to ensure we show our supporters how much they are valued and appreciated.
- Initiated a CRM redevelopment project with Enclude to enhance data management, improve donor engagement, and support a more strategic and sustainable approach to fundraising.
- Developed **new strategic partnership with SMBC Aviation Capital** and **affirmed partnership with Park Developments** for a further two years until end of 2026. Deepened relationship with our long-term partner, **Healy Group**, who have been instrumental in Anam Cara's development.
- Recruited a group of 10 participants for the Dublin Marathon for the first time, raising over **€32,000**.
- Had our most successful Camino Trek yet with 10 walkers fundraising more than **€43,000**.
- **Secured increase in annual funding support from Tusla**, extending their parental bereavement counselling support to ensure practitioners have the knowledge, training, and resources to provide appropriate support to bereaved parents and families, in line with Tusla's Parenting Support Strategy 2022-2027.
- In August we launched our new website, developed pro bono by new partners, **Granite Digital**. This represents a transformative step for the organisation, significantly improving how parents, professionals, and supporters access information and supports. We are deeply grateful to Granite Digital for this extraordinary contribution. We would also like to extend our gratitude to Dave Healy who developed and supported our website for many years.
- **Partnership with Thrive Marketing** to enhance digital presence and improve content and reach across LinkedIn, Facebook, and Instagram.
- Engaged media partner, Media Consult, to further our public awareness and increase reach, achieving:

Reach: 5.6 million+

Media value: €227,031





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The Hospital Saturday Fund

The Open University

ble,

ed.

The Hospital Saturday Fund

In 2025, Anam Cara was honoured to receive a grant of €7,597 from The Hospital Saturday Fund (HSF), presented at The Wheel Summit in Croke Park. This support represents a meaningful investment in our work with bereaved parents, particularly those who have lost their only child or all of their children and are navigating profound grief and isolation.

This funding has enabled us to continue providing essential supports, including bereavement information evenings and ongoing peer support groups. These services offer safe, compassionate spaces where parents can connect with others who truly understand their experience, helping to reduce isolation and provide comfort during an incredibly difficult time.

Reflecting on the grant, Michelle Fletcher, Senior Charity Coordinator with The Hospital Saturday Fund, noted: “It was a privilege to present a grant of €7,597 to Michelle Reynolds, CEO, and Michelle Molloy, Fundraising Executive of Anam Cara Parental & Sibling Bereavement Support at the Wheel Summit in Croke

Park, Dublin in May 2025. This funding has helped provide essential support to parents who have lost a child and have no surviving children, enabling them to access vital bereavement information evenings and ongoing support groups. Such services play a crucial role in offering guidance, connection, and comfort during profoundly difficult times. Bereavement—particularly in its most devastating forms—can often remain a taboo subject. It is vital that we continue to encourage open conversations and ensure that appropriate support is available to those who need it most. We extend our sincere thanks to the Anam Cara team for their dedication and the invaluable work they carry out in supporting bereaved families.”

We are deeply grateful to The Hospital Saturday Fund and to Michelle Fletcher for their continued kindness, empathy, and belief in our work. Partnerships such as this are vital in ensuring that bereaved families across Ireland are supported, understood, and never left to navigate their grief alone.

Corporate Partnerships

Our corporate partners continue to play an increasingly meaningful role in sustaining our work and supported us with over €45,000 in corporate donations and fundraising, and much more in gifts-in-kind throughout 2025. Healy Group – our longest corporate partner (though that doesn't even come close to doing justice to our relationship!) – continued to inspire us with their extraordinary generosity and care. We are sincerely grateful for the ongoing commitment of Park Developments, and for the exceptional partnership developed this year with SMBC Aviation Capital. From their initial gift to hands-on involvement in remembrance events, volunteering, and matched fundraising efforts, the SMBC team demonstrated a level of generosity, care, and engagement that goes far beyond financial support. Their commitment reflects the profound impact that true partnership can have on the families we serve.

We would also like to acknowledge Eamon, Mary, John and the entire team at The Maryborough Hotel in Cork, who not only gift us sponsorship towards our Christmas lunch held there each year and welcome us with such care each and every time we visit throughout the year, but hugely meaningfully gift us the space and refreshments in their hotel each month for our Cork peer support group to meet completely free of charge.



Healy Group – So much more than a partnership

The Healy Group are so much more than partners to us. They generously provide our office space, take care of all utilities, and most importantly, keep Anam Cara wrapped firmly within their wider organisation with extraordinary heart, generosity, kindness, and care.

Year after year, they show up for Anam Cara in ways that most people will never see, understand, or fully appreciate as deeply as we do. Their support goes far beyond practical contribution – it gives us stability, a sense of safety, and the freedom to focus fully on what matters most: supporting bereaved parents and siblings across Ireland.



They are present in both the big moments and the small ones. From showing up at our Dublin Christmas Lunch each year, always with the biggest smiles, the loudest cheers, and exceptional generosity, to supporting our fundraising efforts in ways that continually go above and beyond. This year alone, they not only bid on two auction items, but also donated one of the auction prizes themselves.

They are equally present behind the scenes, offering advice, encouragement, and practical support to our entire team. Their support has been particularly meaningful during my first year as CEO, providing reassurance and encouragement at every stage.



Their generosity is also felt in the everyday moments. Whether it's welcoming us into their team events, quiz nights, and Christmas celebrations, or responding immediately to a passing comment about what might help us work better, without us even knowing! When we mentioned we might look at organising additional computer monitors to support our growing team, they began arranging installation without hesitation. When we asked if we could install signage for the building, they didn't just agree – they took it upon themselves to organise and install beautiful new signage within weeks.

These gestures, both large and small, reflect a level of care that is rare and deeply valued.

"Supporting Anam Cara has never felt like a partnership in the traditional sense. It feels like standing alongside people we deeply admire, whose compassion and commitment make a profound difference to families across Ireland.

We are honoured to play even a small part in your work and grateful for the trust, friendship, and connection that has grown between our teams. We feel we get more from this relationship than you do."

– Maurice Healy, Chairman, Healy Group





Events & Community

Our challenge and community events continue to grow in both participation and impact. In 2025, 38 participants in the Women's Mini Marathon raised €21,519, while 10 supporters took on the Dublin Marathon raising an outstanding €32,459.

Our **Camino Trek** brought together 10 participants who walked over 120km of the Camino de Santiago in October, collectively raising a remarkable €43,555. Our **annual Christmas lunches** also played a significant role, with our Dublin Saba Lunch welcoming 119 attendees and raising €21,525, and our Cork Lunch engaging 115 attendees and raising €21,800. A very special thanks to board member **Tony Mahon** for leading the success of our Cork lunch again this year, and to **the family of John Mullins** (rest in peace), our beloved former Chair and cherished friend of Anam Cara, who joined us to celebrate John's immense and long-lasting contributions to Anam Cara. Each of these events reflects not only financial support, but the commitment of individuals, companies, and communities choosing to stand alongside bereaved families, and alongside us.

We are particularly grateful to the three amazing individuals who took on the Belfast Marathon, raising over €14,000! **Un1t Dublin fitness studio** completely blew us away with their community-led fitness event in November and raised an incredible €10,000 to ensure bereaved parents and families can access the support they need in their heartbreak. The generosity and kindness (and sweat and exhaustion!) shared was simply magic – huge and heartfelt thanks to **Gareth, Dean, Richard and all the coaches and community at Un1t**.

And we could not let the opportunity pass to thank our wonderful friend **Louise O'Sullivan**, who not only took part in the Camino Trek with us this year, but took her support even further organising a fantastic Christmas Concert in Cork with a line up of fabulous performers (including herself!).



Events & Community

Alongside these events, our **Lights of Love** campaign held a special place within Anam Cara. Over the Christmas period, families and supporters chose to remember their children and loved ones through donations, creating a collective space of remembrance, reflection, and connection. Each light on the tree represents a life remembered and a family held in thought, and these acts of generosity carry deep meaning for both those who give and those who receive support.

Behind every event, every donation, and every initiative is a deeply personal act of kindness – individuals and communities choosing to support families they may never meet, at the most difficult time in their lives. This generosity is not only vital to sustaining our services; it is a powerful reminder to every bereaved parent that they are not alone.

Because of this support, Anam Cara continues to provide free, accessible, and compassionate bereavement support to parents across Ireland, creating spaces of understanding, connection, and hope when it is needed most. **We extend our heartfelt thanks to every person, organisation, and community who walked alongside us this year.**



“At journey’s end, it’s not the destination we remember, but those who walked beside us.”

By Michelle Reynolds, CEO, Anam Cara Parental & Sibling Bereavement Support

This October, I had the privilege of walking part of the Camino de Santiago with a group of the most extraordinary people. Parents, friends, and supporters of Anam Cara who came together to walk in memory, in solidarity, and in hope.

The Camino has a way of holding you. In its stillness, in its simplicity, in the rhythm of one foot after another. Over five days, we laughed, cried, shared stories, and walked through moments of silence that spoke louder than words ever could. Every step became a quiet act of remembrance – for the children no longer in our arms, and for the families who continue to find their way through loss.

What struck me most wasn’t the challenge (though the blisters and sore legs were real!) but the connection. The way complete strangers became companions. How kindness showed up in small, steady ways. How courage looked like simply showing up, one step at a time.

To our incredible walkers – Catherine, Tracey, Nollaig, Karen, Anne, Donald, Fabi, Louise, and Peter – thank you for walking with open hearts. To everyone who supported us from home, donated, shared messages, or simply held us in your thoughts – you were part of every mile.

Together, we raised vital funds to ensure Anam Cara can continue to offer free, accessible bereavement support for parents and siblings across Ireland. But beyond the fundraising, what we carried home was something deeper... A reminder that healing happens in connection, and that even on the hardest paths, we never walk alone.



Buen Camino, beautiful friends. May your feet rest, but your hearts keep walking.



Strategic Theme 3: Governance and Operations

Objective: Strengthening systems, oversight, and organisational effectiveness

What this means

- Strong governance aligned with best practice
- Robust financial controls and transparency
- Clear structures supporting sustainable growth

Progress in 2025

NEW

Financial Handbook, consolidating financial policies, procedures, and controls into a single, robust, accessible framework

NEW

Board Governance Handbook and Board Induction programme, strengthening oversight and onboarding

3



Key policies updated:
Reserves and Investment,
Financial Management,
Conflict of Interest

1



Comprehensive Governance
and Financial Review
completed

- Enhanced financial governance and reporting, including continued alignment with Charities SORP and clear classification of restricted/unrestricted funds
- Strengthened internal financial controls, including approval processes, segregation of duties, and oversight of income and expenditure
- Continued alignment with the Charities Governance Code, reinforcing best practice across governance, compliance, and accountability
- Embedded risk management processes for ongoing identification, monitoring, and review of organisational risks
- Strengthened data protection and GDPR compliance, including policies on data retention, breach handling, and information governance
- Strengthened transparency and stakeholder reporting, including annual reporting, financial disclosures, and funder engagement

Strengthening Our Governance - Key Insights from 2025 Review

The Governance and Financial Review undertaken in 2025 provided a detailed assessment of Anam Cara's structures, processes, and practices. It identified a number of targeted areas for continued strengthening, which will inform our governance roadmap for 2026 and beyond.

Key recommendations include:



- Introduction of an annual formal sign-off process for Board policies, including Code of Conduct and Conflict of Interest declarations, to strengthen accountability and governance discipline



- Development of a structured policy review schedule, ensuring all governance, safeguarding, and operational policies are reviewed regularly, clearly tracked, and aligned with best practice



- Further strengthening of the risk management framework, including reviewing the frequency and structure of risk register updates to support more dynamic oversight



- Expansion of financial planning processes, including enhanced forward budgeting and income planning to support long-term sustainability and strategic decision-making



- Formalisation of fundraising governance structures, including the development of a dedicated fundraising policy to complement the Financial Handbook and support growing fundraising activity

- Review and enhancement of safeguarding policies, ensuring they are fully up to date, regularly reviewed, and aligned with evolving best practice

- Strengthening of Board reporting and regulatory compliance processes, including ensuring timely submission of statutory returns and continued alignment with CRA expectations

- Enhancement of stakeholder reporting and transparency, including continued development of annual reporting, financial disclosures, and communication with funders and stakeholders

Strategic Theme 4: People

Objective: Building a resilient, skilled, and supported team

What this means

- Supporting staff, volunteers, and facilitators
- Investing in skills, wellbeing, and development
- Building a sustainable and compassionate organisation
- 2025 was a year of transition within the staff team, with several departures and new appointments. Through this period of change the organisation demonstrated resilience and adaptability, successfully expanding and restructuring the service support roles, ensuring continuity of service and increased capacity throughout the year.

Progress in 2025

201

Professional development opportunities completed by staff, covering bereavement support, leadership, governance, fundraising, communications, and sector engagement

ALL

Staff and Board members completed Bereavement Competencies Training (Irish Hospice Foundation)



4



Quarterly 'connect' calls introduced for volunteer parents and facilitators

1



National training day delivered for volunteer parents and facilitators

- Introduced quarterly 'Connect' calls for all volunteer parents and professional facilitators, creating space for shared learning, reflection, and feedback
- Delivered a national training day for volunteer parents and facilitators, alongside ongoing training in grief support, resilience, and professional boundaries
- Strengthened staff and volunteer wellbeing through enhanced annual leave, monthly "share and connect" sessions, and improved access to supervision, coaching, and therapeutic supports
- CEO Michelle Reynolds selected for the Shared Island Leadership Forum, strengthening cross-border collaboration to support families across the island

Sustaining the Work

The Governance and Financial Review undertaken in 2025 provided a detailed assessment of Anam Cara's structures, processes, and practices. It identified a number of targeted areas for continued strengthening, which will inform our governance roadmap for 2026 and beyond.



Recognising the emotional depth and complexity of bereavement work, Anam Cara placed a strong focus on training, wellbeing, and professional support throughout 2025.

Supporting parents through the death of a child is deeply meaningful, but it also requires those providing that support to regularly engage with profound grief, loss, and trauma. As an organisation, we recognise that in order to offer compassionate, consistent, and high-quality support to families, we must also invest in and care for the people delivering that support.

In 2025, all staff and Board members completed the Irish Hospice Foundation Bereavement Core Competencies Programme – a programme we contributed to developing as part of the Bereavement Training Network. This experience not only strengthened our shared understanding of bereavement support, but also provided an important opportunity for collective learning, reflection, and alignment across the organisation.

*Supporting parents requires not only **empathy**, but also **skill, awareness**, and the **ability to remain present** in emotionally demanding situations over time.*

Building on this, the team participated in a bespoke training workshop focused on:

- Understanding grief and bereavement
- Supporting others in grief
- Managing complex interactions
- Maintaining resilience and emotional boundaries

This focus on training and wellbeing was further shaped by learning from our own experience, and through feedback from staff and volunteer parents. It became clear that, alongside formal training, there is a need for ongoing spaces where those involved in delivering support can reflect, connect, and be supported in their role.

In response, plans have been developed to introduce facilitated group reflective practice sessions for staff, as well as structured group support sessions for volunteer parents. These initiatives represent an important next step in strengthening how we support our people, recognising that those who walk alongside others in grief also need spaces where they themselves can be supported, heard, and sustained.

This work reflects Anam Cara's commitment not only to the families we serve, but also to those who make that support possible.



Rebecca, a volunteer parent with Anam Cara, shares her personal journey of loss and the role peer support has played in her life.

Let me tell you a little about how I came to Anam Cara. My husband Brendan and I were so excited to become parents with the arrival of our first baby in April 2015. Midway through the pregnancy, we received the devastating news that our baby was going to be born with a major heart condition. We called our little girl Matilda, meaning **Strength in Battle**.

Matilda was transferred to Crumlin within an hour of being born and had her first open-heart surgery when she was just three days old. She was very sick in the days following surgery, and there were times when we thought her tiny heart might not be strong enough to carry her through. But she lived up to her name and went from strength to strength in her recovery. We were beyond proud to bring her home with us in early May.

She was a placid, happy little girl who loved listening to chatter, stories, and songs. We shared precious family moments at home with Matilda - going for walks in the park and enjoying quiet days with her books and toys. However, her heart and lungs were struggling to cope, and she became more unwell as the months went on, needing further surgeries and multiple medical interventions. Despite the best efforts of her medical team, Matilda passed away in Crumlin Hospital in December 2015 when she was eight months old.

Our lives were shattered after Matilda died. Everyday tasks felt impossible, and it was hard to see how we would ever get through the devastation of losing a child. We had such hope for our little girl and her bright future, and it felt so unnatural to be anywhere but by her side.

We were surrounded by a wonderful family and an amazing group of friends who supported us in every way they could. But the absolute heartbreak of losing your daughter is something that cannot be fully understood unless you have lived it.



We went to our first Anam Cara meeting about two months after Matilda died. I remember feeling overwhelmed during that first meeting, but at the same time knowing I had found a place of safety – a group of people who understood what I was going through and the impact of our loss.

I continued to attend the meetings every month. Some months I talked and talked, probably not making much sense. Other times I just listened. But I always took something away. Many of the ways we remember Matilda – how we mark her birthdays and navigate anniversaries – came from ideas I heard in those meetings.

A few years after Matilda died, I went through a particularly difficult time and remember thinking I was going mad. But having heard the shared experiences of other parents in those monthly groups, I found comfort in knowing that what I was feeling was a normal part of grief.

Our family and friends continue to support us to this day. But the peer support I received through Anam Cara was invaluable, especially in those moments when I felt that nobody else could possibly understand. Speaking with other bereaved parents felt like being able to take off a mask I wore all day, and not having to pretend that everything was okay. Over the years, I dipped in and out of the monthly meetings. We were blessed with three other wonderful children in the years that followed, and at times I was too tired or overwhelmed to attend. But I was always drawn back to that support when I felt ready.

In recent years, I have taken on the role of volunteer parent with the South Dublin group. In this role, I attend the monthly meetings, welcome new and returning parents, and offer a listening ear to anyone who wishes to share. When the time is right, I share some of my own experiences of navigating difficult times and what helped me through.

Along with Kate (our other volunteer parent and a founding member of Anam Cara) and Dorothy (our professional facilitator), I try to ensure that everyone has a voice at the meeting. Equally, there is no pressure to speak—many people come simply to listen and find comfort in being in a room with others who understand something their friends or family may not.

It is deeply important to me to be able to give back even a small part of the support that meant so much in those early years after Matilda died. I still see this as time set aside to step away from a busy work and family life and to honour Matilda.

“I like to think that Matilda’s strength in battle continues to guide me and helps others to find hope for the future.”



Review of Activities

2025 was a year of significant progress across all areas of Anam Cara's work, marked by continued expansion of services, strengthening of organisational capacity, and focused investment in long-term sustainability. Throughout the year, the organisation remained grounded in its core purpose, ensuring that bereaved parents and families can access compassionate, responsive, and high-quality support when they need it.

Across our four strategic priorities - **Service Provision, Fundraising & Communications, Governance & Operations, and People** - we delivered a broad programme of activity, deepened engagement with parents and professionals, strengthened governance and financial structures, and invested in the development and wellbeing of our team. Importantly, this work reflects not only what we delivered, but how we continue to learn, adapt, and evolve in response to the needs of the families we support.

Looking Ahead to 2026

As Anam Cara moves into 2026, the organisation remains focused on building on the progress achieved in 2025, while continuing to respond thoughtfully and flexibly to the needs of bereaved parents and families.

A key priority for the year ahead will be the development of a new strategic plan (2027-2030), informed by learning from the current strategy and shaped by ongoing engagement with parents, volunteers, staff, and partners. This process will ensure that Anam Cara continues to evolve in a way that is both responsive and sustainable.

In service provision, we will continue to adapt and refine our supports, with a focus on accessibility, regional reach, and ensuring that parents can access the right support at the right time. This includes further strengthening engagement with professionals and continuing to build pathways into support.

In fundraising and communications, we will build on the foundations established in 2025 to further diversify income streams, strengthen donor engagement, and increase national awareness of Anam Cara's work. A key step in this will be the appointment of a new Fundraising Manager, joining the team in March 2026, reflecting a clear commitment to strengthening our fundraising capacity and developing a more sustainable and resilient funding model. The continued development of our CRM system will also play an important role, enabling more meaningful and long-term relationships with our supporters.

In governance and operations, we will progress the implementation of recommendations arising from the Governance and Financial Review, including the development of a structured policy and governance mapping framework. This will support ongoing oversight of policy development, review cycles, and governance requirements, ensuring that the organisation continues to operate in line with best practice.

In relation to people, a key focus for 2026 will be the introduction of structured reflective practice and support for both staff and volunteer parents. These initiatives, shaped by organisational learning and feedback, will further strengthen how we support those delivering this work, recognising the importance of sustaining and caring for the people at the heart of Anam Cara.

Across all areas, Anam Cara remains committed to continuous improvement, learning, and growth, ensuring that we continue to provide meaningful, compassionate support to bereaved parents and families, now and into the future. As Anam Cara moves into 2026, the organisation remains focused on building on the progress achieved in 2025, while continuing to respond thoughtfully and flexibly to the needs of bereaved parents and families.



Structure, Governance & Management

Anam Cara Parental and Sibling Bereavement Support is a Company Limited by Guarantee (CLG) and is incorporated in Ireland under the Companies Act 2014. The organisation is governed by its Memorandum and Articles of Association, which set out its objects and powers, and is governed by a Board of Directors. Anam Cara is a registered charity and complies with the requirements of the Charities Regulator, including adherence to the Charities Governance Code.

The Company has been granted charitable tax exemption by the Revenue Commissioners under Section 208 of the Taxes Consolidation Act 1997 (as applied to companies by Section 76) and is registered with the Charities Regulatory Authority.

Transparency and Accountability

Anam Cara is committed to the highest standards of transparency, accountability, and good governance. The Board recognises that maintaining the trust of bereaved families, donors, funders, and the wider public is central to the organisation's work.

The organisation prepares its financial statements in accordance with the Companies Act 2014 and FRS 102, and these are subject to external audit. The Board ensures that appropriate financial systems, controls, and reporting processes are in place, with regular review of financial performance and oversight of reserves and risk.

Anam Cara has adopted the Charities Governance Code and, during 2025, undertook a comprehensive Governance and Financial Review to assess practices against its principles. The Board is satisfied that the organisation is operating in line with the core principles of the Code, with ongoing actions identified to further strengthen governance, reporting, and oversight (more detail on page 35).

The organisation is committed to open and transparent communication and publishes its annual report and financial statements, ensuring stakeholders have clear insight into its activities, performance, and use of funds. Stakeholder engagement, including annual service user surveys and ongoing feedback from bereaved parents, also informs service development and organisational decision-making.

Board of Directors

The Board of Directors is responsible for the overall governance of the organisation, including setting its strategic direction, safeguarding its assets, and ensuring that appropriate systems of internal control, financial management, and risk management are in place. The Board also ensures that the organisation operates in compliance with all relevant legal and regulatory requirements.

The Board comprises individuals with a broad range of skills and experience across finance, governance, healthcare, communications, and lived experience of bereavement. This combination of professional expertise and personal insight supports balanced decision-making and ensures that the organisation remains both well-governed and grounded in the needs of the families it serves. The Directors act in a voluntary capacity and do not receive remuneration for their services. They may be reimbursed for out-of-pocket expenses incurred in the performance of their duties.

The Board is supported by the Finance, Audit and Risk Committee, which assists in the oversight of financial reporting, internal controls, risk management, and compliance. Sub-committees operate under clearly defined Terms of Reference and report regularly to the Board. The CEO attends the Sub-Committee meeting as required.

The directors and secretary, who served at any time during the financial year and at the time of writing, except as noted for appointments and resignations, were as follows:

Name	Role	Status
Majella (Margaret) Crowley	Chairperson	Current
Pat Cullen	Board Member	Current
Christopher (Tony) Mahon	Board Member	Current
Rory Coll	Board Member	Current
Nora Lawton	Board Member	Current
Francis (Frank) O'Hare	Board Member	Current
Ivan Adriel Da Silva	Board Member	Appointed 9 th December 2025
Hugh Daly	Board Member	Appointed 9 th December 2025
Amanda Roberts	Board Member	Resigned 17 th June 2025
Orla Keegan	Board Member	Appointed 20 th March 2026
Therese Cotter	Board Member	Appointed 20 th March 2026

Board Activity, Oversight and Effectiveness

The Board met 6 times throughout 2025 to oversee the organisation's strategic direction, financial performance, risk management, and governance. Attendance and engagement at Board and sub-committee level remained strong, reflecting the Board's active commitment to its governance responsibilities.

While the Finance, Audit and Risk Committee did not formally convene during 2025, appropriate oversight was maintained through ongoing engagement between the Committee Chair and the Chief Executive Officer, alongside regular reporting to and review by the full Board.

The Board is committed to ensuring its effectiveness in fulfilling its governance responsibilities. During 2025, particular focus was placed on strengthening governance structures, processes, and oversight through the Governance and Financial Review.

This work has supported clearer definition of roles and responsibilities, enhanced Board reporting and decision-making processes, improved visibility of financial and operational performance, and strengthened alignment between governance, risk management, and strategy. The Board operates in a manner that encourages open discussion, constructive challenge, and informed decision-making, ensuring that decisions are taken in the best interests of the organisation and the families it supports.

Board Profiles



Majella Crowley, Chairperson (2022-Present):

Majella is the Director of Finance at MSD and a Chartered Accountant with over 36 years of experience. She holds a BComm from University College Cork and a Diploma in Professional Accounting from University College Dublin. Throughout her career, she has held various leadership roles, bringing expertise in finance, governance, and strategic planning. Majella was introduced to Anam Cara in 2013, when her son Daniel, despite his brave fight, passed away from leukaemia. Committed to ensuring that other bereaved parents receive the support that helped her navigate her loss, Majella became a volunteer parent in 2017. Joining the board in 2022, Majella stepped into the Chairperson role in July 2025. {Board Attendance: 6/6}

Rory Coll (2021-Present):

Rory is a Commerce graduate of the University of Galway and a Fellow of the Institute of Chartered Accountants (FCA) in Ireland. Rory has over 35 years of experience in Finance, having started his career with KPMG in Ireland before moving overseas and spending many years as a CFO for a major multinational in the US before returning home and establishing his own specialist tax practice in Galway. Rory learned about Anam Cara after his beloved daughter, Sophie, died in 2017. Rory is a strong believer in the unique support that Anam Cara provides to bereaved parents and is a member of the Finance, Audit, and Risk Committee. Rory had a period of reduced attendance during the year due to personal circumstances, and the Board fully supported him in prioritising these. {Board Attendance: 2/6}



Pat Cullen (2016-Present):

Pat is a chartered accountant with over 30 years of experience as a partner at Deloitte, where he held key leadership roles, including Head of Taxation, Head of Finance, and Managing Partner. Since retiring, Pat has served as a Non-Executive Director across a variety of organisations in both the for-profit and not-for-profit sectors, and held the chairperson role at Anam Cara from 2018-2022. His current directorships include FBD Hotels, Park Developments, Greenman Investments, and St. Michael's House Foundation. Pat is committed to supporting Anam Cara in building a strong, respected, and effectively governed organisation. He was honoured to join the Board and contribute his experience to furthering its important mission. {Board Attendance: 3/6}





Frank O'Hare (2024-Present):

Frank is a retired ICT professional with experience across multiple sectors, including IT programming, manufacturing, construction, and social housing. As Head of ICT at Clanmil Housing Association, he was responsible for IT strategy, infrastructure, and systems implementation. A volunteer parent with Anam Cara since 2019, Frank played a key role in establishing the Belfast Group and has represented the charity at many events. Having experienced firsthand the support Anam Cara provides to bereaved parents following the loss of his son Ronan, he is committed to using both his personal experience and professional expertise to support the charity's mission and future development. {Board Attendance: 5/6}

Tony Mahon (2017-Present):

With a background in sales and marketing, and over 40 years' experience within the engineering industry, Tony's career spans across several leadership roles within the DSP Group. With responsibility for a team of 28 across five offices and direct responsibility for 420 engineering professionals in Europe, Tony has vast, varied, insightful experience across a 'wide' specialist business spectrum. Tony also served in the Reserve Defence Force and retired with a Commission, and holds an Individual Accreditation from the EMCC Global as a Business & Executive Coach. Tony is a bereaved parent, having lost his youngest daughter Alma in 2012 when she was 24. He joined the Board in December of 2017 and held the Chairperson role from April 2022 until July 2025. {Board Attendance: 6/6}



Nora Lawton (2024-Present):

Nora joined the Anam Cara board in 2024, bringing over 22 years of experience in marketing communications. She is currently the Communications Lead for Johnson & Johnson Campus Ireland, based in Cork. Since her return to Ireland in 2022 following a decade in Brussels, Nora has worked with leading agencies and led award-winning, multi-market campaigns, including Friends of Glass for the European Glass Packaging Industry. Nora's involvement with Anam Cara is deeply personal. Her youngest brother, Killian, passed away from cancer in 2021 at the age of 24. She understands the profound grief of sibling loss and is committed to supporting others navigating similar experiences. {Board Attendance: 5/6}

Ivan Adriel (2025 – Present):

Ivan is a Strategy Director at Granite Digital, working with organisations internationally on digital strategy, advertising and growth. He partners closely with senior leadership teams to support digital transformation and long-term, sustainable growth. Ivan previously co-founded the agency Connector, which was acquired by Granite Digital in 2020. He holds postgraduate qualifications in digital innovation and sustainability and has completed executive education in innovation through Harvard Business School and the Cannes Lions School. He brings a thoughtful, human-centred perspective to his work and is committed to supporting Anam Cara's mission and long-term impact. {Appointed December 2025, attended first board meeting February 2026}



Board Profiles



Hugh Daly (2025 – Present):

Hugh is a retired Family Doctor with over 40 years' experience in the medical profession. Throughout his career, he developed a particular interest in Paediatrics and Psychiatry. He has adult children and three grandchildren. Like many members of the Board, Hugh has experienced the bereavement of young family members. Through both his professional work and his own lived experience, Hugh brings a deep understanding of the impact of loss, bringing a significant breadth of knowledge to support Anam Cara in its mission to provide compassionate, high-quality support to bereaved parents and siblings. {Appointed December 2025, attended first board meeting April 2026}

Orla Keegan (2026 – Present):

Orla is Director of Bereavement and Education at Irish Hospice Foundation and a member of the Senior Management Team, leading work focused on bereavement, end-of-life care, education and national programme development. She supports the development of bereavement initiatives for adults and children and works to strengthen bereavement care through education, training and advocacy across Ireland. Orla is co-chair of the Bereavement Taskforce of the European Association for Palliative Care and is involved with a number of European bereavement networks and conferences. Her background is in psychology and health services research, and she previously worked in Scotland and with the Royal College of Surgeons in Ireland, where she remains an Honorary Senior Lecturer. She was also founding director of the MSc/PGDip in Loss & Bereavement in Dublin. {Appointed March 2026, attended first board meeting April 2026}



Therese Cotter (2026 – Present):

Therese Cotter is a bereaved parent and a long-standing member of Anam Cara, having first joined the organisation in 2009 following the death of her 15-year-old son, Eoghan. Deeply impacted by this experience, she returned to education and completed a degree in Social Work at University College Cork. Therese began her professional career in Child Protection with Tusla and currently works as a Senior Medical Social Worker at Marymount Hospice. Here she provides emotional and psychosocial supports to patients and their families, who are living with life-limiting illness. Her role also includes providing bereavement support to both adults and children. In addition, she volunteered for a number of years with Barretstown's bereavement camps. Therese brings a unique combination of lived experience and professional expertise, along with a strong belief in the value of peer support and the vital work of Anam Cara. {Appointed March 2026, attended first board meeting April 2026}





Chief Executive Officer & Team

The Board delegates operational responsibility for the day-to-day management of the organisation to the Chief Executive Officer (CEO). The CEO is accountable to the Board, but is not a member of the Board. The board appointed a new CEO, Michelle Reynolds, in December 2024, who is supported by her team, comprising:

Leanne Milligan, Services Manager

Isabella (Elsie) Wiessner, Services Support Administrator

Deirdre (Dee) Regan, Services Support Administrator

Niamh Farrell, Finance Administrator

Natasha (Tasha) Quinn, Fundraising Manager (appointed March 2026)

In addition to the core staff team, Anam Cara's work is supported by a dedicated network of volunteer parents and professional facilitators, who are central to the delivery of the organisation's all-island services. Volunteer parents bring lived experience of bereavement and offer peer support that is deeply empathetic, authentic, and grounded in shared understanding. Their contribution helps to create safe, compassionate spaces where bereaved families feel heard, understood, and less alone in their grief.

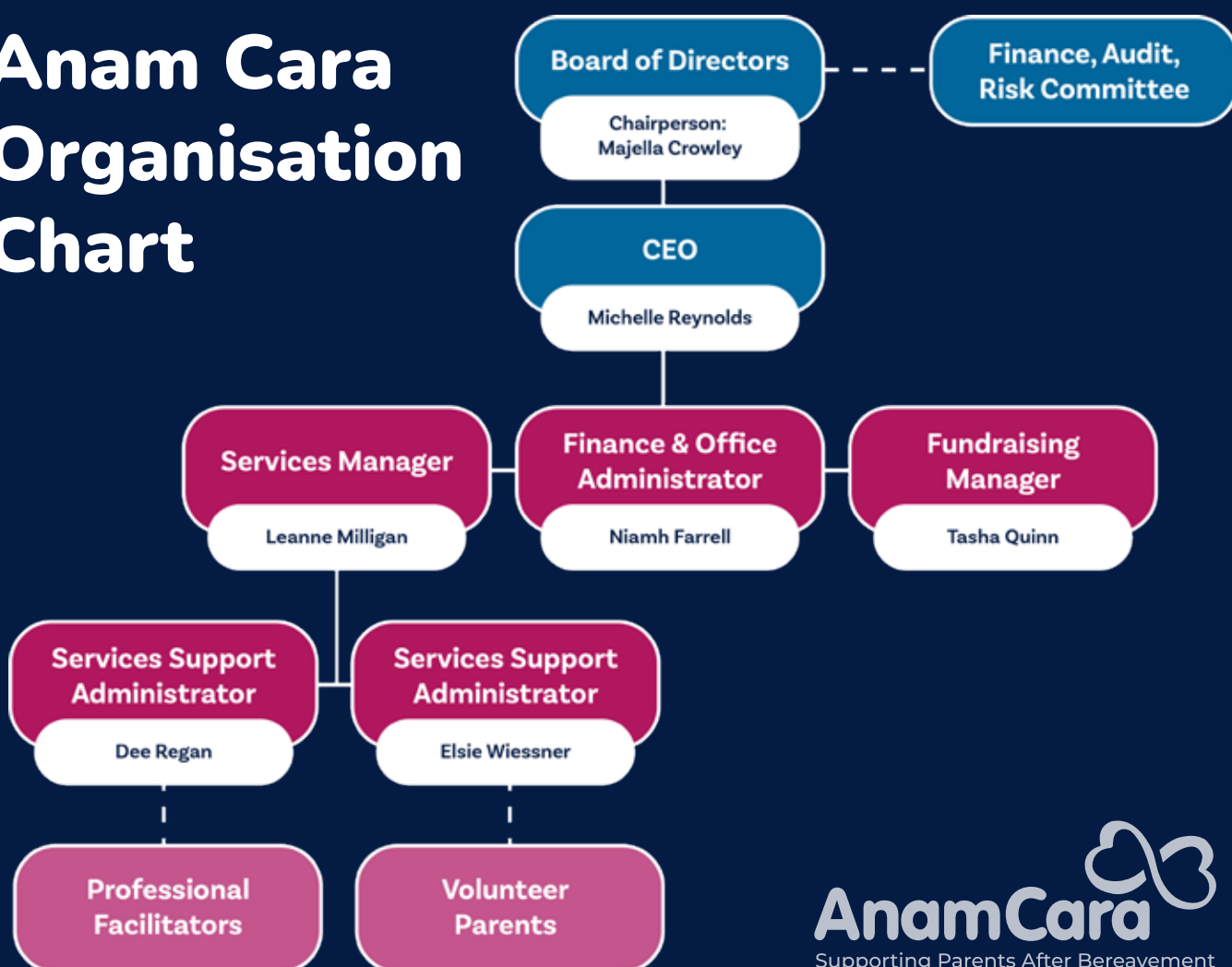
Professional facilitators complement this support by bringing clinical and therapeutic expertise, ensuring that services are delivered in a structured, safe, and appropriate manner. Together, volunteer parents and facilitators play a critical role in maintaining the quality, integrity, and reach of Anam Cara's supports, enabling the organisation to respond effectively to the complex and evolving needs of bereaved families.

This combined model of lived experience and professional expertise is a defining strength of Anam Cara's approach and underpins the quality and impact of its services. This structure ensures clear lines of accountability and effective operational delivery in line with the organisation's strategy and objectives.

The governance and management structures in place enable Anam Cara to operate effectively, ensuring that it continues to deliver high-quality bereavement support services while maintaining the highest standards of accountability and stewardship.



Anam Cara Organisation Chart





Board Recruitment, Induction and Development

The Board of Directors maintains responsibility for ensuring that it has the appropriate mix of skills, experience, and expertise to govern the organisation effectively. Board members are appointed in accordance with the organisation's Memorandum and Articles of Association and relevant regulatory guidance, with recruitment processes designed to identify and address skills gaps and support strong governance.

Directors are co-opted onto the board following a recruitment process and in accordance with its Memorandum and Articles of Association and the Charities Act 2009, and then approved at the following AGM. Each Director is appointed for a term of three years and is eligible for re-appointment for two further consecutive three-year periods. The Board, led by the Chairperson, oversees succession planning and recruitment, supported where appropriate by sub-committees.

All new Directors receive a structured induction, including an induction pack and meetings with the Chairperson, Chief Executive Officer, and key members of the organisation. This ensures that Directors understand their legal duties, governance responsibilities, and the work of Anam Cara. Following our Governance and Financial Review in 2025, the Board induction materials were fully reviewed and redeveloped to ensure alignment with the principles of the Charities Governance Code, strengthen onboarding, and support Directors in fulfilling their roles effectively. Directors are required to adhere to the organisation's Code of Conduct and Conflict of Interest policy, with declarations of interests made at each Board meeting and recorded accordingly.

The Board recognises the importance of ongoing development and continuous strengthening of governance practices. Directors have engaged in relevant external training and online learning opportunities to support their roles and responsibilities. Building on this, and as part of the organisation's continued commitment to best practice, a programme of bespoke Board training is scheduled for July 2026. This will further support Directors in their governance role and ensure alignment with evolving regulatory and governance standards.

In addition, a formal Board evaluation process is planned for 2026, in line with the organisation's broader Governance Review. This process will support ongoing reflection, strengthen Board effectiveness, and ensure that governance structures continue to evolve in line with the organisation's strategic priorities.

The Board recognises that effective risk management is central to good governance and to ensuring the organisation can deliver on its mission in a sustainable and responsible manner.

Risk Management

Risk management is a core element of good governance and is integral to ensuring that Anam Cara operates effectively, sustainably, and in line with its strategic objectives.

During Q1 2025, the Board, together with senior management, undertook a comprehensive review of the organisation's risk management framework, including the Risk Register and the systems in place for identifying, managing, and mitigating risks across the organisation. This included a detailed assessment of existing risks, control measures, and governance oversight structures.

As a result, a new Risk Register and risk management system were developed and implemented in Q1 2025, providing a more structured and consistent approach to risk identification, scoring, and monitoring across the organisation. Each risk is now clearly defined, assigned an owner, and supported by identified mitigation actions and control measures.

Risks are assessed based on likelihood, impact, and the effectiveness of controls, and are categorised to support prioritisation and decision-making. The Risk Register is reviewed on a regular basis by the Finance, Audit and Risk Committee, with key risks, changes, and mitigation actions reported to the Board, ensuring active oversight and governance.

In line with the Governance and Financial Review, work is also underway to develop a formal Risk Management Policy, which will further strengthen and formalise the organisation's approach to risk management in line with best practice.

Principal Risks and How They Are Managed

The following have been identified as areas of highest risk to the Charity:

Financial Sustainability and Income Concentration

The organisation is dependent on a combination of statutory funding, grants, and fundraising income, with a risk arising from reliance on a limited number of funding sources and potential variability in fundraising performance. This risk is actively monitored through regular financial reporting and forecasting, with oversight by the Finance, Audit and Risk Committee and Board. Mitigation actions include the implementation of a structured fundraising strategy, investment in fundraising capacity with a new fundraising manager starting in March 2026, diversification of income streams, and strengthened engagement with key funders. The adequacy of reserves is also reviewed regularly to ensure financial resilience.

Governance and Regulatory Compliance

The organisation operates within a defined regulatory and governance framework, requiring ongoing monitoring and strengthening of compliance with the Charities Governance Code and other regulatory requirements. This is actively managed through Board oversight, supported by the Finance, Audit and Risk Committee, and through the implementation of actions arising from the Governance and Financial Review. Progress is tracked through policy development, enhanced reporting processes, and ongoing review of governance structures and practices.

Volunteer and Service Delivery Capacity

The organisation relies on volunteer parents and facilitators to deliver its core services, creating a risk in relation to capacity, retention, and succession planning. This risk is monitored through ongoing engagement with volunteers and facilitators, service delivery feedback, and programme oversight. Actions underway include strengthening training and support structures, enhancing volunteer engagement and retention approaches, and developing more structured succession planning to ensure continuity and quality of service delivery.

Health, Safety and Wellbeing of Staff and Volunteers

Given the sensitive and emotionally demanding nature of the organisation's work, there is a particular focus on supporting the health, safety, and wellbeing of staff and volunteers. This is actively monitored through regular engagement with staff and volunteers and oversight by senior management. Mitigation measures include the provision of supervision, debriefing, and access to professional support where required.

Recognising the unique emotional demands of bereavement support work, the organisation has also strengthened its approach to wellbeing through the enhancement of annual leave provisions, supporting rest and recovery. This is complemented by staff-centred initiatives including regular team engagement opportunities, monthly "share and connect" sessions, access to training in grief and bereavement, and the availability of supervision, coaching, and therapeutic supports. These measures support a sustainable and supportive working environment.

Ongoing Development of Risk Management

The organisation continues to strengthen its approach to risk management, with a focus on embedding risk awareness across all levels of the organisation and ensuring alignment between risk management, governance, and strategic planning. The introduction of the updated Risk Register in 2025 represents a significant step in strengthening the organisation's governance and risk oversight framework. The Board is satisfied that appropriate systems and processes are in place to identify, assess, and manage risk, and that risk management remains an active and integral part of the organisation's governance framework.



Financial Overview

The financial results for the year ended 31 December 2025 reflect a year of strategic investment and organisational growth for Anam Cara, as the organisation strengthened its capacity and expanded its support to bereaved families across Ireland.

Total income for 2025 was €522,877, comprising a combination of donations, grants, gifts-in-kind and other income streams. This represents a normalisation from reported 2024 income of €672,811, which included a once-off exceptional donation of €156,387 from Ulster Bank. Excluding this exceptional item, underlying income for 2024 was €516,424, representing a 5.1% decrease on 2023, and placing 2025 income broadly in line with the underlying 2024 position.

Total expenditure in 2025 was €554,120, reflecting a planned increase in investment across the organisation. This resulted in a net deficit of €31,243, representing a deliberate and controlled use of reserves to support strategic priorities. This compares to 2024, where expenditure of €450,004 resulted in a surplus of €222,807, placing the organisation in a strong position to invest in its services, infrastructure, and long-term sustainability in 2025.

In 2025, the organisation has strategically deployed these reserves, investing in strengthening staffing capacity, expanding programme delivery, enhancing governance and operational systems, and building fundraising capability for future sustainability. As a result of this planned investment, 2025 reflects a deficit position, representing a deliberate and controlled use of reserves to support organisational growth and increased demand for services.

Income Diversification

Income in 2025 reflects continued progress towards a more sustainable and diversified funding model. Total income of €522,877 included €273,313 from donations, fundraising and gifts-in-kind, with €243,995 from charitable activities and grants, and additional smaller income streams including investment income.

While 2024 benefited from exceptional once-off income, the focus in 2025 has been on building recurring and sustainable income streams, including investment in fundraising capacity and strengthening relationships with donors, trusts, and corporate partners.

Expenditure and Investment

Expenditure in 2025 increased to €554,120 (2024: €450,004), reflecting a planned and strategic expansion of organisational activity following a period of operational stability during 2024. This increase was driven by targeted investment aligned with Anam Cara's strategic priorities, including expanding our reach through investment in media and communications, and the strengthening of leadership and organisational capacity. A new CEO joined the organisation in December 2024, marking a significant milestone following a year of internal transition. In 2025, changes were made within the Services team to strengthen capacity and ensure a clearer focus on frontline support. Following the departure of a part-time team member, a replacement was appointed with increased service hours. In addition, a blended services and communications role was restructured, with digital and communications functions transitioned to external support, and a dedicated part-time Services role introduced. These changes have enhanced the organisation's capacity to respond to growing demand and deliver consistent, high-quality support to bereaved parents and families. The increased expenditure also reflects continued investment in programme delivery and organisational infrastructure required to support sustainable growth.

Overall, the 2025 financial year represents a deliberate shift from consolidation to strategic development, enabled by the strong financial position at the end of 2024 and focused on strengthening Anam Cara's capacity to deliver high-quality support to bereaved families nationwide.

Financial Position

Anam Cara entered 2025 from a position of strength, with total reserves of €585,377 at the end of 2024, significantly exceeding the organisation's reserves policy requirement, and providing a strong foundation for investment and growth.

During 2025, these reserves were strategically utilised to support organisational development, expand reach, and ensure that more bereaved families can access timely and compassionate support, resulting in the planned deficit for the year. Despite this reduction, the organisation continues to maintain a prudent approach to financial management, with reserves actively monitored by the Board to ensure sustainability and alignment with the reserves policy.

Overall, 2025 represents a year of purposeful investment, building on the strong financial foundation established in 2024. The Board remains committed to maintaining the highest standards of financial governance and oversight, while continuing to diversify income streams and build more robust and sustainable funding. This approach ensures that Anam Cara is well-positioned to deliver on its mission sustainably, now and into the future.

Reserves

Anam Cara maintains a Financial Reserves and Investment Policy to ensure the organisation's financial stability, resilience, and ability to sustain services for bereaved families in the event of unforeseen circumstances. In line with this policy, the Board has set a target of holding unrestricted reserves equivalent to a minimum of six months of core operational expenditure. This level is considered appropriate to safeguard continuity of services during periods of income fluctuation, meet short- to medium-term financial obligations, and support a planned and strategic response to emerging needs and opportunities.

At 31 December 2024, Anam Cara held total reserves of €585,377, placing the organisation in a strong financial position entering 2025. During 2025, reserves were strategically drawn down to support programme delivery and organisational development in line with the organisation's Strategic Plan 2024-2026. This included Board-approved investment in strengthening staffing and organisational capacity and enhancing governance, systems, and operational infrastructure.

This planned use of reserves resulted in a year-end net deficit of €31,243, reflecting a deliberate and controlled deployment of funds. As a result, reserves at 31 December 2025 reduced to approximately €554,134. Based on 2025 expenditure levels, this represents just over six months of core operating costs, meaning the organisation continues to meet its reserves policy, albeit with a reduced buffer compared to the previous year.

Reserves Policy Application and Oversight

Reserves are actively monitored by the Board, supported by the Finance, Audit and Risk Committee, with levels reviewed annually as part of the budgeting process and in the context of organisational risk. The reserves policy was formally reviewed and updated in August 2025 to ensure continued alignment with best practice, regulatory expectations, and the evolving needs of the organisation. The Board is satisfied that reserves remain at an appropriate level relative to operational needs, the drawdown in 2025 reflects a planned and controlled investment, and the organisation remains financially sustainable.

Financial Overview

Investments

Anam Cara manages its investments in accordance with its Financial Reserves and Investment Policy, ensuring that surplus funds are held in a manner that supports financial stability, liquidity, and prudent stewardship of resources. The organisation's approach prioritises capital preservation while generating a modest return, with all investments aligned to a low-risk profile.

At 31 December 2025, Anam Cara held €210,818 in investments, held in State Savings products. These investments represent a significant proportion of total reserves, forming part of the organisation's overall financial resilience while ensuring that funds remain protected and accessible when required.

During 2025, the investment portfolio continued to be managed conservatively, with no exposure to high-risk assets. Investment income remains modest and consistent with this low-risk approach, supporting overall financial sustainability without compromising capital security.

Investment Policy Application and Oversight

Investments are actively monitored by the Board, supported by the Finance, Audit and Risk Committee, with the portfolio reviewed annually as part of financial reporting and strategic planning. The Investment Policy was formally reviewed and updated in August 2025 to ensure continued alignment with best practice, regulatory expectations, and the evolving financial needs of the organisation. The Board is satisfied that the current investment approach appropriately balances security, accessibility, and return, and continues to support the organisation's financial resilience and long-term sustainability.

Going Concern

The financial statements have been prepared on a going concern basis. In assessing the appropriateness of this assumption, the Directors have considered the organisation's financial position, including its reserves, investment holdings, cash flow projections, and the current funding environment.

At 31 December 2025, Anam Cara retains a strong reserves position of approximately €554,134, which includes €210,818 held in low-risk investments, providing a solid foundation to support ongoing operations. While the organisation recorded a planned deficit in 2025, this reflects a deliberate and controlled use of reserves to support strategic investment and organisational development.

The Directors have reviewed forecasts and cash flow projections for a period of at least 12 months from the date of approval of these financial statements. These forecasts take into account expected income from fundraising, grants, and other sources, as well as planned expenditure aligned with the organisation's strategic priorities. Sensitivity analysis has also been considered, including potential variations in income and expenditure. Based on this review, the Directors are satisfied that Anam Cara has adequate resources to continue in operational existence for the foreseeable future and to meet its obligations as they fall due.

Accordingly, the Directors consider it appropriate to prepare the financial statements on a going concern basis and confirm that there are no material uncertainties related to events or conditions that may cast significant doubt on the organisation's ability to continue as a going concern.

Political Contributions

There were no political contributions in 2025, and as a result no disclosures are required under the Electoral Act, 1997.

Accounting Records

The Directors believe that they have complied with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records by employing appropriately qualified personnel and by maintaining adequate accounting systems.

Relevant Audit Information

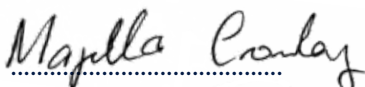
In the case of each of the persons who are Directors at the time this report is approved, so far as each Director is aware, there is no relevant audit information of which the Company's statutory auditors are unaware; and each Director has taken all the steps that he or she ought to have taken as a Director to make himself or herself aware of any relevant audit information and to establish that the Company's statutory auditors are aware of that information.

Auditors

The auditors, UHY Farrelly Dawe White Limited, have indicated their willingness to continue in office in accordance with Section 383(2) of the Companies Act 2014.

In line with best practice in charity governance, the Company has commenced a tender process for the appointment of external auditors, following seven years with the current auditors. This process will inform the appointment of auditors for future financial periods.

Approved by the Board and signed on its behalf by:



Majella (Margaret) Crowley
Director



Nora Lawton
Director

Directors' Responsibilities Statement

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

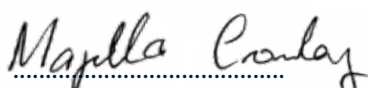
Irish company law requires the Directors to prepare financial statements for each financial year. Under that law, the Directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland ("relevant financial reporting framework").

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 and of the surplus or deficit of the Company for that year, and otherwise comply with the Companies Act 2014.

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

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

The Directors are also responsible for safeguarding the assets of the Company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Majella (Margaret) Crowley
Director



Nora Lawton
Director

The Directors are responsible for the maintenance and integrity of the corporate and financial information included in the Company's annual report.

Date: 1st July 2026

Charity registration number 20068592 (Republic of Ireland)
Company registration number 452644

ANAM CARA PARENTAL AND SIBLING BEREAVEMENT SUPPORT COMPANY LIMITED BY GUARANTEE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025



COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ANAM CARA PARENTAL AND SIBLING
BEREAVEMENT SUPPORT COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of Anam Cara Parental and Sibling Bereavement Support Company Limited by Guarantee (the 'charity') for the year ended 31 December 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is the Companies Act 2014, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities").

In our opinion the financial statement

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2025 and of its deficit 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 (as modified by Charities SORP);
- and have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 30 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

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

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

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ANAM CARA PARENTAL AND SIBLING BEREAVEMENT SUPPORT COMPANY LIMITED BY GUARANTEE

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with 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, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

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

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of directors for the financial statements

As explained more fully in the statement of directors' responsibilities, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ANAM CARA PARENTAL AND SIBLING
BEREAVEMENT SUPPORT COMPANY LIMITED BY GUARANTEE

Auditor's responsibilities for the audit of the financial statements

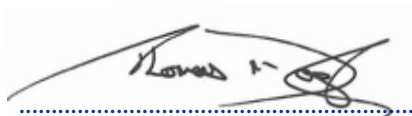
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee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

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

This description forms part of our auditor's report.

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

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



Thomas McDonagh
for and on behalf of UHY Farrelly Dawe White Limited

Chartered Certified Accountants
Statutory Auditor
Unit 4A
Fingal Bay Business Park
Balbriggan
Co. Dublin
Ireland

COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2025

		Unrestricted Funds 2025	Restricted Funds 2025	Total 2025	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024
	Notes	€	€	€	€	€	€
Income and endowments from:							
Donations and Legacies	3	273,313	-	273,313	445,691	-	445,691
Charitable Activities	3	7,204	236,791	243,995	11,000	211,106	222,106
Investments	3	3,204	-	3,204	5,014	-	5,014
Other Income	3	2,365	-	2,365	-	-	-
Total Income		286,086	236,791	522,877	461,705	211,106	672,811
Expenditure on							
Raising Funds	4	98,584	-	98,584	94,646	-	94,646
Charitable activities and other cost	5	226,974	228,562	455,536	143,664	211,694	355,358
Total Resources Expended		325,558	228,562	554,120	238,310	211,694	450,004
Net (outgoing) / incoming resources before transfers		(39,472)	8,229	(31,243)	223,395	(588)	222,807
Transfers between funds	19	8,436	(8,436)	-	(382)	382	-
Net income / (expenditure)		(31,036)	(207)	(31,243)	223,013	206	222,807
Reconciliation of funds							
Fund balances at 1 January 2025		584,827	550	585,377	361,814	756	362,570
Fund balances at 31 December 2025	21	553,791	343	554,134	584,827	550	585,377

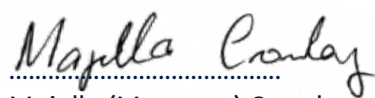
The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

AS AT 31 DECEMBER 2025

	Notes	2025 €	2024 €
Fixed assets			
Tangible assets	11	7,434	8,108
Investments	12	210,818	207,614
		<u>218,252</u>	<u>215,722</u>
Current Assets			
Debtors	13	27,681	13,535
Cash at bank and in hand		334,592	383,692
		362,273	397,227
Creditors: amounts falling due within one year	14	(26,391)	(27,572)
		<u></u>	<u></u>
Net Current Assets		335,882	369,655
Total assets less current liabilities		<u>554,134</u>	<u>585,377</u>
Funds of the charity			
Restricted Funds	19	343	550
Unrestricted Funds	20	553,791	584,827
		<u>554,134</u>	<u>585,377</u>

The financial statements were approved by the Directors on 1st July 2026

Majella (Margaret) Crowley
Director

Nora Lawton
Director

Company Registration No. 452644

COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2025

		2025	2024
	Notes	€	€
Cash flows from operating activities	27		
Cash (absorbed by)/generated from operations		(50,488)	220,460
Investment Activity			
Purchasing of tangible fixed assets		(1,226)	(8,715)
Net cash used in investing activities		(1,226)	(8,715)
Net cash used in financing activities		-	-
Net (decrease)/increase in cash and cash equivalents		(51,714)	211,745
Cash and cash equivalents at beginning of year		380,899	169,154
Cash and cash equivalents at end of year		329,185	380,899
Relating to:			
Cash at bank and in hand		334,592	383,692
Bank overdrafts and credit cards included in creditors payable within one year		(5,407)	(2,793)

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

1. Accounting policies

Charity information

Anam Cara Parental and Sibling Bereavement Support Company Limited by Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. The registered office is HCL House, Second Avenue, Cookstown Industrial Estate, Tallaght, Dublin 24.

1.1 Accounting convention

The financial statements have been prepared on a going concern basis 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. The company has applied the recommendations contained in Charities SORP (FRS 102). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in Euro, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest €.

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. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the directors in furtherance of their charitable objectives. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from donations, gifts and legacies is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. This includes donations, gifts, bequests, income from donation of assets and membership income.

Grants from governments and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt. Investment income is recognised on a receivable basis. Investment 1

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

1. Accounting policies

(Continued)

income includes income received on deposits held by the charity and income from any other investments. Income from Charitable Activities also includes any grant income received to carry on the charitable purpose of the organisation. This income may be classed as restricted or unrestricted dependent on the conditions included in each agreement.

In-kind donations and gifts which are received from donors and used in the service are included in the financial statements in the period in which they are received or when the service is performed. They are valued at the cost the company would be reasonably expected to pay in an arm's length transaction and accounted for at valuation.

1.5 Resources expended

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services are supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Allocation of support costs: Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include office / administration costs, accountancy / consulting / professional fees, administration payroll costs, and governance costs which support the charity's programmes and activities.

Governance costs are defined as costs related to the general running of the charity as opposed to the direct management functions inherent in generating funds, and include audit and board expenses.

Support costs are allocated one sixth to cost of raising funds and five sixths to charitable activities.

1.6 Intangible fixed assets other than goodwill

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Software 33%

Straight line

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings and equipment

15% Straight line

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

1. Accounting policies

(Continued)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

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

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

1. Accounting policies

(Continued)

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled

1.12 Employee benefits

The company provides a range of benefits to employees, including paid holiday arrangements.

Short term benefits

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

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

There were no key sources of estimation uncertainty or critical judgements relied upon in the current year financial statements.

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

3.1 Incoming Resources	Unrestricted 2025	Restricted 2025	Total 2025	Total 2024
	€	€	€	€
Donations, legacies and earned income	273,313	-	273,313	445,691
Charitable activities	7,204	236,791	243,995	222,106
Investment income	3,204	-	3,204	5,014
Other income	2,365	-	2,365	-
	286,086	236,791	522,877	672,811
3.1 Donations, legacies and earned income				
Fundraising activities and donations	221,946	-	221,946	418,793
In-kind donations	49,441	-	49,441	25,000
Earned income	1,926	-	1,926	1,898
	273,313	-	273,313	445,691
3.2 Charitable activities				
Pobal SSNO	-	90,325	90,325	89,546
HSE - National Lottery	-	24,908	24,908	23,793
Tusla	-	23,600	23,600	15,550
Dublin County Council	-	8,436	8,436	-
HSE Dept. of Palliative Care	-	75,000	75,000	75,000
Other grants	7,204	14,522	21,726	18,217
	7,204	236,791	243,995	222,106
3.3 Investment income				
Interest receivable	3,204	-	3,204	5,014
3.4 Other income				
Insurance claim	900	-	900	-
Refund of penalties	1,465	-	1,465	-
	2,365	-	2,365	-

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

4. Cost of raising funds	Unrestricted Funds	Restricted Funds		
	2025	2025	2025	2024
	€	€	€	€
Fundraising materials	51,650	-	51,650	27,724
Staff costs - fundraising	37,080	-	37,080	58,445
Staff costs - support	1,662	-	1,662	-
Support costs	8,192	-	8,192	8,477
	98,584	-	98,584	94,646

5 Charitable activities and other costs	Unrestricted Funds	Restricted Funds		
	2025	2025	2025	2024
	€	€	€	€
Staff costs - charitable activities	68,183	165,325	233,508	171,000
Staff costs - support	8,308	-	8,308	-
Service provision direct costs	43,596	49,865	93,461	72,463
Specific PR and advertising	1,230	-	1,230	11,550
Travel and subsistence	13,646	4,277	17,923	8,574
Service software running costs	7,124	2,859	9,983	10,328
Professional fees service delivery	-	5,991	5,991	21,699
Support costs (non payroll)	40,966	-	40,966	42,388
Professional services other	20,635	-	20,635	1,409
Office running costs	12,357	39	12,396	8,812
Staff training and development	3,506	-	3,506	930
Bank charges	3,105	-	3,105	1,731
Insurance	1,680	-	1,680	1,550
General expenses	944	-	944	1,208
Depreciation and impairment	1,694	206	1,900	1,716
	226,974	228,562	455,536	355,358

5.1 Support & Governance Costs	2025	2024
Analysis of support costs:	€	€
Office & administration costs	34,970	25,000
Accountancy costs	5,317	3,298
Consultancy/Professional Fees	5,535	16,605
Governance Costs	8,306	5,962
IT Costs	5,000	-
	59,128	50,865

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

5 Charitable activities and other costs

(Continued)

Allocated to:

Costs of raising funds	9,854	8,478
Charitable activities	49,274	42,388
	59,128	50,865

Support costs include donated goods and services amounting to €25,000.

	2025	2024
	€	€
Analysis of governance costs:		
Auditors' remuneration	7,761	5,962
Board expenses	545	-
Total governance costs	8,306	5,962

5.2 Donations in Kind

	2025	2024
	€	€
Donated Goods and Services are included in the accounts as follows:		
Fundraising costs	9,052	-
Service provision	10,389	-
IT costs	5,000	-
Office rent	25,000	25,000
	49,441	25,000

6 Net Movement in Funds

	2025	2024
	€	€
Net movement in funds is stated after charging/(crediting)		
Auditor's remuneration	7,761	5,962
Depreciation of owned tangible fixed assets	1,900	1,716

7 Directors

None of the directors (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Out of pocket expense totalling €160 were reimbursed to one director in 2025 (2024: €246).

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

8 Employees

	2025 Number	2024 Number
Average number of employees		
Management	2	1
Administration, fundraising and operations	4	4
	6	5
Full time equivalent to 6 employees		

Employment costs

	2025	2024
Wages and salaries	247,368	186,441
Social security costs	27,435	20,131
Redundancy costs	-	20,808
Other staff costs	3,002	2,065
Staff pension costs	2,753	-
	280,558	229,445

Key management compensation

Key management includes all members of the company's management. The compensation paid or payable

to key management for employee services is shown below;

Salaries and other short-term employee benefits.

	2025	2024
	120,231	43,688

The number of employees whose annual remuneration was €60,000 or more were:

€60,000 - €70,000	-	-
€70,001 - €80,000	1	-
€80,001 - €90,000	-	-
€90,001 - €100,000	-	-
> €100,000	-	-

9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

10 Intangible Fixed Assets

Software

	€
Cost at 1 Jan 2025 and 31 Dec 2025	6,765
Amortisation and impairment	
at 1 Jan 2025 and 31 Dec 2025	6,765
Carrying amount	
at 31 December 2025	-
at 31 December 2024	-

11 Tangible Fixed Assets

Fixtures, fittings and equipment

	€
Cost	
at 1 January 2025	11,745
Additions	1,226
Cost at 31 December 2025	12,971
Depreciation and impairment	
at 1 January 2025	3,637
Depreciation charged in the year	1,900
at 31 December 2025	5,537
Carrying amount	
at 31 December 2025	7,434
at 31 December 2024	8,108

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

12. Fixed asset investments

	Unlisted investments
	€
Cost or valuation	
at 1 January 2025	207,614
Valuation changes - interest accrued	3,204
Cost or valuation at 31 December 2025	210,818
Net book value	
at 31 December 2025	210,818
at 31 December 2024	207,614

13. Debtors

	2025	2024
	€	€
Amounts falling due within one year		
Accrued income	10,050	2,820
Prepayments	17,631	10,715
	27,681	13,535

14. Creditors: amount falling due within one year

	Notes	2025	2024
		€	€
Bank overdrafts and credit card	15	5,407	2,793
Other taxation and social security		6,389	4,986
Government grants	16	1,593	6,325
Trade creditors		3,125	4,342
Other creditors		652	209
Accruals		9,225	8,917
		26,391	27,572

15. Loans and overdrafts

	2025	2024
	€	€
Bank overdraft and credit card	5,407	2,793
Payable within one year	5,407	2,793

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

16. Government Grants

Deferred income is included in the financial statement as follows:

	2025	2024
	€	€
Deferred income is included within:		
Current liabilities	1,593	6,325

17. Pobal SSNO

During the year, the charity received a grant from Pobal for the 'Scheme to Support National Organisations' (SSNO) programme sponsored by the Department of Environment, Community and Local Government. The funding is used to support core salary costs of the organisations.

Pobal SSNO July 2022 to December 2025

	2025	2024
	€	€
Income deferred as at 1 January 2025	1,811	-
Cash received - current tranche	90,107	91,357
Expenses incurred during the year	(90,325)	(89,546)
(Over)/Underspend during the year	1,593	1,811

The purpose of the funding is to fund the core positions of the CEO and a part-time administrator / communications executive and associated indirect costs which will facilitate the organisation to continue delivering services for bereaved parents.

Any unspent funds are recorded as deferred income at year end.

The board confirm that the organisation held an active tax clearance certificate for the duration of 2025.

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

18. Other state funding

During the year, the charity received grants from the Pobal, HSE, Tusla, and the Department of Health. The funding is used to support bereavement group costs of the organisation.

The following information is in relation to grant information per the Department of Public Expenditure and Reform circular 13/2014.

HSE Lottery Funding	2025	2024
	€	€
Income deferred at beginning of year	14	-
Cash received during the year	24,894	23,807
Expenses incurred during the year	(24,908)	(24,037)
(Over)/Underspend during the year	-	(230)
Underspend / Income deferred at year end (CHO04)	-	14
Overspend (CHO02/CHO07/CHO08)	-	(244)
(Over)/Underspend during the year	-	(230)
Tusla Funding - Parent Services	2025	2024
	€	€
Income deferred at beginning of year	-	-
Cash received during the year	10,400	11,050
Expenses incurred during the year	(10,400)	(11,189)
(Over)/Underspend during the year	-	(139)
Tusla Funding - AACPI Counselling Project & 1-2-1 Referral Service	2025	2024
	€	€
Income deferred at beginning of year	4,500	-
Cash received during the year	8,700	9,000
Expenses incurred during the year	(13,200)	(4,500)
Income deferred at year end	-	4,500
HSE Dept. of Palliative Care	2025	2024
	€	€
Cash received during the year	75,000	75,000
Expenses incurred during the year	(75,000)	(75,000)
(Over)/Underspend during the year	-	-

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

19. Restricted Funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2025	Incoming resources	Resources expended	Transfers	At 31 Dec 2025
	€	€	€	€	€
	550	236,791	(228,562)	(8,436)	343
Previous year:	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 Dec 2024
	€	€		€	€
	756	211,106	(211,694)	382	550

Transfers:

Expenditure on capital items of €8,436 acquired from restricted funds has been transferred to unrestricted funds on the basis that grantor conditions were met once the funds were spent thus allowing the charity to use the assets acquired for any charitable purpose.

20. Unrestricted Funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2025	Incoming resources	Resources expended	Transfers	At 31 Dec 2025
	€	€		€	€
General funds	584,827	286,086	(325,558)	8,436	553,791
Previous year:	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 Dec 2024
	€	€		€	€
General funds	361,814	461,705	(238,310)	(382)	584,827

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

21. Analysis of net assets between funds

	Unrestricted Funds 2025	Restricted Funds 2025	Total 2025
	€	€	€
At 31 December 2025			
Tangible assets	7,091	343	7,434
Investments	210,818	-	210,818
Current assets/(liabilities)	335,882	-	335,882
	553,791	343	554,134
	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024
	€	€	€
At 31 December 2024			
Tangible assets	7,558	550	8,108
Investments	207,614	-	207,614
Current assets/(liabilities)	369,655	-	369,655
	584,827	550	585,377

22. Retirement benefit schemes

Defined contribution schemes

Charge to statement of financial activities in respect of defined contribution schemes

2025 € 2024 €

2,753 -

23. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1

24. Financial commitments, guarantees and contingent liabilities

The company had no contingent liabilities at the year ended 31 December 2025.

25. Events after the reporting date

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

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

26. Related party transactions

There were no disclosable related party transactions during the year (2024-none.)

27. Cash generated from operations

	2025	2024
	€	€
(Deficit)/surplus for the year	(31,243)	222,807
Adjustments for:		
Investment income recognised in SOFA	(3,204)	(5,014)
Depreciation and impairment of tangible fixed assets	1,900	1,716
Movements in working capital:		
(Increase)/decrease in debtors	(14,146)	3,366
Increase in creditors	937	860
(Decrease) in deferred income	(4,732)	(3,275)
Cash (absorbed by)/generated from operations	(50,488)	220,460

28. Board meeting attendance record 2025

Director	18th Feb	22nd Apr	17th Jun	AGM 11th Aug	13th Oct	9th Dec
Majella Crowley	√	√	√	√	√	√
Tony Mahon	√	√	√	√	√	√
Pat Cullen	√	X	√	√	X	X
Amanda Roberts	√	X	Resigned			
Frank O'Hare	X	√	√	√	√	√
Nora Lawton	√	X	√	√	√	√
Rory Coll	√	√	X	X	X	X
Ivan Adriel Da Silva						Appointed
Hugh Daly						Appointed

√ = board member in attendance

X = board member not in attendance

Board Resignations

Amanda Roberts - 17 June 2025

New Board Members

Ivan Adriel Da Silva - 9 December 2025

Hugh Daly - 9 December 2025

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

29 Reclassification

Certain prior year comparatives have been regrouped and reclassification on a basis consistent with current year.

30 Non-audit services provided by auditor

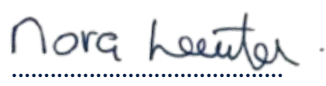
In common with many charities of our size and nature we use our auditor to assist with the preparation of the financial statements.

31 Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 1st July 2026.



Majella (Margaret) Crowley
Director



Nora Lawton
Director

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