

Company Number: 307175

**The Men's Development Network Company Limited By Guarantee**

**Annual Report and Financial Statements**

**for the financial year ended 31 December 2024**

# The Men's Development Network Company Limited By Guarantee

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# The Men's Development Network Company Limited By Guarantee

## DIRECTORS AND OTHER INFORMATION

<b>Directors</b>	Noel Synnott Mia De Faoite Francis Hutchinson Gary White (Resigned 23 May 2024) Owen Hillery John Brophy Rose Hearne Caroline Munyi Colin Regan (Appointed 17 April 2025) Natalie Garland-Cooke Colm Downes (Appointed 17 April 2025)
<b>Company Secretary</b>	John Brophy
<b>Company Number</b>	307175
<b>Charity Number</b>	CHY13634/RCN20042974
<b>Registered Office and Business Address</b>	49 O'Connell Street, Waterford.
<b>Auditors</b>	MK Brazil Chartered Accountants and Statutory Audit Firm Unit 1A, Cleaboy Business Park, Waterford.
<b>Bankers</b>	Allied Irish Bank p.l.c, 72/73 The Quay, Waterford.
<b>Solicitors</b>	Henry D. Keane & Co., 22 O'Connell Street, Waterford.

# The Men's Development Network Company Limited By Guarantee DIRECTORS' REPORT

for the financial year ended 31 December 2024

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

## Principal Activity and Review of the Business

### Introduction

As we reflect on 2024, we are both humbled and energised by the breadth and depth of the work carried out by Men's Development Network (MDN). This year marked a period of intentional growth, collaborative leadership, and renewed urgency in our commitment to men's wellbeing and gender equality across Ireland.

From our roots in community-based engagement to the national platforms we now influence, MDN continues to evolve as both a thought leader and frontline service provider. We do this through the strength of our people, the clarity of our values, and the lived relevance of our work in men's lives and in wider society.

This report tells a story of progress – grounded in real relationships, powered by dedicated teams, and measured by tangible impact. What follows are just some of the highlights that defined our year.

The company is funded under section 40, 56 and 39.

### Leadership Programme – New Conversations with Leaders

In 2024, we proudly launched our National Men's Leadership Programme, New Conversations with Leaders, which brought together a diverse cohort of 25 men for six months of deep exploration into masculinity, leadership, gender equality and social change. The programme combined two residential sessions and four webinars, centring peer-to-peer learning and lived experience.

"I am proud I can be authentic and vulnerable – and this makes me strong."

"Proud and honoured to have interacted with inspiring men... the diversity in the group, yet nearly all were there for similar reasons. All were deep and helpful men who I am glad to know."

### White Ribbon Schools Programme – Phase 2 Rollout

Our White Ribbon Post Primary School Programme expanded significantly in 2024, reaching 51 participants (up from 12 the previous year), and maintaining strong partnerships with schools across Ireland.

Programme elements included:

- Six e-learning modules ( document references six modules reviewed but list 5 modules )
- Live platform launch with MTU
- Discussion and reflection
- Pre-learning surveys

"It has made me reflect on my own behaviour and language in the classroom... how I could be unknowingly projecting learned behaviours."

"I have learned a lot already... and had to re-read terms I wasn't familiar with. Thank you again."

### Experiential Training with Dr. Jackson Katz

In September, we hosted a landmark two-day experiential training led by renowned gender-based violence prevention expert Dr. Jackson Katz (PhD) and La Shonda Coleman, LCSW. Attended by 30 participants from schools and organisations, the event focused on bystander intervention and men's leadership in prevention.

"Best training I've had in 36 years of teaching... should be CPD in all schools."

Media coverage included three radio interviews and national press:

- Newstalk
- Dundalk Democrat

### White Ribbon Reach – 2024 Summary

Total of 467 people engaged:

- Schools E-learning: 51
- Experiential Training: 30
- Monaghan Women's Assembly: 50
- Latvia Equality Event: 60
- Irish Rail Workshop: 20
- UCD & DKIT Talks: 90
- SETU Talk & Workshop: 136

# The Men's Development Network Company Limited By Guarantee

## DIRECTORS' REPORT

for the financial year ended 31 December 2024

### On Feirm Ground 2 (OFG2)

In 2024:

- 47 workshops were delivered across all counties
- 603 professionals trained:
  - 382 from DAFM
  - 71 Agricultural advisors
  - 23 Private vets
  - 13 Vet nurses
  - 52 Farming org reps

Accredited for 8 CVE credits by the Veterinary Council. Promoted via Vet24, IEVA, Kerry Mental Health Fest.

“This has given me more confidence... I would have paid to attend and would recommend to other farm advisors.”

### GAA Collaboration – Game Changer Project

Launched by Minister Helen McEntee on 25 November 2024. Co-developed with Ruhama and GAA. Key themes:

- Awareness of sexual exploitation and image abuse
- Allyship and respect in sport

### Launch video: YouTube

White Ribbon Organisations Programme

Designed with MTU, including:

- Modules on DSGBV impacts, legislation, and bystander action
- Bronze-level implementation

### Male Advice Line National Freephone Service

- 1469 Calls to the Service

### Client Support Work (CSW) and Male Advice Line – National Expansion and Impact

- 59 Clients Engage in Service
- 245 Individual Client Engagements

Following the expansion of the support worker outreach service in 2023 to four regions, namely Southwest, West, Southeast and Dublin, 2024 saw further development with funding obtained for 5 new support workers. This meant 26 counties having the presence of a support worker. The implementation of these roles in the Northeast, Northwest, and the Midlands, ensured the extension of support to men experiencing domestic, sexual, and gender-based violence nationally. It evolved to become a wrap-around service fully joined up with MAL. It has allowed for an increase in visibility and awareness of Men's Development Network and MAL through the support workers promotional and networking activities.

Throughout 2024, 59 men received wrap-around support through an outreach worker with a total of 245 interventions. The greatest number of referrals were for the Dublin region and the Southwest. Services provided by the support workers included emotional support, mental health information and referrals to counselling, court accompaniment, housing assistance and legal signposting. The graph below highlights that mental health supports including emotional support and counselling referrals were the highest sought-after service.

In the beginning of 2024, it was evident that research needed to be conducted relating to the efficacy of the Male Advice Line and the outreach service provided by the support workers. This was necessary to reflect upon and learn from our practice, identify potential gaps in the service, and recognize what is going well. On-line questionnaires were developed which targeted clients who had been referred to a support worker between January 2023 and January 2024. The questionnaire link was distributed to the identified clients through email and SMS, with a one-month window for receipt of responses. The sample size was small (33 clients identified) due to the outreach service having only recently expanded in April 2023 to cover four regions, and the loss of employees during the year. Eight men provided feedback which highlighted the positive experience they had with MAL and the support workers. Seventy-seven percent of men contacted MAL for general support, Ninety percent felt heard and understood, and 100 percent were satisfied with the assistance they received. Of the services these clients required, an equal split of twenty-six percent each for emotional support, legal signposting, and counselling referrals were recorded. The remainder were for financial and housing assistance. Clients met their support worker an average of 3-5 times, with 100 percent happy to recommend the service

# The Men's Development Network Company Limited By Guarantee

## DIRECTORS' REPORT

for the financial year ended 31 December 2024

to other men.

This year we undertook an advertising campaign, targeting radio and newspapers. The aim was to inform the general public about MAL and the CSW outreach services, particularly in those harder to reach areas where there had been little to no referrals. This was timed to run alongside the recruitment of the new support workers in each of the identified regions. A press release took place in conjunction with the roll-out of an advert on local and regional radio stations (e.g. Highland FM, Kerry Radio, Midwest radio) for the month covering the end of May and beginning of June. The advert was played on three slots daily over this time frame, with the associated local press receiving a half page advert. Alongside this MDN social media highlighted the ongoing campaign.

Training in 2024 provided staff with up-to-date relevant guidance and information to continue providing an effective service to clients, ensuring that they have the training in their role to allow them to provide best practice. Staff were trained in GDPR, the rights of unmarried parents (TREOIR), peri-natal domestic violence, as well as Intercultural awareness and competence (RUHAMA). One of our support workers undertook the training for MEND facilitation which has been a great asset to her work and provided insight into perpetrator behaviours. A clinical service training and wellbeing day took place in Carlow promoting team bonding and positive mental health. CUAN has played a large role in training workshops in the latter half of the year, in preparation of their replacement of TUSLA. Training on our internal CRM (Esme) was held for all staff following the advancement in the system infrastructure. Some staff additionally attended Trauma Informed Practice seminars (NOVAS/HSE), and an enormously productive team building day took place over the summer in Wicklow.

### **MEND - CHOICES Perpetrator Programme -2024 Summary**

Total of 1287 people engaged:

- Carlow / Kilkenny : 43
- Laois / Offaly : 17
- Kildare : 13
- Wexford : 35 ( 28+7)
- South Tipp : 60 (12+48)
- Waterford : 60 (12+48)

### **Collaborators and Partners**

- Munster Technological University
- National Council for Curriculum and Assessment
- GAA & Ruhama
- DAFM, HSE, Department of Health
- Safe Ireland, Consent Ed, and others

### **Challenges and Opportunities**

Capacity remains a challenge, especially as White Ribbon and new projects scale. Investment is needed in communications, digital learning infrastructure, and staff supports.

On Feirm Ground demonstrated clear potential for expansion into agri-business and third-level institutions.

### **Looking Ahead – 2025 Priorities**

- Deliver Game Changer programme with GAA
- Expand OFG2
- Launch White Ribbon Bronze-level organisational programme
- Deepen alumni and leadership engagement

### **Governance and Risk Management**

MDN is governed by a voluntary Board of Directors who met regularly throughout 2024. This year marked a new chapter for the MDN Board, both in terms of leadership and strategic direction. We are proud of the strength and engagement of our Board of Directors, who continued to meet quorum regularly and provide critical oversight and support. Ensuring decisions were made with care, clarity and collective wisdom. See Board attendance below

# The Men's Development Network Company Limited By Guarantee

## DIRECTORS' REPORT

for the financial year ended 31 December 2024

	25/01/2024	07/03/2024	18/04/2024	23/05/2024	20/06/2023	10/07/2024	18/09/2024	31/10/2024	02/12/2025		
Name	✓									Meetings	%
Noel Synnott	✓	✓	✓	✓	✓	✓	✓	✓	✓	9	100
Mia de Faoite			✓		✓					2	22
Frank Hutchinson	✓		✓		✓		✓		✓	5	56
Owen Hillery	✓	✓			✓			✓	✓	5	56
Gary White	Resigned May 24	✓	✓							2	67
John Brophy				✓	✓	✓		✓	✓	5	56
Rose Hearne	✓	✓	✓	✓	✓	✓	✓	✓	✓	9	100
Natalie Cooke						✓	✓		✓	3	50
Caroline Muyni		✓	✓		✓		✓	✓		5	56

### Looking Ahead

As we prepare for 2025, we remain grounded in our mission while embracing the opportunities and challenges ahead. The need for our work rooted in connection, accountability, healing and empowerment has never been greater. We will continue to build on our strengths, invest in our staff, explore sustainable funding models, and deepen our national advocacy efforts.

### Closing Reflection

Finally, we want to commend the men who engage with our services and programmes. Their willingness to be vulnerable, to reflect, learn and grow, is what drives the heart of this organisation.

To our staff, partners, and every person who walks through our doors: thank you for your commitment. We look forward to 2025 with hope, conviction and a continued sense of purpose as we challenge for change together.

### Principal Risks and Uncertainties

The company has reported a surplus for the year ended 31st December 2024 in the amount €53,040 (2023 €68,933).

The Men's Development Network Company Limited by Guarantee is dependent on Funding from the Cuan, Health Service Executive, Tusla and fundraising activities to enable it to continue as a going concern.

The funders have not given any indication that they will withdraw their financial support from the company in the foreseeable future. On this basis the financial statements have been prepared under a going concern basis. The Board of Directors are of the opinion that there is a reasonable expectation that the company will continue to trade.

### Financial Results

The surplus for the financial year after providing for depreciation amounted to €53,040 (2023 - €68,933).

At the end of the financial year, the company has assets of €923,436 (2023 - €949,988) and liabilities of €688,970 (2023 - €768,562). The net assets of the company have increased by €53,040.

### Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Noel Synnott  
Mia De Faoite  
Francis Hutchinson  
Gary White (Resigned 23 May 2024)  
Owen Hillery  
John Brophy  
Rose Hearne  
Caroline Muyni  
Colin Regan (Appointed 17 April 2025)  
Natalie Garland-Cooke  
Colm Downes (Appointed 17 April 2025)

The secretary who served throughout the financial year was John Brophy.

There were no changes between 31 December 2024 and the date of signing the financial statements.

In accordance with the company's Constitution, one third of the directors are required to retire by rotation at each AGM. A retired director shall be eligible for re-election.

# The Men's Development Network Company Limited By Guarantee DIRECTORS' REPORT

for the financial year ended 31 December 2024

## Auditors

The auditors, MK Brazil, (Chartered Accountants and Statutory Audit Firm) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

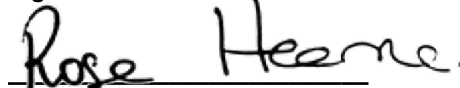
## Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.


## Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's registered office at 49 O'Connell Street, Waterford.

Signed on behalf of the board



Rose Hearne  
Director



John Brophy  
Director

Date: 10 September 2025

Date: 10 September 2025

# **The Men's Development Network Company Limited By Guarantee**

## **DIRECTORS' RESPONSIBILITIES STATEMENT**

for the financial year ended 31 December 2024

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

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

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

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

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of The Men's Development Network Company Limited By Guarantee**

### **Report on the audit of the financial statements**

#### **Opinion**

We have audited the financial statements of The Men's Development Network Company Limited By Guarantee ('the company') for the financial year ended 31 December 2024 which comprise the Income Statement, the Balance Sheet, the Reconciliation of Members' Funds and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2024 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

#### **Basis for opinion**

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

#### **Conclusions relating to going concern**

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

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

#### **Other Information**

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

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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

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

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

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

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

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of The Men's Development Network Company Limited By Guarantee**

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

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

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

### **Respective responsibilities**

#### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement set out on page 9, 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in 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 contained in the appendix to this report, located at page 12, which is to be read as an integral part of our report.

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

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

**John Foley FCA**  
**for and on behalf of**  
**MK BRAZIL**

Chartered Accountants and Statutory Audit Firm  
Unit 1A,  
Cleaboy Business Park,  
Waterford.

**15 September 2025**

# The Men's Development Network Company Limited By Guarantee

## APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

### Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

# The Men's Development Network Company Limited By Guarantee

## INCOME STATEMENT

for the financial year ended 31 December 2024

	Notes	2024 €	2023 € as restated
<b>Income</b>	<b>4</b>	<b>1,858,234</b>	1,411,919
<b>Expenditure</b>		<b>(1,787,810)</b>	(1,327,249)
<b>Surplus before interest</b>		<b>70,424</b>	84,670
Interest payable and similar expenses	<b>6</b>	<b>(17,384)</b>	(15,737)
<b>Surplus for the financial year</b>		<b>53,040</b>	68,933

The company's income and expenses all relate to continuing operations.

# The Men's Development Network Company Limited By Guarantee

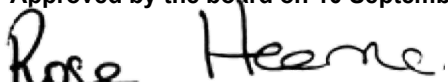
## BALANCE SHEET


as at 31 December 2024

	Notes	2024 €	2023 € as restated
<b>Fixed Assets</b>			
Tangible assets	9	<u>340,378</u>	<u>348,553</u>
<b>Current Assets</b>			
Debtors	10	1,910	1,910
Cash and cash equivalents		<u>581,148</u>	<u>599,525</u>
		<u>583,058</u>	<u>601,435</u>
<b>Creditors: amounts falling due within one year</b>	11	<u>(475,652)</u>	<u>(544,121)</u>
<b>Net Current Assets</b>		<u>107,406</u>	<u>57,314</u>
<b>Total Assets less Current Liabilities</b>		<u>447,784</u>	<u>405,867</u>
<b>Creditors:</b> amounts falling due after more than one year	12	<u>(213,318)</u>	<u>(224,441)</u>
<b>Net Assets</b>		<u><u>234,466</u></u>	<u><u>181,426</u></u>
<b>Reserves</b>			
Retained surplus		<u>234,466</u>	<u>181,426</u>
<b>Members' Funds</b>		<u><u>234,466</u></u>	<u><u>181,426</u></u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on 10 September 2025 and signed on its behalf by:

  
 Rose Hearne  
 Director

  
 John Brophy  
 Director

**The Men's Development Network Company Limited By Guarantee**  
**RECONCILIATION OF MEMBERS' FUNDS**

as at 31 December 2024

	<b>Retained surplus</b>	<b>Total</b>
	<b>€</b>	<b>€</b>
<b>At 1 January 2023</b>	112,493	112,493
Surplus for the financial year	<u>68,933</u>	<u>68,933</u>
<b>At 31 December 2023 as previously stated</b>	239,855	239,855
Prior financial year error correction (Note 8)	(58,429)	(58,429)
<b>At 31 December 2023</b>	<u>181,426</u>	<u>181,426</u>
Surplus for the financial year	<u>53,040</u>	<u>53,040</u>
<b>At 31 December 2024</b>	<u><u>234,466</u></u>	<u><u>234,466</u></u>

# The Men's Development Network Company Limited By Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

### 1. General Information

The Men's Development Network Company Limited By Guarantee is a company limited by guarantee incorporated in Ireland. 49 O'Connell Street Waterford is the registered office and principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company. The company's registration number is 307175.

### 2. Summary of Significant Accounting Policies

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

#### Statement of compliance

The financial statements of the company for the year ended 31 December 2024 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

#### Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

#### Income

Income is primarily derived from government grants and donations. The company is not VAT registered.

#### Research and development

Research expenditure is written off to the income and expenditure account in the year in which it is incurred.

#### Related parties

For the purposes of these financial statements a party is considered to be related to the company if:

- the party has the ability, directly or indirectly, through one or more intermediaries to control the company or exercise significant influence over the company in making financial and operating policy decisions or has joint control over the company;
- the company and the party are subject to common control;
- the party is an associate of the company or forms part of a joint venture with the company;
- the party is a member of key management personnel of the company or the company's parent, or a close family member of such as an individual, or is an entity under the control, joint control or significant influence of such individuals;
- the party is a close family member of a party referred to above or is an entity under the control or significant influence of such individuals; or
- the party is a post-employment benefit plan which is for the benefit of employees of the company or of any entity that is a related party of the company.

Close family members of an individual are those family members who may be expected to influence, or be influenced by, that individual in their dealings with the company.

The company discloses transactions with related parties which are not wholly owned within the same group. It does not disclose transactions with members of the same group that are wholly owned.

#### Tangible assets and depreciation

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

Land and buildings freehold	-	2% Straight line
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# The Men's Development Network Company Limited By Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Fixtures, fittings and equipment - 20% Straight line

It is a requirement under FRS 102, that the carrying value of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable. As the fixed assets are not held for the purpose of generating cashflows, but were acquired for the purpose of carrying out charitable activities, the value cannot be meaningfully measured in terms of cashflow as the benefits that derive from their use are not financial. Accordingly, an impairment of fixed assets will only arise where the asset suffers impairment in a physical sense resulting in physical damage and the use of the asset has reduced significantly or is no longer of use or where the quality of service it provides has deteriorated. As long as such assets continue to provide the anticipated benefits to the company, the consumption of such benefits will be reflected in regular depreciation charges.

### Trade and other debtors

Trade and other debtors are stated at their net realisable value in the balance sheet.

### Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the Balance Sheet bank overdrafts are shown within creditors.

### Trade and other creditors

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

### Fund accounting

The following funds are operated by the charity:

#### Restricted Funds

Restricted fund represent grants, donations and sponsorships received which can only be used for particular purposes specified by the donors. Such purposes are within the overall aim of the charity.

#### Unrestricted funds

Unrestricted funds represent amounts which are expendable at the discretion of the directors in furtherance of the objectives of the charity and which have not been designated for other purposes. Such fund may be held in order to finance working capital or capital expenditure.

#### Designated funds

Designated funds are unrestricted earmarked by the directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The designations have an administrative purpose only and do not legally restrict the boards discretion in applying the funds.

### Taxation

The company has obtained charitable status from the Revenue Commissioners. It's CHY number is CHY13634. Therefore the company is not liable to corporation tax on it's activities. It's Registered Charity Number is RCN20042974

### Foreign currencies

The accounts are expressed in Euro (€).

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income Statement.

## The Men's Development Network Company Limited By Guarantee

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

#### 3. Going concern

The Men's Development Network Company Limited By Guarantee is dependent on funding from Cuan, Health Service Executive, Tusla, and fundraising activities to enable it to continue as a going concern.

The funders have not given any indications that they will withdraw their financial support from the company in the foreseeable future. On this basis the financial statements have been prepared under the going concern basis. The Board of Directors are of the opinion that there is a reasonable expectation that the company will continue to trade.

#### 4. Income

The income for the financial year is analysed as follows:

	2024 €	2023 €
<b>By Category:</b>		
Health Service Executive	180,000	185,388
Cuan	962,685	890,000
Cuan Mal/Child & Family Agency	364,750	329,547
Program Income Deferred	84,433	(298,841)
Donations	932	874
Department of Health	50,000	50,000
Dept of Agriculture Food & The Marine	119,168	228,197
Ruhama	53,500	-
Other income	42,766	26,754
	<u>1,858,234</u>	<u>1,411,919</u>

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of developmental training and mentoring of men, direct work with men, advocacy with relevant agencies, institutions and service providers and communication and awareness raising on various issues.

<b>5. Operating surplus</b>	<b>2024</b>	<b>2023</b>
	€	€
<b>Operating surplus is stated after charging:</b>		
Depreciation of tangible assets	8,175	8,175
	<u>8,175</u>	<u>8,175</u>
<b>6. Interest payable and similar expenses</b>	<b>2024</b>	<b>2023</b>
	€	€
Interest	17,384	15,737
	<u>17,384</u>	<u>15,737</u>

#### 7. Employees

The average monthly number of employees, during the financial year was 22, (2023 - 15).

The total number of employees whose total benefits for the reporting period fell within each band of €10,000 to €60,000 is as follows:

Under €10,000 – 1.5
€10,001 to €20,000 – 1.5
€20,001 to €30,000 - 5
€30,001 to €40,000 – 14.5
€40,001 to €50,000 - 3
€50,001 to €60,000 - 1
€60,001 and over - 1

# The Men's Development Network Company Limited By Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

### 8. Prior financial year error correction

The prior year adjustment arose due to the understatement of deferred income from 2023. This resulted in an adjustments to retained reserves of €58,429. The breakdown of this adjustment by funder is as follows:

Funder	€
Health Service Executive	24,150
Dept of Agriculture Food & The Marine	33,138
Cuan/Department of Justice	1,141
<b>Total</b>	<b>58,429</b>

### 9. Tangible assets

	Land and buildings freehold €	Fixtures, fittings and equipment €	Total €
<b>Cost</b>			
At 1 January 2024	369,892	3,883	373,775
At 31 December 2024	369,892	3,883	373,775
<b>Depreciation</b>			
At 1 January 2024	22,114	3,108	25,222
Charge for the financial year	7,398	777	8,175
At 31 December 2024	29,512	3,885	33,397
<b>Net book value</b>			
At 31 December 2024	<b>340,380</b>	<b>(2)</b>	<b>340,378</b>
At 31 December 2023	347,778	775	348,553

### 10. Debtors

	2024 €	2023 €
Taxation	1,500	1,500
Prepayments	410	410
	<b>1,910</b>	<b>1,910</b>

### 11. Creditors

#### Amounts falling due within one year

	2024 €	2023 €
Amounts owed to credit institutions		
Bank overdrafts	5,260	7,674
Bank loan	12,442	12,723
Trade creditors	28,837	9,332
Taxation	19,233	20,079
Accruals	7,995	7,995
Deferred Income	401,885	486,318
	<b>475,652</b>	<b>544,121</b>

## The Men's Development Network Company Limited By Guarantee

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

<b>12. Creditors</b>	<b>2024</b>	2023
<b>Amounts falling due after more than one year</b>	<b>€</b>	<b>€</b>
Bank loan	<u>213,318</u>	<u>224,441</u>
<b>Loans</b>		
Repayable in one year or less, or on demand (Note 11)	17,702	20,397
Repayable between one and two years	11,123	12,786
Repayable between two and five years	<u>202,195</u>	<u>211,655</u>
	<u><b>231,020</b></u>	<u><b>244,838</b></u>
<b>13. Taxation</b>	<b>2024</b>	2023
	<b>€</b>	<b>€</b>
<b>Debtors:</b>		
Withholding tax	<u>1,500</u>	<u>1,500</u>
<b>Creditors:</b>		
PAYE	<u>19,233</u>	<u>20,079</u>
<b>14. Status</b>		
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 € 1.27.		
<b>15. Capital commitments</b>		
The company had no material capital commitments at the financial year-ended 31 December 2024.		
<b>16. Deferred Income</b>		
Included in Creditors less than one year is the following Deferred Income. This has arisen due to underspends on projects being carried forward into the next financial year.		
	<b>2024</b>	2023
	<b>€</b>	<b>€</b>
Cuan	147,311	167,900
DAFM	176,924	213,728
HSE	24,150	24,150
Tusla	-	80,540
Ruhama	<u>53,500</u>	<u>-</u>
	<u><b>401,885</b></u>	<u><b>486,318</b></u>

# The Men's Development Network Company Limited By Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

### 17. Directors' Remuneration

Board members serve in a voluntary capacity and in accordance with the Articles of Association directors receive no remuneration.

No director or other person related to the company had any personal interest in any contract or transaction entered into by the company during the year or in the previous year.

### 18. National Domestic Violence Programme

	2024	As Restated 2023
	€	€
Cuan Mend	510,962	483,930
Other Income	25,125	13,537
Staff Costs	(212,322)	(196,525)
Programme Costs	(229,988)	(223,290)
Indirect Costs	(78,031)	(48,420)
Opening Deferred Income	41,077	11,845
Closing Deferred Income	(56,823)	(41,077)
	<u>-</u>	<u>-</u>

### 19. Cuan Mal Income and Expenditure

	2024	2023
	€	€
Cuan Mal	271,640	329,547
Staff costs	(341,325)	(231,678)
Programme costs	(61,618)	(62,478)
General administration	(27,874)	(15,925)
Indirect costs	(39,517)	(38,190)
Opening Deferred Income	80,540	90,520
Closing Deferred Income	-	(80,540)
	<u>(37,704)</u>	<u>(8,744)</u>

### 20. Mortgage Charge on property

The company received funding in 2021 to purchase a property. Clann Credo has the following charge over the property.

Effective date: 10th May 2021. Holder: Clann Credo Clg. Details: Property known as and situate at 49 and 50 O'Connell Street Waterford.

### 21. State Funding

Please see the attached Appendix for summary of details of all grants received by the company.

### 22. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 10 September 2025.

**THE MEN'S DEVELOPMENT NETWORK COMPANY LIMITED BY GUARANTEE**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

**NOT COVERED BY THE AUDITORS REPORT**

**THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS**

**The Men's Development Network Company Limited By Guarantee**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**DETAILED INCOME STATEMENT**

for the financial year ended 31 December 2024

	2024 €	2023 €
<b>Income</b>		
HSE	180,000	185,388
Cuan	962,685	890,000
Cuan Mal/Child and Family Agency	364,750	329,547
Program Income Deferred	84,433	(298,841)
Donations	932	874
Dept of Health	50,000	50,000
Dept of Agriculture, Food & The Marine	119,168	228,197
Ruhama	53,500	-
Other Income	42,766	26,754
	<u>1,858,234</u>	<u>1,411,919</u>
<b>Expenditure</b>		
Wages and salaries	949,844	638,799
Social welfare costs	102,483	68,941
Staff training	21,188	10,284
Rent payable	31,796	13,310
Insurance	8,120	8,030
Light and heat	8,816	9,551
Facilitation/supervision	433,193	387,825
Repairs and maintenance	6,334	13,617
Printing, postage and stationery	29,219	19,725
Advertising	23,222	6,314
Telephone	22,104	19,222
Computer costs	38,068	37,279
Travel expenses	68,098	50,215
Legal and professional	9,915	7,051
Bank charges	936	1,146
General expenses	7,781	4,826
Research cost	-	4,831
GDPR Costs	5,890	5,890
Subscriptions/Membership fees	4,162	3,157
Auditor's remuneration	8,466	9,061
Depreciation	8,175	8,175
	<u>1,787,810</u>	<u>1,327,249</u>
<b>Finance</b>		
Bank interest paid	17,384	15,737
<b>Net surplus</b>	<u>53,040</u>	<u>68,933</u>

## The Men's Development Network Company Limited By Guarantee

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

### Appendix to Financial Statements

for the year ended 31 December 2024

<u>Name Grant Agency</u>	<u>Opening Deferred Income</u> €	<u>Amount of Grant</u> €	<u>Closing Deferred Income</u> €	<u>Term of Grant</u>	<u>Amount of Grant Accounted for in Financial Statements.</u> €	<u>Name Grant Program</u>	<u>Capital Grant if relevant</u>	<u>Is the grant restricted to a project or for the delivery of service.</u>
HSE	24,150	180,000	24,150	2024	180,000	To Deliver MDN's National Men's Health Programme (NIMHP)	N/A	As per HSE-MDN Signed Grant Agreement 2024
Cuan	167,900	862,685	147,311	2024	883,274	To Deliver MDN's Men Ending Domestic Abuse (MEND) and Choices Programme	N/A	As per Cosc-MDN Signed Service Level Agreement 2024
Cuan	-	100,000	-	2024	100,000	Delivery of White Ribbon programme	N/A	As per Cosc-MDN Signed Service Level Agreement 2024
Cuan	80,540	343,950	-	2024	424,490	To Deliver MDN's Male advice line and Counselling Service	N/A	As per Tusla-MDN Signed Service Level Agreement 2024
Tusla Counselling	-	20,800	-	2024	20,800	To Deliver MDN's Male advice line and Counselling Service	N/A	As per Tusla-MDN Signed Service Level Agreement 2024
Dept of Health	-	50,000	-	2024	-	To Deliver Training/Research Farmers Health	N/A	As per Dept of Agriculture, Food & The Marine, Dept of Health & HSE Signed Service Level Agreement 2024
Dept of Agriculture, Food & Marine	213,728	119,168	176,924	2024	155,972	To Deliver Training/Research Farmers Health	N/A	As per Dept of Agriculture, Food & The Marine, Dept of Health & HSE Signed Service Level Agreement 2024
Ruhama	-	53,500	53,500	2024	53,500	To Deliver White Ribbon Ireland Partnership in the Game Changer Programme	N/A	As per Ruhama Signed Grant Agreement 2024