

Company Number: 371490
Charities Regulatory Authority Number: 20054878
Charity number: CHY15710

3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2018

Kieran Ryan & Co.
Chartered Accountants and Statutory Audit Firm
20 Upper Mount Street
Dublin 2

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**3T'S COMPANY LIMITED BY GUARANTEE
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REFERENCE AND ADMINISTRATIVE INFORMATION**

Directors	Noel Smyth Bryan Lawlor Nigel Kinnaird Alannah Smyth
Company Secretary	Alannah Smyth
Charity Number	15710
Charities Regulatory Authority Number	20054878
Company Number	371490
Registered Office and Principal Address	Second Floor Elm House Leopardstown Office Park Sandyford Dublin 18
Auditors	Kieran Ryan & Co. Chartered Accountants and Statutory Audit Firm 20 Upper Mount Street Dublin 2
Bankers	Bank of Ireland Lower Baggot Street Dublin 2
Solicitors	HBMO Solicitors 12 Ely Place Dublin 2

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DIRECTORS' ANNUAL REPORT
FOR THE YEAR ENDED 30 JUNE 2018**

The directors present their directors' annual report, combining the directors' report and trustees' report, and the audited financial statements for the year ended 30 June 2018.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice charities SORP (effective January 2015) in accordance with FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

Principal Activities and Organisation Mission

The mission of 3T's (Turn The Tide of Suicide) is to help *turn the tide of suicide* through research, education and support. The principal activities of the company are:

- *Awareness*: raising awareness of the issues of mental health, suicide and self-harm and of the help available for those in crisis;
- *Research*: funding innovative research projects to help fill the knowledge gap around suicide;
- *Education*: providing suicide prevention and mental health training workshops, literature, videos and online resources;
- *Support*: 3T's partners and collaborates with other groups and organisations on mental health and suicide prevention activities and also provides funding support to organisations and groups working in the fields of suicide prevention and mental health;
- *Campaigning*: 3T's campaign and lobby for adequate funding to resource suicide prevention strategies calling on the Government to establish a Suicide Prevention Authority.

The company is limited by guarantee not having a share capital.

Directors

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

Noel Smyth
Bryan Lawlor
Nigel Kinnaird
Alannah Smyth

Principal Risks and Uncertainties

In the opinion of the directors, there are no significant risks or uncertainties impacting the company.

Auditors

The auditors, Kieran Ryan & Co., Chartered Accountants and Statutory Audit Firm, have indicated their willingness to continue in office in accordance with the provisions of Section 380 of the Companies Act 2014.

Statement on Relevant Audit Information

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 office at Second Floor, Elm House, Leopardstown Office Park, Dublin 18.

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Structure, Governance and Management

- 3T's is constituted as a company limited by guarantee without a share capital. The purpose and objectives and how it conducts business are set out in its Constitution. This combined document is available upon request and is publicly available from the Companies Registration Office website (www.cro.ie).
- 3T's is registered with the Charities Regulator (registered charity no. 20054878) and meets the Regulator's annual reporting and other requirements.
- 3T's is committed to adopting the Governance Code for community and voluntary organisations. 3T's has adopted the journey to compliance to ensure full accountability and transparency for the charity going into the future and is included in the listings on www.governancecode.ie.
- 3T's is committed to best practice in fundraising and is fully committed to achieving the standards contained within the Charities Regulator's Guidance for Charitable Organisations on Fundraising from the Public (the 'Guidelines').

The Guidelines exist to:

- improve fundraising practice;
- promote high levels of accountability and transparency by organisations fundraising from the public;
- provide clarity and assurances to donor and prospective donors about the organisations they support.

We, the directors of 3T's, have considered the guidelines and believe we meet the standards it sets out.

- The following related documents are available to view or download on our website www.3ts.ie or can be obtained upon request from our office via email info@3ts.ie or telephone 01-2139905.
 - Resolutions of 3T's board to adopt the Charities Regulator Guidelines for Charitable Organisations on fundraising from the public
 - Donor Charter
 - Public Compliance Statement
 - Complaints and Feedback Procedures

For the year ended 30 June 2018, 3T's was registered with the following organisations:

- The Governance Code Registry
- Irish Charities Regulatory Authority (No. 20054878)
- Charities Institute Ireland
- www.lobbying.ie
- The Wheel

GDPR (General Data Protection Regulations)

GDPR legislation came into effect in May 2018. In preparation for this, 3T's took steps to ensure that we are fully compliant with this new legislation.

We are committed to the principles inherent in the GDPR and particularly to the concepts of privacy by design, the right to be forgotten, consent and a risk-based approach. In addition, we aim to ensure:

- transparency with regard to the use of data
- that any processing is lawful, fair, transparent and necessary for a specific purpose
- that data is accurate, kept up to date and removed when no longer necessary
- that data is kept safely and securely.

Our privacy policy is available to view on www.3ts.ie or on request by email to info@3ts.ie.

Chairperson's Report - Noel Smyth

Suicide Statistics

As of 30 June 2018, latest available official figures for deaths by suicide in Ireland are to the year 2016 (437). 2017 figures are provisional (392) and subject to change, pending final data from Coroners/Inquests. Final figures for 2017 are likely to be higher when published by the CSO.

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Suicide rates in Ireland are currently at their lowest since 1989. However, in the UK, and in many other countries, the definition of suicide for statistical purposes includes underdetermined deaths and deaths where intentional self-harm is the underlying cause. This is not the case in Ireland and this results in an acknowledged underreporting of suicide deaths. So, whilst “official” CSO statistics report 437 suicide deaths in Ireland in 2016, if open verdict deaths are included, the total number of definite and probable suicide deaths in Ireland would be a much higher figure.

Whilst 3T's welcomes the recorded decline in deaths by suicide over the past 10 years, we will continue to highlight our concerns about transparency in the reporting of numbers dying by suicide and about the 2-year delay in the reporting of final figures by the CSO.

The National Self Harm Registry recorded 11,600 presentations of self-harm to A & E in Ireland in 2017. This represents only the number of cases presenting to A & E. However, the true figure is estimated to be closer to 60,000. 7% of incidents of self-harm recorded by the Registry were self-harm by hanging. Provisional figures from the Registry for the first half of 2018 indicate a 4% increase in presentations for self-harm.

The highest rates of self-harm are consistently seen in young people. The National Self Harm Registry reports that between 2007 and 2016 the rate of self-harm in young people aged 10-24 years increased by 22%. Increases were most pronounced in females and young adults. It is important to note that there was also an increase in the use of highly lethal methods of self-harm among young people and to also highlight that the age of onset of self-harm appears to be decreasing. Younger children are starting to engage in self-harm.

We believe that still too many lives are lost to suicide, and too many families and communities are devastated. Too many people are struggling with suicidal ideation and with self-harm. Because there are so many gaps in our services, these people have nowhere to turn or cannot access services within a reasonable time-frame.

Voluntary organisations cannot be expected to fill these gaps in statutory services. Government needs to address this as a matter of urgency.

Background

3T's was co-founded in 2003 by lawyer and businessman, Noel Smyth, psychiatrist Professor Kevin Malone of SVUH and UCD and Joseph McAvin of the Mater Foundation. At the time, suicide was a taboo subject, so 3T's set out to raise awareness of the issue and to help prevent future suicide deaths through a programme of research, intervention and support. Progress has been made. Suicide and mental health are now part of the national conversation. Stigma has been reduced, yet it still remains a barrier to help-seeking. Lack of political will, lack of resources and lack of knowledge remain major obstacles to change.

Almost three times more people die by suicide than die on our roads, yet only a fraction of the funding is spent on suicide prevention. Over the years, 3T's has been proactive and vocal, reflecting concerns about the impact of suicide on Irish society and the need for change in policy and resources at both national and community levels. We have campaigned for many years for the establishment of a Suicide Prevention Authority to adequately address the issue.

3T's enjoys the support of many organisations and individuals, including our charity partners and the tireless efforts of the many wonderful individual fundraisers running marathons, holding quiz nights and coming up with all sorts of innovative ways to fundraise in support of 3T's. We enjoy the support of the Professional Golfers Association (PGA Ireland) and the patronage of leading figures in business and in sport such as golfer, Padraig Harrington, patron of our Annual 3T's Golf Tournament.

We believe in collaboration and work closely with many organisations in the voluntary sector, the business community and, more recently, have expanded activities with third level colleges and institutions. We provide funding support through our 3T's grants programme to select programmes and organisations.

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Results

In the year ended 30 June 2018, 3T's had an income of €179,408 (2017, €94,752) and spent €112,510 (2017, €213,895). Income was generated solely through donations, charity partnerships, third party fundraising activities and dedicated 3T's activities. €68,143 was spent on staff salaries, €1,936 on administration and €42,431 on promotional and educational support. Our offices are rent free and other overheads are kept to a minimum.

Full results for the year are set out on page 17.

Reserves carried over from the previous year have enabled the development and delivery of innovative activities and educational programmes during the course of this accounting year.

Board and Staff

The Board of Directors is made up of four people, comprising Noel Smyth, Nigel Kinnaird, Bryan Lawlor and Alannah Smyth. Chairperson of the Board is Noel Smyth. Company secretary is Alannah Smyth.

The directors and secretary of 3T's are all voluntary and do not receive a salary for their work.

Decisions reserved for the board to make include:

- The company's strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Litigation;
- Appointment/removal of committee chairs and members;
- Appointment/removal of staff and approval of new staff positions;
- Appointment/removal of auditors;
- Approval of contracts with term exceeding one year or a financial liability on 3T's exceeding €5,000;
- Annual review of risk and internal control;

Whilst the board of directors is ultimately responsible for 3T's and for the above list, certain duties and responsibilities are delegated from the board of directors to the manager or to a sub-committee and onward to staff. This includes implementation of the strategic plan, co-ordination of staff and volunteer resources, implementation of programmes, projects and supporting materials, liaison with service and other suppliers and other administrative duties. The manager is also responsible for the provision of regular reports and documents for consideration to the 3T's board and 3T's committee. From time to time, 3T's enters into partnerships and collaborations with other organisations on specific projects or specific work areas. These agreements are determined by a Memorandum of Understanding which is approved by the board of directors. If 3T's agrees to provide funding to any other charitable organisation, it first considers a detailed submission by the organisation and monitors funding and project progress thereafter. The charity first secures (on a pro bono basis) tax, accountancy and legal advice prior to any contract or agreement being entered into by the charity.

Staff

The 3T's team is headed up by the Chairman, Noel Smyth, who also carries out an executive function on the day-to-day operation of the charity. 3T's has two permanent employees based in an office in Dublin 18 – manager, Lise Alford, and mental health co-ordinator, Clare O'Brien. Staff report to directly to the Chairman, with certain decisions reserved for the board. Staff are further supported in their work by a small team of volunteers, whom we thank sincerely for their input and their hard work on our behalf.

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Activities

Awareness and education

Since its foundation, 3T's has been involved in a variety of successful awareness projects. This year, in tandem with our educational activities, we continued our collaboration with third level colleges on raising awareness of suicide and promoting positive mental health amongst the student population. The 3T's team have partnered with staff and student unions on awareness projects, such as our Share the Load initiative, and have participated in Wellbeing Weeks and mental health initiatives. In many cases, these activities were supported by the delivery of safeTALK Training Workshops (Suicide Alertness for Everyone) or 3T'sTALKs, promoting positive mental health.

- *Athlone Institute of Technology (AIT) Charity of the Year 2017*: working in tandem with the college on delivery of mental health training and collaboration during Wellbeing Week. Students held fundraising events and raised awareness for 3T's throughout the year.
- *Share the Load – Dublin City University (DCU)*: this activity took place in partnership with DCU Students Union. *Share the Load* features a public display of backpacks, representing the average number of college students who die by suicide in Ireland each year. The aim is to raise awareness of the impact of suicide, connect students to mental health supports and inspire actions for suicide prevention. This very visual activity was supported by delivery of safeTALK training workshops to students and students' union officers. 3T's plan to deliver Share the Load to other interested third level institutions in the future.

Training

3T's delivered training to almost 1,000 participants during this accounting year through our 3T's TALK Mental Health workshops and safeTALK workshops. Workshops were held in workplaces, third level colleges, sports clubs, societies, associations and voluntary organisations.

- 3T'sTALKs: these tailored talks are delivered on a broad range of topics related to mental health including mental health and wellbeing, exam stress, mental health in the workplace and more.
- SafeTALK training: 3T's are official safeTALK training providers (Suicide Alertness for Everyone) approved by the National Office for Suicide Prevention (NOSP). SafeTALK is an internationally recognised programme which equips participants to identify individuals who may be at risk of suicide. safeTALK is delivered by our mental health co-ordinator, Clare O'Brien, and 3T's committee member, Fiona Lavin, both of whom are approved safeTALK trainers.

Of note this year was our continued delivery of safeTALK training to volunteers and staff of the Simon Community through a series of workshops over the course of the year. Simon staff and volunteers work with a particularly vulnerable group and we are delighted to support their efforts through our safeTALK training.

3T'sTALKs and safeTALK workshops are delivered free of charge by 3T's and safeTALK materials are provided by the NOSP as national co-ordinator for safeTALK in Ireland. 3T's TALKs are delivered by 3T's mental health co-ordinator, Clare O'Brien, BA (hons) Psych, MSc (hons) Couns.

3T's believe that educating participants on various aspects of mental health and suicide reflects our commitment to turning the tide of suicide through education and awareness building.

3T's STEPS to Mental Health: Know the Signs, Know the Words, Know your Supports: 3STEPS aims to help in understanding mental illness, suggests ways to approach the topic if you are concerned for someone and how to access crisis and specialist supports. This model informs all our 3T's TALK workshops and is supported by a handy pocket-size 3STEPS wallet card.

3T's T-TIME Videos: Continuing our collaboration with YouTube Ambassador James Mitchell of JamesMitchellTV, and informed by our 3STEPS model, Season Two of our Video Library "T-TIME" further explored key mental health topics. Short and informative, the latest series of videos aims to demystify the topics, providing practical tips on recognising and understanding signs and symptoms, how to approach the particular issue and access to supports. The videos are hosted on www.3ts.ie and on JamesMitchellTV YouTube Channel. 3T's are particularly grateful to

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our guest contributors on this series – Ed Dalton – who shared how he copes and manages his grief, following the suicide of his son. Our thanks also to DJ Nikki Hayes who explored the role of hope in our mental health.

Collaboration:

In addition to our collaborations with third level colleges and with the business community, 3T's has been partners on:

- *See Change Green Ribbon Campaign* – organisation dedicated to ending mental health stigma;
- *Men's Health Forum*: 3T's sits on the Planning Committee for Men's Health Week, joining many mental and physical health organisations with a focus on health promotion for men, both physical and mental health;
- *Connecting for Life*: Ireland's strategy to reduce suicide.

Support

It is the ethos of 3T's to allocate a portion of funds raised to support other organisations working in the field of suicide prevention, postvention and intervention, whether to support service provision or to assist in research funding.

- *TCD Research: Accessing help for self-harm and suicidal behaviour in the Emergency Department: a qualitative study*. During this financial year, 3T's has committed to a partnership with School of Nursing and Midwifery in Trinity College Dublin. The study aims to explore the experiences of service users who present to the Emergency Department for treatment of self-harm and suicidal behaviour. It is hoped that this study will help inform how the emergency department experience can be improved for service users who self-harm or who have engaged in suicidal behaviour.

Fundraising

3T's receives no statutory funding and relies instead on its own fundraising activities and those of its third-party fundraisers and supporters, charity partnerships and corporate and private donations.

3T's is privileged to have the support of a number of organisations and individuals fundraising on our behalf. We appreciate the time and effort that our supporters put into these events and thank all who fundraised on our behalf over the course of the year.

- Our *3T's Annual Golf Tournament* is now in its 16th year. This competition is open to all GUI clubs and is run in conjunction with the PGA (Ireland). The tournament continues to raise awareness in communities throughout Ireland and we thank all the clubs who support us by entering a team in the competition. We are grateful to the venues who provide us with competitive rates for our regional rounds - Dundrum House, Co Tipperary; Slieve Russell, Co. Cavan and St. Margaret's, Co. Dublin. Our thanks too to the prestigious K Club venue for the tournament final.
- *Food for Thought* is a pop-up fine dining initiative drawing together award-winning Chefs to showcase their talents whilst raising awareness around suicide and mental health. It was founded by chef, Daniel Hannigan, following his own experience of losing his father to suicide at a young age. Coming from the high-pressure working environment of the restaurant industry, Dan sought to highlight the importance of friendship to our mental health and the unifying power of food. Over the course of this year, our collaboration with Dan and the Food for Thought team has developed into a partnership with further initiatives planned.

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Charity Partnerships

During this financial year, we have enjoyed the privilege of a number of charity partnerships within the business community.

- *Athlone Institute of Technology (Athlone)*
- *Fidelity International (Dublin)*
- *Paradyn (Dublin & Cork)*
- *Prometric (Dundalk)*
- *Tesco Community Fund*

The team at 3T's works closely with our charity partners over the course of the year of tenure, providing training and education around mental health and suicide and supporting any fundraising events and activities undertaken. With a strong CSR ethos, these organisations prioritise the wellbeing of their staff and, in the case of AIT, their staff and students. Our aim is to build on these firm foundations. We feel it is important to give something back to our supporters, such as working with wellness committees on delivering safeTALK or 3T's TALKs to management and staff. These workshops have proven very popular with our charity partners.

In turn, we have been delighted to see management and staff throw themselves into a wide range of fundraising initiatives in aid of 3T's, ranging from mountain climbs to coin collections, sponsored races to bake sales, quizzes and many many more. Not only do these partnerships raise much needed funds for 3T's but they also raise awareness of the issue of suicide and mental health.

Our sincere thanks to all our charity partners for your support over the course of this year.

A special mention to *Arekibo Digital Consultancy*: Arekibo has continued to support our website as part of its CSR programme providing expertise and advice which has helped ensure our website www.3ts.ie is a valuable and accessible resource for those in need of information regarding suicide and mental health.

Lobbying: Government, Political and General

The charity lobbies Government and actively promotes the necessity for increased funding and better services to help prevent further loss of life through suicide.

The primary focus of lobbying activity during this accounting year was to promote our continued campaign for a Suicide Prevention Authority, similar in structure to the Road Safety Authority.

In December 2017, 3T's launched a petition to support this position. Circa 35,000 people signed the petition calling on Government to establish a Suicide Authority. This petition was presented to the office of the Minister for Health & Children together with the 3T's draft Suicide Authority Bill.

Our sincere thanks to Tim and Fiona Tuomey who collaborated with 3T's on launching this petition and who joined with 3T's Chairman, Noel Smyth, to present the Petition to Government. Following the tragic death by suicide of their 11-year-old daughter, Milly, the Tuomeys have campaigned tirelessly to highlight gaps in services for children and for adults and have supported our call for a Suicide Authority to safeguard and regulate suicide prevention services in Ireland. See www.HUGG.ie to learn more about their peer-to-peer suicide bereavement support group.

3T's is registered with Lobbying.ie and adheres to its reporting requirements for all lobbying activity. Further details of 3T's lobbying activity are available in our return for the period on www.lobbying.ie

Chairman's Summary

In Ireland, we have an excellent national suicide prevention strategy in Connecting for Life. The programmes, actions and resources outlined within Connecting for Life, if implemented, would undoubtedly help to reduce deaths by suicide.

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The concern of 3T's is that so many of the services and resources to back up this policy are simply not there. Where services exist, waiting lists are unacceptably long. Unfortunately, for someone in suicidal crisis and their family, a 6-month wait can be 6 months too late. Statutory services rely too heavily on voluntary organisations to meet the shortfall in services. This is not acceptable. Government have a responsibility to meet these needs.

CSO statistics illustrate a reduction in deaths by suicide over the past 10 years and this is welcomed. However, Government claims that suicide is on the decrease should not be permitted to breed a complacency that sufficient funds are deployed in suicide prevention; deaths by suicide are on the increase in older males; there's been a lowering in age of children presenting with self-harm or suicidal ideation; the lethality of methods chosen is on the increase. These are all emerging trends which need to be addressed urgently.

It is time for the people of Ireland to hold our Politicians to account on their general indifference to the issue of suicide prevention. In both General and Local Elections of recent years, all parties have claimed that suicide prevention, suicide bereavement and all associated issues, are a priority, but these are shallow words with no meaning.

3T's continues to call for a serious review of the present policy on suicide and suicide prevention. During this accounting year, our petition with 35,000 signatures calling on Government to establish a Suicide Prevention Authority sadly fell on deaf ears.

As a country with a reputation for caring for others, Ireland is failing in the area of mental health.

When 3T's was founded in 2003, suicide was a taboo, so we set about our work to help reduce the stigma of suicide. We welcome the efforts of other organisations also working to reduce that stigma and applaud the work of Green Ribbon whose month-long campaign every May works to destigmatise mental illness and suicide. Yet, stigma is never far away in this arena and especially in the aftermath of the loss of a loved one. Not only does it affect the immediate family, but it also affects the community overall.

Our continuous failure as a nation and society is that we do not have sufficient supports in place to help prevent suicide or, in the aftermath, to adequately support the suicide bereaved in their life-long loss. In my opinion, this is the greatest indictment that can be levied against Irish Society. It is an abuse of human rights.

In the aftermath of a loss through suicide, in the absence of appropriate support, loved ones, families and friends can be frozen in their grief. A death by suicide leaves behind unanswered questions – Why? What could I have done to prevent it?

And yet, in many instances, those dying by suicide have fallen through gaps in the services. So, these questions should be directed at the State, Government Agencies, statutory services and Politicians. They are responsible for these service gaps and yet their attitude is one of “We’re doing all we can; the suicide statistics are on the decline”. In effect, nothing changes and lives continue to be lost. It is my belief that we need to hold accountable a state which to a large extent remains unmoved and uncaring.

In Ireland today, there are up to 500 charities directly or indirectly involved in suicide prevention and bereavement. We need all these organisations to come together with one voice to demand a future for our young people. We live in an ever more turbulent world. The caring “factor” is giving way to texting. The hug is sometimes a selfie. Often, those in distress are afraid to tell anyone their darkest thoughts in case they are labelled, and they believe the only way out is to take their own life.

We are all responsible for every human being alive in Ireland today.

The people we are concerned about need our support. But perhaps they can't tell us or don't tell us or if they do, perhaps we can't help them because the resources are not in place. This must change.

This can change.

People power can bring about this change.

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3T's are happy to work with any interested groups or organisations to help bring about this change. Building on the support we have received for our 35,000-strong petition calling for a Suicide Prevention Authority, we all must act now to demand the right to live and to live one's life to the full and not to see suicide as the only way out.

Every life lost to suicide is a tragedy.

Signed on Behalf of the Board

Noel Smyth
Director

Bryan Lawlor
Director

Date: 29 April 2019

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DIRECTORS' REPSONSIBILITIES STATEMENT
FOR THE YEAR ENDED 30 JUNE 2018**

The directors are responsible for preparing the financial statements in accordance with applicable Irish Law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Financial Reporting Council.

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the net income or expenditure of the charity for that year. In preparing these financial statements the directors are required to:

- Select suitable accounting policies and apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the charities SORP (effective January 2015) in accordance with FRS 102 has been followed;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and with Irish statute comprising the Companies Act 2014, and all regulations to be construed as one with those acts. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the directors are aware:

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

Signed on Behalf of the Board of Directors

Noel Smyth
Director

Bryan Lawlor
Director

Date: 29 April 2019

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF 3T'S COMPANY LIMITED BY GUARANTEE
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Report on the audit of the financial statements

Opinion

We have audited the financial statements of 3T's Limited ('the company') for the year ended 30 June 2018 which comprise the Profit and Loss Account, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 30 June 2018 and of its profit for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

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

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

Opinions on other matters prescribed by the Companies Act 2014

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

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

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

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

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF 3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)**

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 16, 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 shareholders, 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 shareholders 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 shareholders, as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Bennett

For and on Behalf of

Kieran Ryan & Co.

Chartered Accountants and Statutory Audit Firm

20 Upper Mount Street

Dublin 2

Date: 29 April 2019

INDEPENDENT AUDITOR'S REPORT
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.

3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 30 JUNE 2018

	Notes	Unrestricted Funds 2018 €	Total 2018 €	Total 2017 €
Incoming Resources				
Generated Funds:				
Activities for generating funds				
Voluntary income		141,300	141,300	59,882
3T's dedicated activities		38,108	38,108	34,860
Investment income		-	-	10
		<u>179,408</u>	<u>179,408</u>	<u>94,752</u>
Total Incoming Resources				
Resources Expended				
Charitable activities		-	-	73,641
Management, administration and governance costs		93,482	93,482	97,853
Cost of generating funds		19,028	19,028	42,401
		<u>112,510</u>	<u>112,510</u>	<u>213,895</u>
Surplus/(Deficit) for the year		66,898	66,898	(119,143)
Net Movement in funds for the year		66,898	66,898	(119,143)
Reconciliation of Funds				
Balances brought forward at 1 July 2017		128,268	128,268	247,411
Balances carried forward at 30 June 2018		<u><u>195,166</u></u>	<u><u>195,166</u></u>	<u><u>128,268</u></u>

Approved by the Board of Directors on 29 April 2019 and signed on its behalf by:

Noel Smyth
Director

Bryan Lawlor
Director

3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)
BALANCE SHEET
AS AT 30 JUNE 2018

	Notes	2018 €	2017 €
Fixed Assets			
Tangible Assets	4	832	1,465
Financial Assets	5	100	100
		<u>932</u>	<u>1,565</u>
Current Assets			
Debtors	6	31,865	30,202
Cash and Cash Equivalents		180,190	134,301
		<u>212,055</u>	<u>164,503</u>
Creditors: Amounts falling due within one year	7	<u>(17,821)</u>	<u>(37,800)</u>
Net Current Assets		<u>194,234</u>	<u>126,703</u>
Net Assets		<u>195,166</u>	<u>128,268</u>
Funds			
Unrestricted designated funds		<u>195,166</u>	<u>128,268</u>
Total Funds		<u>195,166</u>	<u>128,268</u>

Approved by the Board of Directors on 29 April 2019 and Signed on Its Behalf by:

Noel Smyth
Director

Bryan Lawlor
Director

3T'S COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018 €	2017 €
Cash Flows from Operating Activities			
Net movement in funds		66,898	(119,143)
Adjustments for:			
Depreciation		633	433
		<u>67,531</u>	<u>(118,710)</u>
Movements in working capital:			
Movement in debtors		(1,750)	3,393
Movement in creditors		(19,892)	25,168
		<u>45,889</u>	<u>(90,149)</u>
Cash Flows from Investing Activities			
Payments to acquire tangible assets		-	(1,898)
		<u>45,889</u>	<u>(92,047)</u>
Net Increase in Cash and Cash Equivalents		45,889	(92,047)
Cash and cash equivalents at 1 July 2017		134,301	226,348
		<u>180,190</u>	<u>134,301</u>
Cash and cash equivalents at 30 June 2018	10	180,190	134,301

**3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018**

1. Accounting Policies

Basis of Preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice charities SORP (effective January 2015) in accordance with FRS 102 and with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014. They comply with the financial reporting standards of the Accounting Standards Board, as promulgated by Chartered Accountants Ireland. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charitable company's financial statements.

Incoming Resources

Voluntary income or capital is included in the Statement of Financial Activities when the company is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Entitlement to legacies is considered established when the company has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accruals basis.

Resources Expended

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

Tangible Fixed Assets and Depreciation

Tangible fixed 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 fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment - 33.3% straight line

Investments

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value. Income from other financial fixed asset investments together with any related withholding tax is recognised in the income and expenditure account in the year in which it is receivable.

Taxation

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the company's taxable income and its results as stated in the financial statements. Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2. Net Incoming Resources

	2018	2017
	€	€
Net incoming resources are stated after charging/(crediting):		
Depreciation of tangible assets	633	433
	633	433

3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

Continued

3. Employees and Remuneration

Number of Employees

The average number of persons employed during the year was as follows:

	2018	2017
	Number	Number
Administration	2	2
	<u> </u>	<u> </u>
The staff costs comprise:	2018	2017
	€	€
Directors' remuneration	-	-
Wages and salaries	61,500	63,291
Social welfare costs	6,643	6,913
	<u> </u>	<u> </u>
	<u>68,143</u>	<u>70,204</u>

4. Tangible Fixed Assets

	Fixtures, Fittings and Equipment €
Cost	
At 30 June 2018	1,898
	<u> </u>
Depreciation	
At 1 July 2017	433
Charge for the year	633
	<u> </u>
At 30 June 2018	1,066
	<u> </u>
Net Book Value	
At 30 June 2018	832
	<u> </u>
At 30 June 2017	1,465
	<u> </u>

5. Financial Fixed Assets

	Group and Participating Undertakings €
Investments	
Cost	
At 30 June 2018	100
	<u> </u>
Net Book Value	
At 30 June 2018	100
	<u> </u>
At 30 June 2017	100
	<u> </u>

3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)
NOTES TO THE FINANCIAL STATEMENTS Continued
FOR THE YEAR ENDED 30 JUNE 2018

6. Debtors	2018	2017
	€	€
Sundry debtors	25,816	23,005
Taxation and social welfare costs (Note 8)	151	238
Prepayments and accrued income	5,898	6,959
	31,865	30,202
	31,865	30,202

Amounts owed by subsidiary undertaking are interest free and repayable on demand.

7. Creditors	2018	2017
Amounts falling due within one year	€	€
Trade creditors	367	20,346
Amounts owed to group companies	17,454	17,454
	17,821	37,800
	17,821	37,800

Amounts owed to subsidiary undertaking are interest-free and repayable on demand.

8. Taxation and Social Welfare	2018	2017
	€	€
Debtors:		
Income tax and social welfare	151	238
	151	238

9. Status

The company is limited by guarantee not having a share capital.

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 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.

10. Cash and Cash Equivalents	2018	2017
	€	€
Cash and bank balances	180,075	134,186
Cash equivalents	115	115
	180,190	134,301
	180,190	134,301

11. Related Party Transactions

The company has availed of the exemption under FRS 102 in relation to the disclosure of transactions with group companies.

**3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018**

Continued

12. Post-Balance Sheet Events

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

13. Approval of Financial Statements

The financial statements were approved and authorised for issue by the board of directors on 29 April 2019.

**3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)**

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2018

NOT COVERED BY THE REPORT OF THE AUDITORS

**3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)**

**Supplementary Information Relating to the Financial Statements
Operating Statement**

FOR THE YEAR ENDED 30 JUNE 2018

	Schedule	2018 €	2017 €
Income		179,408	94,752
Charitable activities and other expenses	1	(112,510)	(213,895)
Net Surplus/(Deficit)		<u>66,898</u>	<u>(119,143)</u>

3T'S COMPANY LIMITED BY GUARANTEE
(A COMPANY LIMITED BY GUARANTEE, NOT HAVING A SHARE CAPITAL)

Supplementary Information Relating to the Financial Statements
Schedule 1: Charitable Activities and Other Expenses

FOR THE YEAR ENDED 30 JUNE 2018

	2018	2017
	€	€
Expenses		
Wages and salaries	61,500	63,291
Employer's social welfare contributions	6,643	6,913
Staff training and courses	325	3,441
Insurance	3,680	3,792
Printing, postage and stationery	6,770	3,666
Advertising	452	3,013
Software maintenance	2,879	1,752
Travelling and expenses	5,011	6,160
Concert costs	-	7,746
Golf tournament expenses	17,990	33,344
Filming costs	1,038	-
Consultancy fees	-	4,920
Bank charges	139	360
Safetalks and conference costs	3,927	-
Gifts	90	147
Subscriptions	1,433	1,276
Depreciation	633	433
Charitable donations	-	73,641
	112,510	213,895
	112,510	213,895