

**2020**  
**ANNUAL**  
**REPORT**

# CHIEF EXECUTIVE'S REPORT

Welcome to our annual report for the year ending 31st March 2020. This is a momentous year for Positive Futures, because it marks a quarter of a century since we were established.

Our aim at the outset was to provide tailored support for people with a learning disability, acquired brain injury or autistic spectrum condition. Twenty-five years on, we have succeeded beyond our wildest ambitions, supporting hundreds of people and their families/carers in both jurisdictions in Ireland.

The big issue affecting our operations at the close of the year was, of course, coronavirus. Thankfully, our foresight in moving our IT systems to the cloud-based Office 365 has enabled many staff to work from home, thus minimising disruption.

In the year under review, we provided direct support to 410 people (up from 385 the previous year). In addition, the families and carers of the people we support derived significant benefit from that support.

At the end of March 2020, Positive Futures in the Republic of Ireland supported 51 people (compared with 42 at the end of

the previous financial year). Again, families and carers benefited as a result.

In both jurisdictions on the island, our success in supporting people with complex needs and behaviours that challenge is increasingly being recognised. A significant contributor to this success is our Behaviour Support Team, which provides training and guidance for staff, as well as hands-on support and assistance in the understanding and management of particular behaviours.

During the year we have continued to resettle people from Muckamore Abbey Hospital in Antrim. One of the main challenges has been finding suitable accommodation. The problem is a lack of creativity and a lack of will to change how the system of accessing and funding accommodation works. To address this, we are working with the NI Housing Executive, and a range of housing associations and private landlords to provide new homes.



Our new Ferns Service in Coleraine, in partnership with the Northern Trust, is a new kind of service model, which will provide residential support for children and young people with complex needs.

In the Republic of Ireland, we now provide services in four CHO (Community Healthcare Organisations) areas: Area 1 (Donegal, Sligo/Leitrim/West Cavan and Cavan/Monaghan); Area 6 (Wicklow, Dun Laoghaire and Dublin South East); Area 8 (Laois/Offaly, Longford/Westmeath, Louth and Meath); and Area 9 (Dublin North, Dublin North Central and Dublin North West).

In addition to direct service provision, we continue to provide management and governance oversight to NAHVI (National Association of Housing for the Visually Impaired) in Donabate, North Dublin.

Future challenges for the organisation include the coronavirus and the ongoing significant impact of continuing to provide safe and effective services within this context; ensuring that we continue to recruit and retain staff in sufficient numbers, reducing the need for agency staff; and the uncertainty around Brexit.

My thanks, as always, to all our staff and volunteers, particularly in the challenging circumstances of 2020; and to our Trustees in both parts of Ireland for their wisdom and guidance. Many people are unaware that our Trustees are also volunteers.

I hope you enjoy reading about some of our success stories, both in the past year and during the past quarter-century.

**Agnes Lunny OBE**  
Chief Executive

# 25 YEARS OF LEADING THE WAY

Positive Futures is celebrating its 25th birthday in 2020, after a quarter of a century of pioneering support for people with a learning/intellectual disability, acquired brain injury or autistic spectrum condition.



We started life in 1995 as United Response NI, providing supported living services to a small number of young adults in the North Down area with a handful of staff and a budget of less than £250,000. Two and a half decades later, we support hundreds of people and their families or carers and have a group turnover of £15m, which includes income in both jurisdictions in Ireland.

We had our origins in Barnardo's, at a time when that charity was facing difficult decisions over its support for young people who had grown out of its children's services and become adults. Services for these young adults were transferred to United Response, which had wide experience in this kind of support. After a feasibility study was carried out, it was decided, with a great deal of help from the Department of Health, that United Response NI should be a separate organisation.



Over the next number of years, we continued to grow and diversify our services for adults, with the introduction of the first shared lives services in Northern Ireland. In 1999, with support from the Department of Health, we developed a new approach to supporting children with a learning disability, acquired brain injury or autistic spectrum condition and their families, with the establishment of our first family support service in Lisburn, followed by similar services in Fermanagh and in Bangor.

By 2002, following feedback from our staff team and people supported, we changed our name to Positive Futures, to reflect more accurately the organisation's mission and values.

Over the years we have seen many other changes, adding a range of innovative services. We don't have space to list them all, but they include Better Together, which matches young people with a mentor of a similar age to develop their independence; the Autism Outreach service; and the Big Lottery-funded Brighter Futures project, which (for the first time in our history) supports children with a disability from birth.

In recent years we have developed a new logo and identity, better reflecting a pioneering and caring organisation in the 21st century. The same branding, using a subtly different colour scheme, was developed for our operations in the Republic of Ireland, launched in 2015.

Since our earliest days, we have adapted to changing needs, circumstances and budgets with an agility that the statutory health and social care sector cannot match. We intend to continue being ahead of the curve in providing ground-breaking, individually tailored support in our second quarter-century.

Positive Futures is not just a name. It's an ethos, guiding everything we do. And we will continue supporting people and speaking up on their behalf until everyone with a learning or intellectual disability, acquired brain injury or autistic spectrum condition is regarded as a full and equal member of society.



# LIVING THE LIFE THEY WANT



Over the last 25 years, Positive Futures has changed many lives for the better. They include people with complex needs who had spent years in hospital because they had effectively been “forgotten” by society. They have gone on to live independent and fulfilling lives in their own homes. Over the next few pages, we share some of our many success stories.

# LIVING THE DREAM

From our Greater Dublin Service comes a remarkable story. We're devoting several pages to it because it's so powerful. It involves a young woman that we'll simply identify by her initial, C, because she wants her new acting career to succeed on its own merits and on her talent. If there's one story that encapsulates our strapline "Achieving Dreams. Transforming Lives," this is it.

When C was 16, she was put on a private plane from Ireland to the UK and was restrained by security personnel. She arrived, terrified and confused, at a secure hospital in England, where she was pinned to the floor and was given medication to control her behaviour.

Niamh Tormey, of our Greater Dublin Service, told C's story at our Celebration Event in Newry in late 2019.

"I'll never forget her looking into my eyes as she described that moment. She said to me: 'Niamh, could nobody that day have acknowledged that I was just terrified, that I didn't know what was happening or why, that I just wanted to go home? Why did nobody just ask me how I was feeling?'"

"C described the next two years as hell on earth. She lived like a prisoner, even though she had committed no crime. She had no voice, no hope and no future.

"When she was first referred to Positive Futures, having been in residential services and hospitals since the age of six, I had never seen as many psychiatric and psychological reports on a person.

"In most of those historical reports, I read about a child and young woman who was diagnosed with autism and psychiatric disorders that seemed to grow with every new placement. She was labelled as "challenging," "controlling," "demanding," "manipulative," "dangerous" and "physically aggressive." According to these accounts, she would most likely never live an independent adult life in a community of her choosing.

"In total contrast to what I had read, on a cold December evening in 2018 I met one of the most intelligent, articulate, talented, thoughtful, funny, reflective, ambitious and resilient young women I have ever known.



“During that first meeting, C told me that she didn’t need or want support from anyone any more. She felt she’d had no voice throughout her life and had never been part of the decisions that were made for her. She wished some of the people she had dealt with in the past had been curious enough to try to understand the meaning of her behaviour, rather than simply devising plans to contain it.

“She told me all about her dream to become an actress and live in New York. She had no idea how she was going to do it, but she intended to make it happen. I discovered that night that what she wanted most was to be accepted, to be listened to, and to be seen for her strengths and talents as opposed to the labels of the past.

“We talked about a different kind of support with Positive Futures – support that would be led by her. We fought for a new support proposal, funded by the HSE and Tusla, the Child and Family Agency, which was approved. Then C and I spent nine months mapping out her steps to her dream.

“She saved her money and in 2019 travelled to London and Los Angeles to audition for small parts in plays and movies. She attended acting courses at Trinity College and established that she would like to go to drama school in London.

“She submitted applications to two colleges in London and was invited to attend for interview at both. The interviews involved long days where she had to demonstrate her abilities in all forms of dance, acting impromptu and singing and she was subsequently offered a place at both colleges. I’ll never forget the day she called to tell me one of the colleges thought she was so talented and believed in her potential so much they were offering her a scholarship.

*Continued overleaf*



**“A HEART  
FULL OF  
HOPE FOR  
THE FUTURE”**

“C and I then worked together to enhance some of her living skills like budgeting and weekly meal planning, and in August 2019 we travelled to London together to visit the college and arrange accommodation. I remember at one point she turned to me and said: ‘This is my time now, Niamh, and as terrible as a lot of my life has been, I wouldn’t change it because maybe I wouldn’t be as determined as I am today had it been different.’

“I thought my heart was going to collapse with pride at that moment. Here was someone who had been failed so catastrophically in her life and yet there she was, skipping down the road without an ounce of resentment and a heart full of hope for the future.

“C’s support ended in September 2019 and she moved into her new apartment in London in October. She wants to remain anonymous because she intends to become a famous actress on merit alone, not because she has an interesting life story. She says that when she’s famous she’ll use her platform to share her story and to advocate for other young people like her.

“I sent her a text to tell her we were thinking about her at Positive Futures and I hoped everything was going well. Her reply was: ‘Everything’s great and loving it here. I’m living the dream.’”

# RYAN LIVES LIFE TO HIS OWN RHYTHM



Ryan, supported by his dad, tells his story at our event in Newry.

Before he was supported by Positive Futures, Ryan had faced many challenges in life. He told our Celebration Event in Newry in late 2019 about those challenges – and revealed his talent as a rap musician.

Like everyone supported by Positive Futures, Ryan has been affected by the coronavirus lockdown. In the early part of the restrictions, he used it as an opportunity to work on his lyrics, taking comfort in his music, which is one of the most important things in his life.

But coronavirus is not the first hurdle Ryan has faced. At our Celebration Event, he outlined how difficult things had been in the past.

“I first came to Positive Futures in 2018. At the time, I had been living in a supported living unit after spending time in hostels, prison and hospital.

“While in the supported living unit, I was under one-to-one observation, meaning that I was observed at all times. I found it very difficult not having any time to myself and not having any freedom.

“I also lived in a nursing home. I found it very difficult because there was no-one around my age to socialise with.

“In August 2018 I was supported to move into my own home by Positive Futures.

“Now, staff give me my space when I need it. I go home to my parents at weekends and I enjoy doing that. I like going up the town on my own, and I’ve even managed to get tickets for a Snoop Dogg concert.

“I’m very proud of what I have achieved.”

As part of Ryan’s presentation at the event, he played a rap video in which he stars. His talent drew gasps from the audience.

His videos enable him to speak about his life in a different way – and to challenge people’s perceptions. One lyric reads: “Treat others the way you’d like them to treat you. From one person to another, it’s so easy to do.”

If you’d like to see how talented Ryan is, you can view his video “We’re All Different” at <https://bit.ly/3ozuysi>.

## POSITIVE TAKEAWAY FOR JAMES



James, who is supported by our Windermere Supported Living Service in Lisburn, is a firmly established member of the Positive Futures family and lives a contented life in his own home.

Routine has always been very important to him. When he lived at home, he would watch the same scene in Disney's Bambi cartoon repeatedly. According to his dad, Ronnie, he would have a "meltdown" if something out of the ordinary happened, such as the school bus breaking down. Summer holidays, when the school routine stopped altogether, were very difficult.

Eventually, his behaviour was so challenging for Ronnie and his wife Pam that the only option was for him to be admitted to Muckamore Abbey Hospital in Antrim. He spent three years and eight months there before moving to Positive Futures.

Ronnie says the family has been on "an unimaginable journey" since coming into contact with Positive Futures. "Since he's been supported by Positive Futures, it's made an enormous difference to us and to him. He's so settled and we're much more relaxed, knowing he's in such good hands."

As lockdown approached in March 2020, however, staff in the service needed to find a solution to a dilemma.

James has had a McDonald's takeaway every weekend for 10 years. The closure of his local restaurant had the potential to upset his routine and cause him major stress.

But as the joint manager of the service, Laura Fleming, explained: "The staff went to the restaurant and were able to obtain boxes and other takeaway items. Then they went in search of burgers and oven chips as close to the original as possible. As a result, James was able to enjoy his "fakeaway" as usual."

Ronnie said: "I don't want to take away from the work of the many other heroes in the health and social care service, but the sector that hasn't been talked about so much is supported living. Pam and I have always known they would go the extra mile for the people they support, but right from the outset of this crisis, they have been sensational.

"This is just one of many amazing examples of how the staff have worked hard to keep James calm and content when his routine has been thrown into disarray. We can't praise them enough. They're our heroes of the pandemic."

# “TREATED WITH RESPECT, LOVE AND CARE”



Before he was supported by Positive Futures, Graham was admitted to Muckamore Abbey Hospital for two weeks. He ended up staying for seven years.

Graham, who has autism and no verbal communication, was “like a bear in a cage” during his time at Muckamore, according to his mother, Ann. “He was a young man and it was totally unsuitable, locking a young autistic man in with elderly men in an institutional environment. But at the time we didn’t have any options. When he moved to Positive Futures it was a wonderful transition. He was treated with respect and real love and care.

“He started to laugh and smile, which we hadn’t seen in many years. He had space in the garden - he was free.”

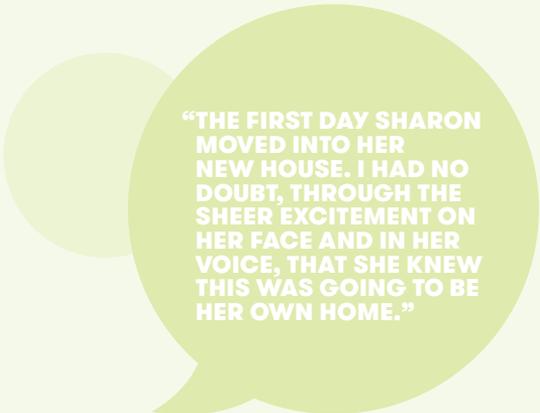
She said he settled immediately. When asked by Positive Futures to help outline Graham’s hopes and dreams because he does not communicate verbally, she suggested that he would like something that reminded him of the farm at home. We established a miniature “farm” in the garden, which included a vegetable patch, greenhouse and hen coop.

Graham, his mum and Positive Futures support worker Alison Smyth featured in a BBC story in 2019 illustrating how people, with the proper support, can live rich and fulfilling lives after leaving the hospital environment.

A statement from Belfast Health and Social Care Trust said Graham’s story of living independently was “truly uplifting and demonstrates that everyone with a learning disability and challenging behaviours can be supported to live ordinary lives in the community.”

**“HE STARTED TO LAUGH AND SMILE, WHICH WE HADN’T SEEN IN MANY YEARS”**

# SHARON IS WINNING AT LIFE



“THE FIRST DAY SHARON MOVED INTO HER NEW HOUSE. I HAD NO DOUBT, THROUGH THE SHEER EXCITEMENT ON HER FACE AND IN HER VOICE, THAT SHE KNEW THIS WAS GOING TO BE HER OWN HOME.”

Having spent over 40 years living in a large, congregated setting, the day Sharon moved to her own home in Manorhamilton in 2017 was a very special one. Back then, she did not have all the words to communicate her wants and needs.

Three years later, supported by our Saol Beo Service, she is initiating conversations, has coped with the effects of the coronavirus lockdown, and is a double Special Olympics medal-winner.

Service Manager Theresa Harman takes up the story: “I recall the first day Sharon moved into her new house. I had no doubt, through the sheer excitement on her face and in her voice, that she knew this was going to be her own home.

“The initial difficulties with making herself understood inevitably resulted in some stress for Sharon, but the staff worked with her to address the issue, while at the same time building rapport and trust to enable her to start living her best life.

“We concentrated on what was important to Sharon and how best to support her with meaningful, person-centred activities. These included gardening, music, art, coffee with friends, connecting with family and, of course, the Special Olympics. As a result, Sharon’s vocabulary developed.

“Sharon has her own words for certain things, places or people, and that’s great.

“We don’t try to correct her. I believe the staff’s determination to adapt and learn these words has enabled her to thrive and grow. Now, she’s picking up new words within conversations and loves repeating the sounds.

“Sharon can initiate a conversation now – not just with a word, but with a story. She loves to use the phone to call her friend and chat about the past. The difference now is that she communicates in the present and speaks about the future, using the appropriate words and stories.”

In 2018, Sharon picked up two medals at the Special Olympics in Dublin, in 10-pin Bowling and the Wheelchair Push. This involved her Support Worker Ciara registering as a Special Olympics volunteer and supporting her to attend training in Swinford, Co Mayo. Sharon often talks about the day Positive Futures helped her achieve one of her hopes and dreams.

In 2020, lockdown has introduced another dimension to Sharon’s communication – video calls with family members. Her family were so pleased with her progress in conversation that they sent an email to say what a happy experience it had been.

Sharon with our Chief Executive, Agnes Lunny.



# ASHLEY'S MOVE TO A HOME OF HER OWN

"I AM MORE  
INDEPENDENT  
AND I'M LOOKING  
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Ashley had spent almost two years in Muckamore Abbey Hospital, following the breakdown of her previous living arrangement, before moving to her own house in Belfast with round-the-clock support.

Her move, which was documented by BBC News, took place in September 2019. What the cameras didn't see was the months of preparation that went into her departure from hospital. First, a house had to be found and renovated to create a comfortable home. This involved several organisations and agencies. Then, staff from Positive Futures spent time getting to know Ashley and her family in order that Ashley's needs and wishes were at the centre of the planning and decision-making about this big change in her life.

On her first day in her new home, Ashley said she was "happy and glad." She said she had chosen the décor herself: "I picked magnolia for the walls and chose my own bedroom furniture, duvet and curtains. I'm so excited. I feel I am more independent and I'm looking forward to inviting people over for a cup of tea or coffee."

The location of the house was ideal, since it's only a few streets from Ashley's family home. Her father, Colin, said the move was highly significant for the family.

"At the time she went into Muckamore her mum and I just couldn't cope," he said. "But then Ashley got lost in the system. We thought she was just going in for a month. She ended up staying for 18 months. The nurses looked after her, without a doubt. They were good to her. But she's only getting out a year and a half later."

A year after moving into her new home, Ashley celebrated this new milestone in her life. She baked a lemon drizzle cake and some scones in preparation for the visit of Joanna, our Operations manager, and she spoke of how her neighbours had brought flowers and presents to mark her first anniversary of being in the neighbourhood. Since the start of the coronavirus pandemic, Ashley has also been making great use of assistive technology, calling her mum and dad regularly on her tablet computer. Ashley speaks fondly of her relationship with her staff team and of the support she receives from Karen, the minister in her church.

Our Chief Executive, Agnes Lunny, said of Ashley's move: "Making all this happen is a real challenge, because it involves many agencies. It's a complex set of relationships, processes and systems, and getting it right can be difficult. But as always, we focus on the person at the centre – in this case, Ashley."

# “WE ARE ABLE TO BREATHE AGAIN”



The parents of a young man with autism have spoken of how support from our Greater Dublin Service has transformed their lives.

Fionn, whom we first met in 2018, was having a difficult time living at home in a relatively small house in the city. We were contracted by the Health Service Executive to provide support for three hours a week.

Initially, Fionn, who does not have verbal communication, found it difficult to engage. But when his family moved to a larger house in Skerries, north of Dublin, and he had his own space to interact with his support team, he came into his own.

Megan Harman, of our Greater Dublin Service, said: “When Covid came along, it was tough, but we persevered using video calls, and made them at the same time each week that we would normally have seen Fionn. He reacted really well.

“When we first started supporting him, Fionn often preferred to spend time on his own. While there’s nothing wrong with that, it was lovely to see him beginning to interact and progressing to activities like making his own Rice Krispie buns.”

His parents, Mary and Finbarr, wrote to us to express their happiness at the changes that have happened in their lives since Positive Futures began supporting him.

Mary said: “Fionn is just so much happier in himself and is delighted to see his friends (support workers) coming. He is laughing and smiling more. We never worry when Fionn is in their care. They are all so kind, respectful and thoughtful of him, his needs and his feelings.

“This respite/home support is a lifeline for Finbarr and myself. We are able to breathe again. Having the chance to do normal things like getting out for a walk, a bite to eat, or having a nap to recharge when Fionn has been up the night before. It’s just so nice to see him have a social life of his own independent from us. To be smiling and happy again.

“We are sending a big thank you to you all for the support you give Fionn and ourselves. Long may it continue.”

# PROJECT UNLOCKS COMPLEXITIES OF JUSTICE SYSTEM



JustUS, our pioneering project to support people with a learning disability who have suffered sexual violence, has produced a new guide to help them navigate the criminal justice system.

The project, led by Positive Futures working with a range of agencies, has also produced a screening kit for police officers to help them determine if the victim of a crime has a learning disability.

The toolkit produced by the project includes a website, an animated video, an easy-read guide to the justice system and a card which people can give to the police explaining who they are and how they communicate best. It was launched at an event in Parliament Buildings, Stormont.

The two-year JustUS project, funded by DRILL (Disability Research on Independent Living and Learning), was led by two people supported by Positive Futures and two people supported by Compass Advocacy Network. It involved the PSNI, the Public Prosecution Service, Queen's University Disability Research Network, Nexus and Informing Choices NI.

Jackie Robins, one of the four Project Advocates who gathered evidence and spoke to those affected, explained why she volunteered for the role: "Sometimes people with learning disabilities don't have their voice heard. I wanted to speak up for myself and other people with learning disabilities. Our human rights should be equal to everyone else's."

The project provided a training session for 20 people from the PSNI and PPS to help them better understand the needs of people with learning disabilities. A screening system for first response officers and call handlers to enable them to determine if someone has a learning disability is currently being tested.

Our Chief Executive, Agnes Lunny, said: "When we started this project, we were amazed to discover that there was no available breakdown of sexual violence figures to indicate how many victims had a learning disability, but our investigations suggest that this group may be disproportionately affected. Our main concern when we started was that the trauma of those affected was being compounded by the complexity and lack of understanding in the justice process. We hope the outcome will be to establish best practice where it has not existed before."

A counselling programme developed by Positive Futures and Nexus during the project was evaluated by researchers from Queen's University.

The easy-read guide for those affected is available in four languages, while the JustUS card to aid communication can be carried in a wallet or purse. The website is [justusni.org](http://justusni.org).

# PLANS FOR AN EVEN BRIGHTER FUTURE



Our Corporate Plan for 2020-23 aims to enable even more people to live the lives they want with the support of Positive Futures in both jurisdictions on the island of Ireland.

The plan, which was approved by our Boards of Trustees in Northern Ireland and in the Republic in March 2020, incorporates feedback from the people we support, their families/carers and the main Health and Social Care authorities.

It proposes an increase of at least 25% in the number of people supported across our services, as well as an expansion in funding. Clearly, the unprecedented challenges relating to the coronavirus will affect our ability to achieve our objectives within the original timeframes, but we intend to do our best.

*The plan has four key objectives:*

**Recruitment and retention** – by 2023 we aim to be the “preferred employer” in the sector, attracting the best staff, increasing staffing levels and improving staff retention and engagement. This is our top priority.

**Efficiency and effectiveness** – by improving internal processes, we hope to free up management time enabling us to focus on staff/team development.

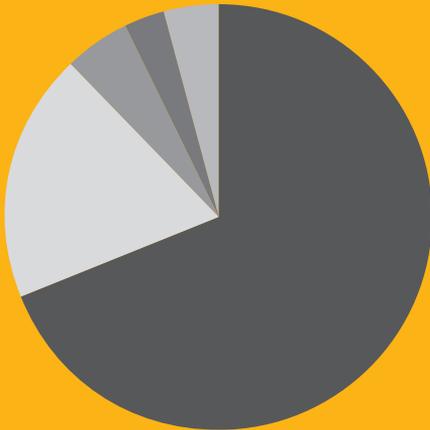
**Growth** – by 2023 we will secure a range of accommodation options to support a minimum of 30 additional people. By 2023, we will increase the number of people supported in each of our services by a minimum of 25%.

**Influence and funding** – by 2023 we will have raised our profile by 10% as a leader in our field with our unique service offers and will have a voice in all relevant forums influencing the sector.

Our Business Plan for 2020-21 includes our plan to expand our existing services, develop new models of service and formalise our relationship with NAHVI, the National Association of Housing for the Visually Impaired, for whom we have been providing management and governance oversight since 2018.

We plan to progress the merger of Reconnect, an organisation which previously supported people with acquired brain injury, with Positive Futures and to develop a vision for the future of this service.

# GROUP ACCOUNTS YEAR ENDED MARCH 31 2020



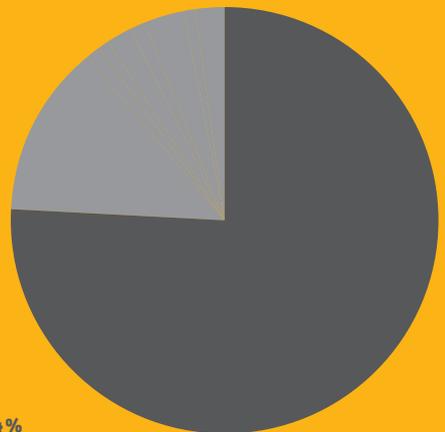
## NI INCOMING RESOURCES 2020

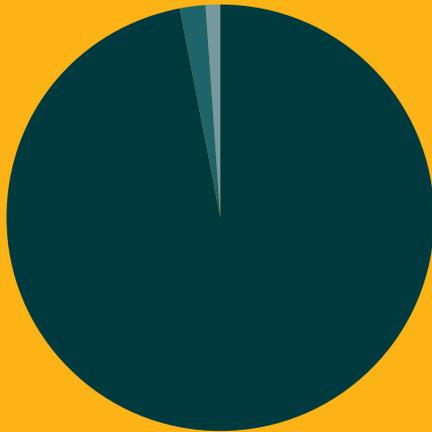
<b>£7,467,325</b>	HEALTH BOARD & TRUST INCOME <b>69%</b>
<b>£2,070,842</b>	SUPPORTING PEOPLE INCOME <b>19%</b>
<b>£556,622</b>	INCOME FROM PEOPLE SUPPORTED & FAMILIES <b>5%</b>
<b>£336,515</b>	OTHER FEES & GRANTS <b>3%</b>
<b>£459,166</b>	GIFTS & OTHER INCOME <b>4%</b>
<b>£10,890,470</b>	<b>TOTAL</b>

*The Company allocates its costs between Restricted and Unrestricted expenditure as follows:*

## NI RESOURCES EXPENDED 2020

<b>£8,393,863</b>	DIRECT CARE STAFF COSTS <b>76%</b>
<b>£2,668,357</b>	INDIRECT STAFF COSTS AND OVERHEADS <b>24%</b>
<b>£11,062,220</b>	<b>TOTAL</b>

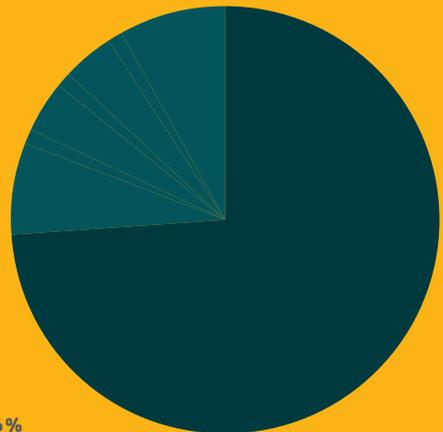




**ROI INCOMING RESOURCES 2020**

<b>£5,081,661</b>	HEALTH SERVICE EXECUTIVE GRANT <b>97%</b>
<b>£1,228</b>	TUSLA GRANT <b>&lt;1%</b>
<b>£87,801</b>	CONSULTANCY INCOME <b>2%</b>
<b>£15,942</b>	INCOME FROM PEOPLE SUPPORTED & FAMILIES <b>0%</b>
<b>£44,845</b>	OTHER FEES AND GRANTS <b>&lt;1%</b>
<b>£5,231,477</b>	<b>TOTAL</b>

*The Company allocates its costs between Restricted and Unrestricted expenditure as follows:*



**ROI RESOURCES EXPENDED 2020**

<b>£3,593,184</b>	DIRECT CARE STAFF COSTS <b>74%</b>
<b>£1,231,405</b>	INDIRECT STAFF COSTS AND OVERHEADS <b>26%</b>
<b>£4,824,589</b>	<b>TOTAL</b>

Positive Futures receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our Supported Living, Peripatetic Housing Support and Shared Lives Services also receive funding from the Northern Ireland Housing Executive Supporting People Programme.

The subsidiary company in the Republic of Ireland receives funding from the HSE and TUSLA for the provision of supported living, community support, day opportunities, residential and HomeShare services. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

# MEET THE LEADERSHIP TEAM

## EXECUTIVES



**AGNES LUNNY**  
CHIEF EXECUTIVE  
(NORTHERN IRELAND & REPUBLIC OF IRELAND)



**PAUL ROBERTS**  
EXECUTIVE DIRECTOR  
(NORTHERN IRELAND & REPUBLIC OF IRELAND)

## ROI TRUSTEES

Larry Broderick  
John Alexander  
Des Coppins  
Fergal Rooney (Chair)  
Fiona Keogh

## NI TRUSTEES

Miriam Somerville (Chair)  
Peter Shaw  
Carol Workman  
Laurence Taggart  
John Alexander  
Gerardine Cunningham  
Mary Bryce  
Anne Leitch  
Austin Treacy  
Patrick Cross (deceased June 2020)

## COMPANY SECRETARY

Dawn Morrow (NI)  
Emma Hogg (ROI)

## AUDITORS

ASM Chartered Accountants  
4th Floor, Glendinning House  
6 Murray Street  
Belfast BT1 6DN

## SENIOR LEADERSHIP TEAM



**LIAM DORRIAN**  
FINANCE DIRECTOR



**GAIL REAVY**  
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