

Autism Spectrum Information Advice & Meeting Point

Company Limited by Guarantee (without having a share capital)

**Directors' Report and Statutory Financial Statements
for the Year Ended 30 June 2025**

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Company Information

Directors	Alan Cox (resigned 01/07/2025) Breda Crehan-Roche Brian Irwin Eileen Jackson Emer Ring Ian Baker Kevin McLoughlin Lucinda Murrphy Marie O'Riordan (resigned 28/02/2025) Orla O Connor Shaun Murphy (chair as of 01/07/2025) Stuart Neilson (UK)
Company registered number	553241
Charity registered number	20144838
Registered office	17-21 Temple Road Blackrock, Dublin A94 DN40
Company secretary	Byrne Wallace Shields LLP
Independent auditors	PKF Brenson Lawlor Alexandra House 3 Ballsbridge Park Merrion Road Ballsbridge Dublin 4 D04 C7H2

Chairperson's Statement

for the Year Ended 30 June 2025

The year to 30 June, 2025 was one of continued growth and development for AsIAM. The organisation advanced its long-term vision of creating an Ireland where every Autistic person is accepted 'as they are': equal, valued, and respected. The specific initiatives in 2025 that helped to advance that vision are highlighted in the Chief Executive Officer's statement, with more detail provided in the Directors' Report.

Same Chance

Major barriers for Autistic people in education, healthcare and a host of other areas remain inadequately addressed. AsIAM's Same Chance Survey 2025 revealed that 70% of community members feel the education system is not inclusive and 71% believe the healthcare system lacks inclusivity.

The State has a duty of care to the Autistic community, just as it does to all its citizens, and it must set high standards to ensure everyone has an equal opportunity in society. One of the most pressing concerns that requires immediate government attention is education. Education is a fundamental human right that shapes individuals' abilities, social development and future opportunities. Unfortunately, Autistic students do not receive equal treatment in schools, creating challenges that extend well into adulthood. Substantial issues persist, including limited access to appropriate school placements, inadequate support, ableist codes of behaviour and the restraint and seclusion of some Autistic students. Inclusive practices in our schools should never be considered optional; it is imperative that mandatory training on inclusive practices for all teachers and school staff is implemented without delay. AsIAM is proud of its role in supporting school communities to foster greater Autism acceptance and accessibility through the AutismFriendly Schools Programme. This project aims to empower schools to become more inclusive and supportive environments for Autistic students.

Misinformation

The 2025 Same Chance report also revealed that 92% of respondents believe that misinformation about Autism and Autistic people has increased over the past 12 months. The growth in misinformation is very worrying for the Autistic community and has many sources, both national and international. Such misinformation can lead to stigma, delays in diagnosis, and diversion of attention from the real needs of Autistic people. AsIAM actively works to counter misinformation through public events and by advocating for policies that support Autistic individuals.

Financial Performance

The financial year 2024/25 was one of significant growth. Income increased by 54% compared to the previous year, reaching just over €3.7million. AsIAM recorded a small deficit of €26,415 for this period, following a similar level of deficit in 2023/24. Employee numbers grew by 63% to 44.

I am pleased to report that AsIAM remains on a solid financial footing, with a strong balance sheet. The Board continues to exercise careful oversight, ensuring that the organisation operates within its means at all times. We are confident that every donation received has been thoughtfully invested to support the charity's purpose, which is to transform the lives of Autistic people, their families and carers.

Executive Team

The Executive Team, which has been strengthened in recent years, remains focused on ensuring that the organisation's core purpose drives all its initiatives. This commitment is evident from the impact of AsIAM's work.

Chairperson's Statement (continued)

for the Year Ended 30 June 2025

Strategy

The Board and Executive Team undertook a strategy review process in 2024/25 that resulted in a refreshed and ambitious strategy for the period to June 2030. Further details are included in the Chief Executive Officer's statement.

The Board

Alan Cox stepped down from the role of Chairman and from the Board in July, 2025. Alan served with distinction as chair during a period of significant change in the organisation. He was always available to the Board and the Executive Team. On behalf of the Board, I would like to express sincere thanks to Alan for his contribution.

Marie O'Riordan stepped down from the Board in February, 2025. Marie was a valuable support to the Board and the Executive Team offering insights across a wide range of areas. On behalf of the Board, I would like to express my sincere thanks to Marie for her contribution.

The Board is supported by five standing sub-committees: Finance, Audit & Risk; Governance & Internal Policy; HR & Remuneration; Quality, Safety & Service Improvement and Nominations. Each committee made good progress this year, addressing critical areas such as remuneration benchmarking, change management, financial oversight, risk management, internal policy development, governance practices and succession planning.

With regard to diversity, the Board maintains gender parity and 50% of directors are Autistic.

Board Evaluation

The Nomination Committee conducts an annual internal evaluation of the Board, with external reviews occurring every three years. The most recent evaluation was completed in December, 2024. This process consistently offers valuable insights into the Board's performance and provides guidance on key areas such as risk management, professional development, succession planning, board responsibilities and reporting.

Governance and Compliance

I am pleased to report that AsIAM is fully compliant with the Charities Governance Code and completed its annual return to the Charities Regulatory Authority in April 2024.

Thank you

Finally, I want to express, on behalf of the Board, our gratitude to the dedicated employees and wonderful volunteers of AsIAM for their energy, creativity and unwavering commitment over the past year. The Board deeply appreciates the hard work and effort each individual has contributed. I would also like to acknowledge and thank my fellow Board members for their commitment and hard work throughout the year, as well as everyone who has generously donated money, time and resources to support AsIAM's purpose and vision.



Shaun Murphy
Chairperson
November 2025

Chief Executive Officer's Statement

for the Year Ended 30 June 2025

The 2024/2025 Financial Year was a period of significant change and growth for our organisation as we embarked on our second decade of activity, operationalised a number of key new programmes linked to our Section 39 status and saw increased demand across all areas of activity at a challenging but pivotal time for the Autistic community.

Our Work

Autistic people face not only barriers to accessing basic, timely supports within the community but to participating in social and recreational activities which others may take for granted. Participation in the community is critical to quality of life and is key to preventing the poorer health outcomes which are so prevalent amongst Autistic people. Our Child and Family Support and Adult Support and Wellbeing Programmes continued to offer free, group-based supports to Autistic people and family members across Ireland – both online and in locations across the country. The programmes and supports offered were co-created and delivered in partnership with the Autistic community and in response to identified community need. Our offering varied broadly from post-diagnosis and peer support groups through to activity-based groups and school holiday recreational opportunities. To maximise our reach and impact and ensure a seamless transition between our support offerings, these two sister programmes were brought together during the year under a new department called National Supports. Over the course of the year, thousands of Autistic people accessed our suite of national supports and yet we know both the number of people registered with us, and the number of places we are resourced to provide represents only a fraction of the demand that exists – developing and resourcing a model to reach more people, across the lifecycle, remains a key challenge and priority for our charity.

As a Section 39 organisation, under the Health Act, 2004, we are pleased to collaborate with the HSE in identifying and delivering innovative supports to meet the needs of our community. Our Autism Information Line continues to go from strength to strength with a record number of individuals and families supported during the reporting period – this line not only provides responsive guidance and support across the life cycle but provides key data and insight into the needs of our community which in turn informs our service development.

A key example of acting on insight has been the development and roll-out of our new AAC Support Programme – empowering non-speaking Autistic children to have their voices heard through the provision of high-tech AAC and associated support and training for speech and language therapists. An initial 511 devices have been funded, and an initial impact report has already captured the significant impact this programme is having across Ireland.

A key milestone was achieved with the establishment of our first two "One Stop Shops" (OSS) or Community Hubs. Building on demonstrated success in Scotland, this unique model of support seeks to create a hub within the community in which Autistic people can access non-therapeutic responsive supports across the lifecycle. During this financial year, we recruited, trained and onboarded the two teams who will deliver this support in Community Hub OSS 1 (Galway, Mayo and Roscommon) and Community Hub OSS 2 (Dublin South, West Wicklow and Kildare), opened a temporary premises in Tuam, Co Galway and engaged in co-design with the local Autistic communities.

Permanent homes for both locations have been secured and will be fully operational before the end of the calendar year.

Ensuring Autistic adults have the same chance to access pathways to both fulfilment and employment is a major priority for our organisation. The high-levels of unemployment which exist in our community, the barriers adults face to accessing educational opportunities and community-based supports and the demographic change which

Chief Executive Officer's Statement (continued)

for the Year Ended 30 June 2025

is currently underway, which will see many more Autistic people age out of school over the coming decade, all point to the need for urgent action. That is why we established a dedicated department for Employment and Post-

18 transitions during the Financial Year and expanded the scope and scale of engagement with both employers and Autistic jobseekers and employees – this has seen a growing number of leading companies establish employment partnerships with our organisation – accessing training, adapting workplace environments and practices and extending employment opportunities to our community. We believe we can turn the dial on autistic unemployment by building the capacity of workplaces and matching talent to opportunity through our AsIAM Career Clinics and Employment Groups which enable community members to access meaningful job opportunities across the year.

Despite the positive momentum for change which we continue to see across the country, it is undeniable that there has been an alarming growth in misinformation around Autism over the course of the financial year. Fuelled by rising division and the failure of governments across the world to deliver on the rights of Autistic people to timely support, and fuelled by social media and artificial intelligence, we have seen a return to long debunked “theories” on Autism and narratives which seek to undermine or dismiss Autistic experience. This in turn leads to stigma, fewer community members accessing the supports that they need, a risk to hard won investment and rights and wider public health risks for our society. This context highlights why the work of our Training and Accreditation department is more important than ever before.

Throughout the financial year, our Training and Accreditation team travelled across Ireland delivering neuroaffirmative, accessible information about Autism to community groups, public services, schools and workplaces – placing the voices of Autistic people at the centre of discourse. The high demand for our training services demonstrates that there remains an appetite for evidence-based content and our team has worked to respond to that need across the year. Autistic people will only have the same chance in Irish society when communities adapt to be accessible and inclusive of our community. We were delighted to partner with a wide range of thought leaders and key organisations across Irish society to create accessible services and organisations through our accreditation programmes from the world of banking and tourism to key public services and community organisations.

Our Autism-Friendly Towns Programme demonstrates what is possible when Autistic people and the wider community come together to co-create accessible villages, towns and cities. Over the course of the year, over 40 communities commenced or continued this journey with Killarney, Waterford and Drumcondra joining Clonakilty and Maynooth as a recipient of this prestigious status which not only makes day-to-day activities in the community more inclusive but creates the opportunity to substantially improve quality of life for Autistic people across the life cycle.

Policy Context

Our work across the financial year took place within a particularly busy and challenging policy context.

In August 2024, we welcomed the publication of the government’s Autism Innovation Strategy – a whole of government plan to identify new opportunities to support and break down barriers for Autistic people. Securing a National Autism Strategy has long been a policy priority for AsIAM and a key focus is ensuring that this progress is secured through placing the Strategy on a statutory footing and ensuring its effective resourcing and implementation.

Chief Executive Officer's Statement (continued)

for the Year Ended 30 June 2025

Autistic children and young people continue to face pervasive barriers to equitable access to a quality education which meets their needs. During the year we engaged with the Department of Education's review of the EPSEN Act and continue to campaign for the full implementation of the review including the passage and commencement of strong, legislative protections for Autistic students. We remain deeply concerned that the failure of the State and schools to appropriately resource and reform the education system to bring about real inclusion is leading to Autistic students being disproportionately punished and sanctioned, often on the grounds of their support needs and differences. Through funding from the Irish Human Rights and Equality Commission, we commissioned independent research on the rights compliance of school's codes of behaviour, our "What We Wish You Knew" report found poor understanding of human rights obligations and deeply ableist beliefs and practices placed on a policy footing within Irish schools. In December, we condemned the Department for publishing long-promised guidelines on the use of seclusion and restraint in Irish schools which failed to meet our three tests of being child-centred, rights compliant and robust. We are currently preparing a complaint to the UN Committee on the Rights of Persons with Disabilities on this issue, having exhausted all local processes to address what are deeply concerning practices on the ground.

Ahead of the general election in November 2025, we published a manifesto setting our key priorities for the Autistic community in terms of the timely delivery of services, autism-specific policy and equality in Irish life. Following the election, we were pleased to see a specific section of commitments relating to Autism contained within the Programme for Government and will seek to hold government to account on delivering on its commitments to legislate for an Autism Strategy and to urgently address the unacceptable waiting times and dearth of supports for our community, across the life cycle.

Organisational Structure and Governance

Alan Cox stood down as Chairperson in July 2025 after an extraordinary period of service to our organisation. During Alan's tenure, our organisation grew exponentially and put in place robust governance infrastructure to manage and sustain this growth. Alan was a huge support to me and the wider Executive and I wish to express our sincere thanks for all his hard work and leadership. Our new Chairperson, Shaun Murphy, has been an extraordinary champion and supporter of our work for many years – lending his expertise and time to the charity even before his time as a board member. I am grateful to him for taking on this new responsibility and looking forward to working with him in the time ahead.

During the year, a key focus and task for the Executive has been embedding our governance and compliance obligations as a Section 39 organisation across all areas of operations and oversight. This has included the establishment of a Quality and Safety Sub-Committee of the Board, major reviews of policies and procedures and investment in our governance and compliance function. To support this work, it has also been necessary to begin to put in place new organisational infrastructure including a CRM and LMS system and a new accounting system.

AsIAM is proud to be a Disabled Person's Organisation (DPO) and a member of the DPO Network. Disabled Persons Organisations play a critical role in ensuring the voices of disabled people are at the centre of policy making which affects our communities. As we grow as an organisation, we will work to ensure this ethos and responsibility is retained and embedded in every aspect of our structures, practices and governance.

Financial Position and Fundraising

Whilst we have recorded a small deficit for the financial period, which highlights the ongoing need to ensure sustainable sources of funding for the wide range of activities we undertake, our overall financial position remains strong, with the growth in turnover expected to further increase in the financial period ahead owing to full roll-out of HSE funded services.

Chief Executive Officer's Statement (continued)

for the Year Ended 30 June 2025

We continue to maintain a varied funding mix which is critical to our overall financial health. As we grow, fundraising is critical to ensuring our sustainability, enabling growth and retaining our independence as an organisation. That is why we have invested in the strategic position of Head of External Affairs and Fundraising, and will continue to grow this function as we embark on an ambitious new strategic cycle.

Management and Operations

The financial year saw the implementation of the organisation's new management structure, including the establishment of the role of Director of Operations, the creation of key departments to support our growth – External Affairs and Fundraising, and Governance and Compliance – and new structures for both the Senior Management Team and middle management.

I am satisfied that these changes and investments have set the organisation up for further success and growth in the years ahead.

Strategic Plan

Over the course of the financial year, we engaged in a strategic planning process. This involved reflecting feedback and input from the community, board members, senior management and the wider team. Our Strategic Plan 2025-2030 will be published before the end of the calendar year and will set out our key goals and ambitions to 2030. The strategy comes at a time of great change and challenge in the community and will seek to rise to meet this context head on – harnessing new opportunities whilst critically defending the rights of Autistic people and the progress achieved in recent decades.

Autism Europe Congress 2025

Throughout the financial year we prepared to host the 14th Autism Europe Congress in Dublin in September 2025. The Congress, which focused on the theme of "Quality of Life – Research, Policy and Practice" was a great success bringing together over 1,800 people from around the world, demonstrating accessibility at scale and leaving a legacy for our organisation to build upon.

Values, Team and Community

Core to everything we do in AsIAM is our commitment to our key values of perseverance, same chance and service. We firmly believe in our obligation to overcome barriers to progress, the moral imperative of equity for all and that it is a privilege to serve Ireland's Autistic community to whom we are ultimately accountable and deeply honoured to work for.

May I take this opportunity to thank all who enable AsIAM, Ireland's Autism Charity to work towards our vision – our incredible team who work hard every day to deliver for the community, our board who give so generously of their time and expertise, our volunteers, facilitators, partners and funders without whom we would not be able to do what we do and to Autistic people and families across Ireland who give us purpose every day.



Adam Harris
Founder and Chief Executive Officer
November 2025

Directors' Report

for the Year Ended 30 June 2025

Legal Status and Main Objectives

AsIAM is a charitable organisation and is a company limited by guarantee. The company does not have share capital and, consequently, the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one euro. AsIAM has been granted charitable status under section 207 and 208 of the Taxes Consolidation Act 1997, charity number CHY 21201, and is also registered with the Charities Regulatory Authority. The charity presents these financial statements in a form which complies with both the Companies Act 2014 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Ireland (FRS 102, effective 1st January 2019) – Charities SORP (FRS 102).

Objectives and Activities

To transform the lives of autistic people, their families, and carers, by providing access to (i) a dedicated information website, (ii) training, (iii) awareness workshops, (iv) educational programs, (v) community support, (vi) autism-friendly practice frameworks and (vii) other services as identified as being required from time to time.

To challenge and change attitudes in Irish society by (i) improving the understanding of autism, (ii) encouraging more employment opportunities and autism friendly spaces by working with businesses, local authorities, educational bodies, public institutions, and voluntary organisations and (iii) advocating progression of law and policy through lobbying of government and political bodies.

And to empower autistic people to improve the quality of their lives.

Vision, Purpose and Values

Our **Vision** is an Ireland in which every Autistic person is accepted as they are - equal, valued and respected.

Our **Purpose** is to support Autistic people across the life cycle and work to build an Ireland in which every Autistic person has the same chance.

Our **Values**:

Service. Who do we work for? Every Autistic person in Ireland and their families, friends and supporters. These are the people we serve, answer to and are motivated by every day.

Same Chance. What are we working towards? A fully equitable society that gives each member of our community the same chance as any other person to live, learn, work and play.

Perseverance. How do we work? With energy and imagination, determination, empathy and ambition. By always striving for excellence, exemplifying endurance and radiating positivity, we work to overcome any obstacle.

Directors' Report (continued) for the Year Ended 30 June 2025

OUR WORK AND IMPACT

National Supports

This year marked a transformative step forward in our mission to provide comprehensive and inclusive support for Autistic individuals and their families. By consolidating our Child & Family Support Programme, Adult Support & Wellbeing Programme, and AAC Family Support Programme under the umbrella of National Supports, we have created a unified, holistic approach to delivering supports.

This integration reflects our commitment to enhancing the effectiveness of our programmes while ensuring they remain inclusive and accessible. By leveraging cross-disciplinary expertise and fostering collaboration across our national initiatives, we are better equipped to address the diverse needs of Autistic individuals and their families at every stage of life. This unified approach not only strengthens stakeholder engagement but also ensures that our services are impactful, sustainable, and responsive to the community on a national scale.

Child and Family Support Programme:

The Child and Family Support Programme provides Autistic children, teenagers, and their families with safe, secure spaces to connect, share interests, and feel acknowledged. These spaces are designed to be relaxed, fun and accommodating, showing our community that they should never be afraid to ask for adjustments to meet their needs. The programme plays a crucial role in promoting mental health by fostering a sense of belonging and community, this reduces feelings of isolation and anxiety, while empowering parents and carers with the necessary tools and knowledge to support their children effectively.

Key Achievements in 2024-25

Clubs and Hangouts:

- 379 clubs (in person and online)
- 159 hangouts in Dublin, Cork, Mayo, Galway, Limerick, Clare, Kilkenny, and Kildare

Events and Days Out:

- 25 events and days out (including 2 Halloween events, 3 Christmas events, 1 Easter event, 1 event in Tralee and 1 day out in Cork)

Camp AsIAm:

- 1 Camp AsIAm in Dublin with 24 children

Empower and Educate:

- 132 families participated in the Empower and Educate programme online
- 82 parents participated in the Empower and Educate programme in-person, in Dublin
- 240 available spaces for families to take part in Empower and Educate.

Directors' Report (continued)

for the Year Ended 30 June 2025

Adult Autism Support and Wellbeing Programme

The Adult Autism Support and Wellbeing Programme provides Autistic adults with opportunities to connect socially, explore hobbies and special interests, and receive peer and wellbeing support in both online and in-person settings.

Key Achievements in 2024-25

- Post-diagnosis support handbook launched
- New social groups provided regionally which were accessible to adults with varying support needs
- Social Hangouts in 6 counties
- Transitions to Adulthood Workshops for 17 to 22-year-olds in 5 counties
- Online Wellbeing Workshops
- 6 Community Leadership Team sessions
- Delivered 56 different special interest groups (43 online and 13 in-person, in Dublin, Wicklow, Kildare, Laois, Meath, Galway, Limerick, Kerry, Tipperary, Wexford and Waterford) including:
 - LGBTQIA+
 - Film club
 - Book club
 - Introduction to website design and python programming
 - History
 - Drum Circle
 - Arts and Crafts and more.

Facilitated 601 Group Sessions including:

- 55 hangouts
- 183 Peer Support sessions
- 127 activity group sessions
- 88 hobby/special interest group sessions
- 144 wellbeing workshop sessions.

Augmentative and Alternative Communication (AAC) Support Programme

The AAC Family Support Programme empowers Autistic children who benefit from augmentative and alternative communication methods by supporting families, providing access to communication devices, and delivering training opportunities.

Directors' Report (continued)
for the Year Ended 30 June 2025

Key Achievements in 2024-25

Family Support and Devices:

- 137 families completed our Family Programme and received communication devices
- 8 devices received through device funded pathway
- 40 communication devices provided through the trial and keep pathway.

Training and Family Events:

- 5 AAC accessible family events
- 170 (30-45minute) 1:1's with Speech and Language Therapist and parents in the AAC Family Programme
- 6 AAC teacher training webinars
- 5 monthly newsletters sent to our AAC Family Community
- 4 AAC online parent support groups (coffee catch-ups)
- 2 online consultant training for parents
- 1 AAC Stay and Play.

Impact:

- Delivered personalised support to 137 families and provided 48 communication devices through dedicated pathways.
- Offered training, events, and one-on-one support to enhance communication and build confidence.

The Augmentative and Alternative Communication (AAC) Support Programme Pilot of AAC Family Programme completed in January 2025 and an impact report was created from this. The survey results highlighted several critical issues amongst AAC users and families:

- Cost barriers: nearly half (46%) of families reported that AAC devices were self-funded
- Limited trial opportunities: half of the families had only trialled one AAC device before purchase
- Most common tool: the iPad paired with a communication app was the most frequently used AAC solution
- Support gap: a significant gap existed between the level of support families wanted and what they received in setting up and using AAC with their child.

Accessible Events and Activities 2024-25

As well as our range of in-house supports and activities, across the year we sought to engage with key partners to ensure Autistic children, adults and family members had the same chance to engage in family days out and cultural activities within the community. These efforts saw collaboration between our National Support Programmes and the Autism Friendly Dublin City initiative – seeking to both create inclusive opportunities and demonstrate and inspire best practice at scale.

Directors' Report (continued) for the Year Ended 30 June 2025

AsIAm Santa Experiences

Christmas 2024 marked the return of our AsIAm Autism-Friendly Santa Experience, kindly hosted by the Lord Mayor of Dublin at the Mansion House. Traditional Santa experiences can often be overwhelming for Autistic children, as they usually take place in busy, noisy locations such as shopping centres, involve long queues, and may include volunteers unfamiliar with sensory differences.

AsIAm's Santa communicates in a gentle manner - using AAC or sign language where needed - and always moves at the child's own pace, ensuring sensory needs are respected. This approach allows families to relax, engage with Santa in their own way, take photos, and enjoy receiving a small gift. Parents have shared how deeply meaningful the experience has been for their families, expressing gratitude for the opportunity to take part in the Christmas magic within such an inclusive and understanding environment.

Relaxed Space – St. Patrick's Day Parade, Dublin

This year also saw the return of the relaxed space at College Green, in partnership with the St. Patrick's Day Festival and Dublin City Council. This space enabled approximately 900 individuals and families to enjoy the country's main parade in a relaxed and accepting environment, tailored to meet the sensory and regulation needs and preferences of our community.

For many families, it was their first opportunity to experience the celebration - or to attend it together - in a setting that truly accommodated their needs. Its central location also provided an important opportunity for the wider public to learn about and engage with inclusion on Ireland's national day.

Sensoria

Sensoria, a Dublin City Council festival designed specifically around the needs and preferences of Autistic and neurodivergent people, took place in Merrion Square over two days in April.

AsIAm partnered with Dublin City Council and other neurodivergent advocacy organisations to co-create this accessible and inclusive event, which featured entertainment, family activities, sensory spaces, food, and opportunities for individuals and families to learn more about Autistic experiences and celebrate our community.

AsIAm Youth Leadership Team

The AsIAm Youth Leadership Team is a group of 11 Autistic young people between the ages of 14 and 18 who support the work of AsIAm and advocate for the needs of Autistic young people in Ireland at the highest level. This year, our Youth Leadership Team were consulted by the National Council for Special Education, spoke in the Irish Human Rights and Equality Commission, undertook media training, informed AsIAm's submissions including on the Autism Innovation Strategy and visited the European Parliament, to mark World Autism Month.

The programme has a duration of 2 years, which meant our incredible team of young leaders graduated, at a ceremony addressed by the Ombudsman for Children, Dr Niall Muldoon, during the year. They can now serve as AsIAm Ambassadors and further hone their skills as advocates and changemakers.

Directors' Report (continued)

for the Year Ended 30 June 2025

A new Youth Leadership Team commenced its journey at the end of the financial year – bringing together a diverse group of young Autistic activists from across Ireland.

One Stop Shop Community Hubs

AsIAM One Stop Shop Community Hubs are in-person supports offering information, advice, support, and advocacy to the Autistic community across the life cycle. The model, which originates in Scotland, aims to provide a responsive, co-created support to Autistic people at a regional level. In the previous financial year, AsIAM secured funding from the HSE to establish this programme in two locations: Community Hub OSS 1 (serving Galway, Mayo and Roscommon) and Community Hub OSS 2 (Serving Dublin South, West Wicklow and Kildare).

In order to operationalise this new model of support, two teams were recruited, onboarded and trained during the financial year. Two permanent homes were secured after the year end in Galway and Dublin.

In April 2024, Community Hub OSS 1 launched its individualised information and advice sessions for Autistic adults and parents or caregivers at our temporary office in Tuam, Co. Galway. Community members seeking information on topics such as understanding an Autism diagnosis, managing daily life, education, employment, social welfare, or other barriers can book a session with one of our Community Hub One Stop Shop community advisors. Adults awaiting an Autism assessment - or parents and caregivers awaiting an assessment for a child or dependent - can also book a one-time pre-diagnosis information and advice session. Each session offers an opportunity to outline AsIAM's National Supports, guide individuals toward relevant resources, and address any queries they may have.

Both the Community Hub OSS 1 and 2 teams have been engaged in direct consultation with the community, service design and development and the delivery of supports to Autistic people regionally.

Both permanent locations are scheduled to operationalise the full-service offering during calendar year 2025.

Training and Accreditation

AsIAM is committed to advocating for an Irish society that is truly accessible for the Autistic community and their families. We believe that genuine equality can only be achieved by increasing public understanding of Autism and by supporting organisations, businesses, public services, and other institutions to become more inclusive and accessible.

An Autism-Friendly space is one that both considers and accommodates the unique needs of Autistic individuals. It provides a predictable, calm, and welcoming atmosphere that reduces sensory overload, uses clear communication, and respects personal space. Environments like this help Autistic people feel more comfortable and confident, enabling them to participate fully and enjoy their experiences.

In the last 12 months we have delivered 362 training sessions to 16,887 people.

Directors' Report (continued)

for the Year Ended 30 June 2025

The year in figures:

- 77 Accreditation proposals were sent out during the reporting period, with 35 of those underway at the end of June 2025
- 73 Primary workshops across 32 schools nationwide.
- 3 Teens 'As We Are' workshop series took place.
- 157 schools took part in our Autism Friendly Schools programme for 2024 / 2025. 78 of those completed the year and received a certificate.
- 3 towns were awarded Autism Friendly status.

Key accreditations completed include:

- AIB nationwide
- Irish Life
- Boston Scientific
- Department of Health.

Key Milestones:

To date, we are engaging with 44 Autism Friendly Towns Committees across the Republic of Ireland. Waterford City, Killarney, and Drumcondra Village have joined Maynooth in achieving the full status of Autism Friendly this year.

The Dublin City Autism Friendly Capital initiative is underway with several key consultations and steering committee objectives complete. The accreditation of businesses and organisations in the Dublin Central area will be bolstered by Autism Friendly Champions throughout 2025 and into 2026. There has been a 25% growth in the formation of Autism Friendly Committees throughout the Dublin City Council regions during 2025.

In 2024 we received funding from the RTE Toy Show Appeal to introduce the "Let's Talk about Autism and Neurodiversity" workshops tailored to Primary School Pupils in 5th and 6th class. We aimed to provide these workshops in 25 schools across Ireland. By June 2025, we had exceeded that goal, reaching 32 schools nationwide. As a direct result of the success of this programme, and the findings from the external evaluation, we received funding from the Munster Impact Fund through Rethink Ireland to deliver this to a further 25 schools in the Munster region from September 2025.

One of the key barriers faced by Autistic individuals is a lack of understanding. To help address this, in 2024–2025 we launched our professional webinar series. The aim of this programme is to reach professionals who may not otherwise have access to Understanding Autism training. In 2025, we delivered four of these sessions, engaging guidance counsellors, field sports coaches, youth workers, and Scout leaders.

Employment and Post 18's Transitions

This year we placed a major focus on our strategic priority of advancing employment opportunities for Autistic people. For this, first we established a dedicated team within the organisation to focus specifically on post-18 transitions and pathways to employment for adults within our community.

Directors' Report (continued)

for the Year Ended 30 June 2025

The Employment & Post 18's Transitions department covers the following programmes, supports and initiatives:

- 1:1 Careers Clinics and job matching service
- Employment Groups
- 1:1 individuals in Employment Coaching
- 1:1 Company Coaching
- Communities of Practice for Employment Partner Companies
- Company Clinics
- Employment Seminars
- Employment Careers Fair
- Insurance Charter
- Accountancy Technicians Charter
- EPIC (Employment, Partnerships, Internships & Careers) Online Programme (includes Internships, Apprenticeships: ACE Autism Friendly Town's Pilot, Diageo Internship Pilot, Insurance Ireland Apprenticeships, Accountancy Technicians Ireland Apprenticeships. Working in conjunction with National Learning Network and Mr. Price on a Retail Apprenticeship).
- Erasmus+ / European Employment Project.

Employment Programmes

Autistic people face major barriers to accessing the world of work, with research suggesting up to 85% of Autistic adults are unemployed or underemployed. This not only has significant financial consequences for our community but can also contribute to social isolation and a loss of independence and dignity.

Critically, it represents a major loss of talent to both employers and our society. We know diverse workplaces are more successful and yet the knowledge, experience, expertise, and unique perspective of our community is all too often overlooked.

During our successful 'March is Employment Month' campaign, we facilitated two employment webinars and two live online Q&A sessions.

Employment Partners

- Collaborated with 17 Employment Partners and delivered 44 workshops
- Delivered 8 Communities of Practice Workshops
- Delivered 4 Company Clinics in conjunction with IrishJobs
- Started an Erasmus+ Employment Project with three other European partners.

AsIAM also facilitates online and in-person Employment Groups for job seekers, these include 1:1 and group session to work on job searching, building CVs and interview preparation.

- We held 28 Employment Groups this year and 189 participants attended
- We held 420 1:1 Career Clinics, which were delivered online and in-person.

Directors' Report (continued)

for the Year Ended 30 June 2025

Key Milestones:

- 160 attended Employment Careers Seminar in Maynooth November 2024
- 120 attended Employment Careers Seminar in National College of Ireland March 2025
- 48 attended Employment Sessions at Malahide Conference October 2024
- 264 community members directly placed into employment in Ireland.
- 1,864 jobs advertised in conjunction with Employment Partners.

Autism Friendly HEIs

Higher Education Institutions (HEIs) are now placing a greater emphasis on ensuring that Autistic students have more access to support services. To equip HEIs who wish to create this learning environment, AsIAM has developed the Autism Friendly HEI Award, which provides a common understanding and good practice in third-level institutions. It is drawn from a range of evaluations, policy guidelines and best practices from Ireland, the UK and internationally.

The Autism Friendly HEI Award aims to equip Autistic students to meet the challenges of academic and social life, combating stigma and recognising the diverse experiences of students. It relates to the whole campus experience.

HEI trainings included:

- Student Peer to Peer in Further Education
- Supporting Autistic students in Higher Ed- for Counselling Staff
- Supporting Autistic students in Higher Education
- Self- Advocacy Peer to Peer Support
- Reframing Mentoring
- Empowering Managers to Support Autistic Staff in Higher or Further Education
- Life Admin
- Peer to Peer in Further Education
- Autistic Staff Members in Higher Education
- Transitions Adult Group: Pathway to Further Ed
- 'What's Next' after University.

Year in numbers:

- In total 12 adult groups and trainings with HEIs
- 4 meetings with the Accreditation Panel (quarterly)
- 10 Network Meetings with the Autism Friendly HEI's (monthly)

Directors' Report (continued)

for the Year Ended 30 June 2025

Key Milestones:

- Autism Acceptance Week with 7 Universities participating the week of March 24th, 2025
- ATU Donegal is an Autism-Friendly HEI candidate and is due to be accredited in 2025-26.
- RCSI is an Autism-Friendly HEI and was accredited in November 2025.

Policy, Legal and Information Line

In 2025, we re-structured the Community Support Department to create a team with a dedicated focus on autism advocacy both at a policy level and in supporting families to navigate the barriers they face in day-to-day life and to self-advocate effectively for their rights.

Policy

The Policy Team works on behalf of the Autistic community in Ireland, with a focus on advancing policy changes that better serve and support Autistic people and their families. This work is driven by a shared commitment to building a society that is accepting and affirming of Autistic people. Our policy and advocacy efforts are guided by the lived experiences and perspectives of Autistic individuals and families, ensuring that the community's voice remains at the heart of shaping laws, policies, and supports that affect Autistic life in Ireland.

Over the course of the last year, the AsIAM policy team have been advocating and highlighting the systemic barriers the Autistic community experience in Ireland, from inappropriate school placements, lack of school placements, school resourcing, mandatory teaching training, the inappropriate use of restraint and seclusion within our schooling system, access to key disability services, wait times for assessments and supports and the cost of disability inter alia.

A key proponent in advancing and addressing many of the issues identified above, is the Autism Innovation Strategy, which was published in August 2024 by the Department of Children, Disability and Equality. This key document highlights the Government's commitment to breaking down the bespoke barriers experienced by the Autistic community in Ireland. This strategy contains 83 actions that require a cross-departmental response to supporting the needs of the Autistic community. As members of the oversight group on the implementation of this strategy, AsIAM has a leading role in ensuring government agencies are held to account for the actions allocated to their departmental domain and pursuing the objective of having this strategy underpinned by legislation, to safeguard its future.

Key milestones:

- 15 submissions
- 2 major campaigns (General Election 2024 and Restraint and Seclusion Campaign)
- 1 research publication on the lived experience of Autistic school going children
- 1 report on the experience of loneliness within the Autistic adult community
- 7 legal and policy newsletters
- 8 policy explainer videos.

Directors' Report (continued)

for the Year Ended 30 June 2025

Submissions:

- Submission to the Department of Housing and Local Government on their Statement of Strategy 2025-2028
- Submission to the Department of Social Protection on their Statement of Strategy 2025-2028
- Submission to the Loneliness Taskforce on a National Loneliness Action Plan
- AsIAM Pre-Budget Submission 2025
- General Election Manifesto 2024: Towards Same Chance
- Submission to Department of Housing, Local Government and Heritage on Housing Adaption Grants
- Submission to the Department of Children, Equality, Disability, Integration and Youth on the National LGBTIQ+ Strategy
- Submission to the Mental Health Commission on Community Based Residential Services
- Submission to the Department of Education on Post Primary Guidance
- Submission to the Electoral Commission on the Education and Public Engagement Strategy
- Submission to the Department of Health on the Protection of Liberty Safeguards
- Submission to the Department of Social Protection on the Roadmap for Social Inclusion
- List of Issues for Ireland's Periodic Review under the United Nations Convention on the Rights of Persons with Disabilities
- Submission to the Department of Rural and Community Development on the Strategy for the Community and Voluntary Sector
- CORU Consultation on Standards of Proficiency and Criteria for Education and Training Programmes for Clinical, Education and Counselling Psychologists

General Election Campaign

AsIAM were very active in highlighting barriers faced by our community and supporting Autistic people to vote and get involved in the General Election, which took place in November 2024. In partnership with Inclusion Ireland, we hosted a General Elections Hustings on Disability Priorities, with candidates and spokespeople from five political parties contesting the Election. We also published a General Election manifesto called 'Towards the Same Chance', which featured costed proposals that would deliver a real and positive difference in the lives of Autistic people and families.

We also published a bank of resources for the Autistic community to have more accessible information on how to vote, registering to vote and questions to ask of candidates contesting the General Election.

Same Chance Report & Attitudes

Every April, AsIAM publishes our annual Same Chance Reports, which highlights the experiences and barriers that Autistic people and families experience across Irish society. 1,450 community members shared their experiences on issues including health, education, housing, community life, disability services and the cost of living. We also invited community members to share their views on portrayals of autism in the media, consent, restrictive school practices and adult day services. Alongside this Report, AsIAM published our Attitudes to Autism poll, which asked 1,000 members of the public for their attitudes towards Autism and the Autistic community's experiences in Irish society.

Directors' Report (continued) for the Year Ended 30 June 2025

AsIAM Autism Information Line

The AsIAM Autism Information Line provides direct support to Ireland's Autistic community and their families from Monday to Thursday. Since its inception in November 2021, the team have supported on 14,318 queries, allowing families and individuals to access much-needed support through the AsIAM Autism Information Line. Through this dedicated service, users can speak to a member of the AsIAM team via phone, instant message, or email to receive assistance on a wide range of issues affecting Autistic people and families. They may be signposted to AsIAM resources or partner organisations for more detailed advice and support. Where appropriate, more complex queries are discussed at a weekly casework meeting.

The satisfaction rate of our Autism Information Line currently stands at 97%.

In the last 12 months, the Autism Information Line received 4,505 queries on a wide range of issues across the following categories.

Profile	Query #	Query %
Adult Autism Diagnosis	694	15.4
Adult Daily Living	403	8.9
Adult Mental Health	242	5.4
Child and Adolescent Mental Health	275	6.1
Child Autism Diagnosis	845	18.8
Child Daily Living	387	8.6
Early Years Education	53	1.2
Employment	204	4.5
Family Law	23	0.5
Housing	93	2.1
Primary School Education	326	7.2
Safeguarding	20	0.4
Secondary School Education	291	6.5
Supports for the Family	589	13.1
Third Level Education	60	1.3
Total	4,505	100%

AsIAM Social Welfare Clinics

The AsIAM Social Welfare Clinics are a dedicated support run by the Information Line team to support Autistic people and families with social welfare applications. The need for the Social Welfare Clinics was identified through the Same Chance Report 2024 where 64% of the Autistic community reported feeling the Department of Social Protection's system was inaccessible and overly medicalised and the Autistic community reported feeling excluded by the system.

Directors' Report (continued)

for the Year Ended 30 June 2025

The aim of this AsIAM support is to provide:

- One-to-one guidance in writing and submitting robust applications
- Advocacy letters to strengthen claims
- Follow-up support in cases of refusal, including legal referral where needed.

Another goal is to increase first time application success for families to secure entitlements and increase the community's confidence in navigating the system.

Appointments are designed to be fully accessible, offering both online and in-person, with written and verbal supports tailored to individual needs.

A successful pilot of 29 appointments has already shown a positive impact, by helping families secure entitlements and feel more confident navigating the social protection system.

Legal Clinics

77 individuals were directly supported through our legal clinic referral on a variety of issues from access to services, school placements, social protection, employment inter alia.

51 individuals were directly supported through our internal legal inquiry form which directly supports the work of the Autism Information Line.

Research Publications

In 2024, AsIAM commissioned an independent piece of research on Autistic people's experiences of codes of behaviour in Irish schools. The objective of this research was to evidence the inherent prejudices and ableism that exists in our schools' codes of behaviour towards Autistic people. This independent research highlighted that of all the 40 codes of behaviour analysed and randomly selected, none were rights compliant or in keeping with the spirit of the United Nations Convention on the Rights of Persons with Disabilities.

The rationale for this research was born out of concerning trends our Autism Information Line was picking up on the disproportionate use of reduced timetables, suspensions and expulsions of Autistic students within our schooling system. This important piece of research was timely given Tusla's Education Support Service (TESS) current statutory review on codes of behaviour in Irish schools. The recommendations within this research report formed part of AsIAM's submission to TESS on codes of behaviour. This research was funded by the Irish Human Rights Equality Commission Grant Scheme (2023/2024).

Publication: What We Wish You Knew: A Rights Based Analysis of school codes of behaviour in Ireland.

Directors' Report (continued) for the Year Ended 30 June 2025

Legal webinars hosted throughout the year for community members:

Name of webinar	No. Registered
Assisted Decision Making and Discharge from Wardship	82
Education and the Law -Rights and Entitlements	162
The Equal Status Acts and Equality Legislation Acts: What do they mean in Practice	55
Legal Planning on Trusts and Wills for Children with Additional Support Needs	119
Freedom of Information Request: My Right to My Information	68

Community Webinars

AsIAM regularly hosts free-to-attend Community Support Webinars. These webinars feature experts in a certain field, as well as community members with lived experience. We know that families often feel they have nowhere to turn to for reliable information and advice and are glad that these webinars can be a source of reassurance and guidance to Autistic people, families and the wider community.

AsIAM Autism ID Cards

The AsIAM Autism ID Card was created to help Autistic people to navigate their daily life more easily. The card includes a short explanation of the accessibility requirements which Autistic people may have and a reminder that the person with the card may need additional assistance or priority. The AsIAM Autism ID Card helps community members to advocate for themselves or their child.

This year, AsIAM created Autism ID cards for 5,585 community members - a 19% increase year on year.

Fundraising and Philanthropy

AsIAM remains confident in the continued growth and diversification of its funding mix. While State investment in our programmes and supports has increased, the need for community and public support has never been greater.

Every day, more Autistic people and families turn to AsIAM for help — and demand for our services continues to rise sharply. To meet this need, we recognise that we must strengthen our fundraised income. This support is vital to ensure we can:

- Sustainably meet growing demand for our programmes and supports
- Continue developing non-statutory funded initiatives that change lives
- Enhance and expand the impact of State-supported programmes
- Safeguard our independence and advocacy voice for the Autistic community

During the year, with Board approval, AsIAM introduced a new senior leadership role, Head of External Affairs and Fundraising, to join the Senior Management Team and lead our fundraising strategy. This appointment reflects our commitment to growing voluntary income and strengthening the long-term financial resilience of the organisation.

Directors' Report (continued) for the Year Ended 30 June 2025

Fundraising

It was a busy year for fundraising with a total income of €1,229,858 representing 44% of income.

Corporate Partnerships

Partnerships with the corporate sector continue to play a key role in AsIAM's fundraising strategy. During the year, we secured several multi-annual corporate partnerships, providing valuable stability and enabling more effective long-term planning.

AsIAM collaborates with a wide range of companies that engage with our training and accreditation programmes, provide sponsorship, and undertake fundraising activities in support of our mission. These partnerships not only strengthen our financial sustainability but also help to raise awareness and promote inclusion across workplaces and communities.

Supporter-led Events

Throughout the year, a wide range of community fundraising events took place, with significant support from individuals and groups across the country. These events saw community members and supporters take on creative challenges and activities to raise vital funds for AsIAM's work.

These events were supporter-led with guidance and support from our team. Key highlights include The Sparkle Ball for Autism which brought together our people to celebrate inclusion and generosity.

We are especially grateful to the growing number of parents who have organised their own fundraising events nationwide, demonstrating extraordinary commitment to advancing Autism understanding and inclusion in their communities.

Events & Challenges

Each year, AsIAM organises a series of challenge events to engage supporters and raise vital funds for our work. During the year, we hosted Hike4Autism, Cycle4Autism, and Run4Autism, each attracting enthusiastic participation from individuals and teams across the country.

These events received strong support, providing valuable contributions to AsIAM's programmes and services.

Directors' Report (continued)

for the Year Ended 30 June 2025

STRUCTURE OF GOVERNANCE AND MANAGEMENT

Board Role

The Board is responsible for the strategic direction, financial management and legal compliance of the organisation. It is ultimately responsible for the overall management of the organisation but delegates the day-to-day running of the organisation to the Chief Executive Officer (CEO) and the Senior Management Team (SMT), none of whom are board members.

The Board oversees the implementation of the organisation's strategy and the management of the organisation through regular Board meetings. Clear policies set out the roles of the Chairperson of the Board, CEO and Company Secretary. The policy document that sets out the Delegation of Responsibilities and Matters Reserved for the Board provides clear guidance on the delineation of responsibilities between the Board, the CEO, and the SMT.

Board Meetings and Board Member Profile

The Board held three full meetings in the year ended 30 June 2025, with a Board-SMT Away Day and an Annual General Meeting also taking place during this period. The Board had an average of twelve directors during the financial year. A majority of the members are autistic or are family members of autistic people. The Board strives to ensure it has the range of skills and experience needed to effectively govern the organisation and regularly reviews its Board Skills Matrix. The Board is committed to maintain equitable gender representation among its membership, and to maintain an Autistic membership of 50% (minimum).

The Board is supported in its work by five Sub-Committees, all of which include external representatives, these are:

- HR and Remuneration Committee (HR & RemCom)
- Finance, Audit and Risk Committee (FAR)
- Governance and Internal Policy Committee (GIP)
- Nominations Committee (NomCom)
- Quality, Safety & Service Improvement Committee (QSSI)

Conflicts of Interest and Loyalty

The Board maintains a Conflict of Interest / Loyalty Policy. Directors sign a Code of Conduct upon their appointment, which requires them to declare any conflicts of interest or loyalty. The policy clearly defines what a conflict is and how they should be managed, should they exist. Declarations of conflicts of Interest or Loyalty are an agenda item at every Board meeting.

Directors' Report (continued)

for the Year Ended 30 June 2025

Stakeholder Engagement

In setting the strategic direction of the organisation, the Board and SMT consult extensively with autistic people and families. Community members were directly consulted in the drafting of our strategic plan. The organisation conducts a large number of surveys throughout the year including our Annual Same Chance Survey, which provides insight on key issues facing the community on the ground and identifies the areas of work which the community wishes us to prioritise.

Appointment of Directors

A Director shall be eligible to serve a term of no more than three years, twice renewable. Once a Director has served three terms as a director of the Company, the Director shall retire at the latest at the next scheduled Annual General Meeting.

The Chairperson of the Board shall be elected for a term of three years, renewable once. Once the Chairperson of the board has served two terms, they shall retire from the role at the latest at the next scheduled Annual General Meeting.

The Board has a strong track record of appointing new directors, with directors standing down after several years of service (not exceeding nine years).

Schedule of Authorities

A Schedule of Authorities sets out who can authorise and make payments for the organisation and where Board or Chairperson approval is required. This complements the Delegation of Responsibilities and Matters Reserved for the Board Policy.

Risk Management

The Board maintains a Risk Management Policy and a risk register, and the CEO is asked to regularly report on the principal risks facing the organisation. The Board has established a Finance, Audit and Risk Committee, which is tasked with maintaining the Risk Register.

Principal Risks and Uncertainties

Ensuring the sustainability of the organisation remains a key risk. Fundraising is always a concern given the wide range of urgent needs within society. The organisation is seeking to mitigate these risks through strict financial management, maintaining a diverse funding pool and implementing our Fundraising Strategy. In a competitive employment market, the retention of suitably qualified and experienced employees is another key risk for the organisation in the year ahead.

The organisation continues to prioritise staff wellbeing and morale and seeks to maintain a competitive offering, in the context of the sector.

Directors' Report (continued)

for the Year Ended 30 June 2025

Remuneration and Expenses

Board members do not receive any remuneration for their service to the organisation. Vouched, out of pocket expenses incurred on behalf of the organisation may be reclaimed by directors. The Chairperson's signature is required to authorise any expenses incurred by Board Directors.

Employees are remunerated in line with market rates for the sector. The HR & Remuneration Committee annually reviews employee scales and salaries.

Employees can claim vouched, out-of-pocket expenses in-line with the organisation's Expenses Policy. All expenses claimed by the CEO require the signature of the Chairperson to authorise payment.

Compliance with the Charities Regulatory Authority Governance Code

The organisation confirmed its compliance with the Charities Governance Code in our annual return to the Charities Regulatory Authority in April 2025.

Financial Review

The results for the year and the balance sheet are set out on pages 34 and 35. At the year end, the company had total funds of €375,664. Total funds decreased during the year by €26,415. The directors are satisfied with the level of reserves as at 30 June 2025, with unrestricted reserves of €373,623 and restricted reserves of €2,041. Liquidity at year end was robust with cash at bank amounting to €785,830.

Reserves policy

The Trustees have considered the reserves required and have considered a number of factors, including known liabilities and commitments and possible future curtailment of income sources. The Board aim to maintain, over time, free reserves in unrestricted liquid funds at a level which equates to the sum of:

- Three months of unrestricted operational expenditure - excluding salaries and operating leases
- Existing commitments through to termination (e.g., operating leases)
- Four weeks' notice period for all staff plus statutory redundancies
- The costs of any strategic initiatives planned by the Board requiring additional funding.

The level of reserves required to meet this target at June 2025 is estimated to be approximately €2.2m. This target can only be reached over a number of years. The level of unrestricted reserves on 30 June 2025 was €373,623 and the level of unrestricted liquid funds was €371,425.

The Board has set the objective of bridging the gap by setting aside a minimum of €50,000 per annum each year to apply to the reserves for the foreseeable future out of unrestricted funding. If the Charity records a budget surplus in a particular year, the Trustees will review whether it is appropriate to increase the annual cash reserve allocation. The Trustees recognise that reaching the target will take a significant number of years.

Directors' Report (continued)

for the Year Ended 30 June 2025

Appointment of Directors

The Board of Directors elects a Chairperson at each Annual General Meeting. In accordance with the organisation's constitution, every year one third of the Board of Directors shall retire from office. The directors to retire in every year shall be those who have been longest in office since their last election, but as between persons who became directors on the same date, those to retire (unless otherwise agreed between themselves) shall be determined by lot. A retiring director is eligible for re-election, within the confines of the Charities Governance Code which requires no director to serve for more than nine years.

The Chairperson is responsible for leading the recruitment process for new directors which is informed by the annual Board appraisal and the Board Skills Matrix.

Directors

The directors who served throughout the year and their date of appointment or resignation are listed as follows:

Alan Cox (resigned 01/07/2025)
Breda Crehan-Roche
Brian Irwin
Eileen Jackson
Emer Ring
Ian Baker
Kevin McLoughlin
Lucinda Murrhly
Marie O'Riordan (resigned 28/02/2025)
Orla O Connor
Shaun Murphy (chair as of 01/07/2025)
Stuart Neilson (UK)

Going concern

The Financial Statements have been prepared on the going concern basis which assumes the entity will continue in operational existence for the foreseeable future and for at least a period of 12 months from the date of approval of the Financial Statements.

The charity recorded a small deficit of net funds amounting to €26,415 on 30th June 2025. The charity has positive restricted reserve funds amounting to €2,041 and unrestricted reserves amounting to €373,623.

Plans for Future Periods

The future direction of the charity will continue to be guided by the organisation's strategic plan which is regularly updated. A work plan is in place through to July 2026. The CEO will regularly report to the Board on the progress of this plan.

Directors' Report (continued)
for the Year Ended 30 June 2025

The organisation has a budget in place for the financial year 2025/26 which projects a surplus to be generated by the year-end through a wide range of fundraising activities including events, grant applications and philanthropic support.

Post Balance Sheet Events

There have been no significant post-balance sheet events.

Accounting Records

To ensure that adequate accounting records are kept in accordance with Section 281 to 285 of the Companies Act 2014, AsIAM has in its employ a Financial Accountant, reporting to the Head of Governance and Compliance.

All accounting records are maintained at the company's registered office, which is 17-21 Temple Road, Blackrock, Co Dublin.

Compliance Statement and Statement on Relevant Audit Information

The Directors acknowledge that they are responsible for securing the company's compliance with its relevant obligations, as defined by Section 235 of the Companies Act 2014. The Directors confirm that a compliance policy statement setting out the Companies policies with regard to complying with the relevant obligations under the 2014 Act has been prepared.

Each of the persons who are directors at the time when this Directors report is signed has confirmed he or she is not aware of any relevant audit information of which the company auditors are unaware, and that the director has taken all such steps as he or she ought to have taken in order to be aware of any relevant audit information, and to establish that the Companies auditors are aware of that information.

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 at the financial year end date and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

The directors of Autism Spectrum Information and Advice Meeting Point have elected under the law to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council, including FRS 102 the Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland) as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2019.

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 estimates that are reasonable and prudent;

Directors' Report (continued)

for the Year Ended 30 June 2025

- 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 profit or loss of the company to be determined with reasonable accuracy and enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited.

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.

Payment of Creditors

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

Beneficial Ownership

Article 30 (1) of the EU's Fourth Anti-Money Laundering Directive, (4AMLD) requires all EU Member States to put into national law provisions requiring corporate and legal entities to obtain and hold adequate, accurate and current information on their beneficial owners (s) in their own internal beneficial ownership register.

Political Donations

The company made no political contributions or donations during the year.

Auditors

The auditors, PKF Brenson Lawlor, continue in office in accordance with Section 383(2) of the Companies Act 2014.

Approved by the Board on 1st December 2025 and signed on their behalf:



Shaun Murphy (Chair as of 1st July 2025)
Director



Orla O'Connor
Director

Independent Auditors' Report

To the Members of Autism Spectrum Information & Meeting Point

Opinion

We have audited the financial statements of Autism Spectrum Information Advice & Meeting Point for the year ended 30 June 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes. The relevant 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.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2025 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard 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 charitable 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.

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

Independent Auditors' Report (continued)

To the Members of Autism Spectrum Information & Meeting Point

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 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 we consider necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

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

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

Responsibilities of director 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 the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the director either intend to liquidate the charitable company or to cease operations, or have 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 located on the IAASA's website at: [http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

Independent Auditors' Report (continued)

To the Members of Autism Spectrum Information & Meeting Point

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

This report is made solely to the charitable 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Manning

John Manning
for and on behalf of PKF Brenson Lawlor

November 2025

Chartered Accountants
Statutory Audit Firm

Alexandra House
3 Ballsbridge Park
Merrion Road
Ballsbridge
Dublin 4
D04 C7H2

Statement of Financial Activities (incorporating income and expenditure account)

for the Year Ended 30 June 2025

		Unrestricted Funds 30 June 2025	Restricted Funds 30 June 2025	Total Funds 30 June 2025	Total Funds 30 June 2024
	Note	€	€	€	€
Income					
Charitable Activities:					
Donations and Legacies	4	1,229,858	-	1,229,858	1,065,725
Charitable Activities	3,4	595,434	1,855,160	2,450,594	1,299,525
Other Activities	6	43,519	-	43,519	45,040
Total Income		1,868,811	1,855,160	3,723,971	2,410,290
Expenditure on:					
Raising funds	7	271,365	-	271,365	304,104
Other Costs	8	577,702	28,481	606,183	356,565
Charitable Activities	8	1,046,159	1,826,679	2,872,838	1,772,712
Total Expenditure		1,895,226	1,855,160	3,750,386	2,433,381
Net Income and Net movement in Funds in the year		(26,415)	-	(26,415)	(23,091)
Reconciliation of Funds:					
Total funds brought forward		400,038	2,041	402,079	425,170
Net movement in funds		(26,415)	-	(26,415)	(23,091)
Total funds carried forward		373,623	2,041	375,664	402,079

There were no recognised gains or losses other than the incomings/outgoings for the above two financial years.

Balance Sheet
for the Year Ended 30 June 2025

	Note	30 June 2025 €	30 June 2024 €
Fixed Assets			
Intangible assets	11	1,450	2,535
Tangible assets	12	48,052	31,248
		49,502	33,783
Current Assets			
Debtors	13	219,352	61,922
Cash and cash equivalents	14	785,830	1,003,210
		1,005,182	1,065,132
Creditors: amounts falling due within one year	15	(679,020)	(696,836)
Net Current Assets		326,162	368,296
Total Net Assets		375,664	402,079
Reserves and Funds			
Restricted funds	17	2,041	2,041
Unrestricted funds	17	373,623	400,038
Total Funds		375,664	402,079

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Shaun Murphy (Chair as of 1st July 2025)
Director

Date: 09 / 12 / 2025



Orla O'Connor
Director

Date: 17 / 12 / 2025

The notes on pages 37 to 55 form part of these financial statements.

Statement of Cash Flows

for the Year Ended 30 June 2025

		30 June 2025	30 June 2024
	Note	€	€
Cash flows from operating activities			
Net Income		(26,415)	(23,091)
Amortisation on Intangible Assets	11	1,085	1,089
Depreciation on Tangible Assets	12	22,986	19,181
Movement in debtors	13	(157,430)	(2,676)
Movement in creditors	15	(17,815)	173,893
Net cash generated by operating activities		(177,589)	168,396
Cash flows from investing activities			
Acquisition of Intangible Assets	11		-
Acquisition of Tangible Assets	12	(39,791)	(1,095)
Net cash used in investing activities		(39,791)	(1,095)
Reconciliation of Net Cash Flow to Movement in Net Funds			
Net cash flow during year		(217,380)	167,301
Cash and cash equivalents at beginning of year		1,003,210	835,909
Cash and cash equivalents at the end of the year	14	785,830	1,003,210

Notes to the Financial Statements

for the Year Ended 30 June 2025

1. General information

Autism Spectrum Information Advice & Meeting Point is a public benefit entity incorporated in Ireland with a registered office at 17-21 Temple Road, Blackrock, Dublin, A94 DN40.

2. Accounting policies

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

2.1. Statement of compliance

The financial statements of the company for the year ended 30 June 2025 have been prepared on the going concern basis and in accordance with Accounting & Reporting by Charities Statement of Recommended Practice - Charities (SORP), (FRS 102), the financial reporting standard applicable in the UK & Ireland (FRS 102) and the Companies Act 2014 (CA 14) except for the entity invoking the true and fair view override with regards to the statement of financial activities and balance sheet formats in Schedule 301 CA 14 as permitted in section 3.4 of FRS 102 and section 291 (5) of CA 14.

2.2. 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 notes and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland as well as the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) (Charities SORP (FRS 102)).

2.3. Fund Accounting

The following funds are operated by the charity:

Restricted Funds

Restricted funds are to be used for the specified purposes as laid down by the donor/grantor. Expenditure which meets these criteria is allocated to the fund.

Unrestricted Funds

General 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 funds may be held in order to finance working capital or capital expenditure.

Foreign Currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("the functional currency"). The financial statements are presented in Euro, which is the company's functional and presentation currency and is denoted by the symbol "€".

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

2.4. Going concern

The Financial Statements have been prepared on the going concern basis which assumes the entity will continue in operational existence for the foreseeable future and for at least a period of 12 months from the date of approval of the Financial Statements.

The charity recorded a deficit of net funds amounting to €26,415 at 30th June 2025. The charity has positive restricted reserve funds amounting to €2,041 and unrestricted reserves amounting to €373,623.

The Directors are satisfied, given the strong cash position of the company, well controlled overheads and income sources that it is appropriate for the financial statements to be prepared on a going concern basis, which assumes that AsIAM CLG will continue in operational existence for the foreseeable future.

2.5. Income

Income is recognised in the statement of financial activities when the charity has entitlement to the funds, any performance conditions attached to the items (s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income from government and other grants, whether capital grants or revenue grants is recognised when the charity has entitlement to the funds, and performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

2.6. Income from Donated Services and facilities

Where practicable, donations of goods and services are included in donations in the financial statements at their fair value. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh the benefits, then the income and associated expenditure is not recognised. Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met. The receipt of economic benefit from the use by the charity of item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipt.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

The total amount of donated services and facilities during the year ended 30 June 2025 was €26,075 (2024: €37,627) disclosed in note 5.

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

2.7. Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following headings:

- The costs of raising funds comprise the costs of publicity, marketing and their associated support costs.
- Expenditure on charitable activities includes costs of the project and associated costs, including payroll.
- Governance costs are comprised of audit fees, professional costs, general overheads, and a share of payroll costs incurred in ensuring that there is strong governance practice and culture within the organisation.

2.8. Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs are analysed between cost of raising funds and expenditure on charitable activities. Where costs cannot be directly attributed, they are allocated in proportion to the benefits received. Salaries and associated costs which can be attributed to specific projects are charged accordingly.

2.9. Employee Benefits

The charity provides a range of benefits to employees, paid holiday arrangements and defined contribution pension plans.

Short-term benefits

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

Defined contribution pension plans

The charity operates a defined contribution plan.

For defined contribution plans, the charity pays contributions to privately administered pension plans on a contractual basis. The charity has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

2.10. Intangible fixed assets

Intangible assets are stated at cost, net of amortisation. Amortisation is provided on all intangible fixed assets available for their use over their economic lives as follows:

Software	Five years
----------	------------

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

2.11. 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.

The estimated useful lives are as follows:

Asset Category	Depreciation Basis
Computer Equipment	Three Years
Fixtures, fittings and equipment	Five Years

2.12. Trade and other debtors

Trade and other debtors are recognised initially at transaction price (including transaction costs) unless a financing arrangement exists, in which case they are measured at present value of future receipts discounted at a market value. Subsequently these are measured at amortised costs less any provision for impairment.

A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the agreement.

Prepayments are valued at the amount prepaid net of any trade discounts due.

2.13. Trade 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.

2.14. Cash at Bank and in Hand

Cash at bank and in hand includes cash with a short maturity of three months or less from the date of acquisition or opening of the deposit account or similar account.

2.15. Deferred Income

Deferred income represents funds received by the charity in advance of the period to which they relate. Income is recognised in the Statement of Financial Activities only when the charity is entitled to the income, the amount can be measured reliably, and receipt is probable.

Where income has been received in advance of entitlement, it is deferred and recognised in the period in which the related activity or service occurs, or when the conditions attached to the income are met.

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

2.16. Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. These judgements, estimates and assumptions are based upon management's evaluation of the relevant facts and circumstances as of the date of the financial statements. Actual results could differ from these estimates, and the effect of any change in the estimates will be adjusted in the financial statements when they become reasonably determinable. The key sources of estimation uncertainty the company faces are as follows:

Estimating the recoverability of receivables

The Charity rigorously monitors its receivables particularly those outside normal credit terms.

Value of tangible fixed assets and estimated useful economic life

The Charity has implemented procedures to ensure that the depreciation basis is adequate for those assets that are depreciated, such procedures primarily involve reviewing the past economic life of similar assets and adjusting the basis of depreciation if necessary to reflect shorter or longer experienced useful economic life.

Allocations of staff time spent on program delivery

Management allocate internal payroll costs across a number of activities using approximate amounts of time spent by each staff member on a certain activity or basket of activities.

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

3. Income from Charitable activities - Public and Private Restricted

Funder	Category		30 June	30 June
			2025	2024
			€	€
DAA Plc	Restricted	Private	2,381	212
DPCN (Disability Participation and Consultation Network)	Restricted	Public	-	20,066
Dublin City Council	Restricted	Public	7,994	-
Anonymous Corporate Grant	Restricted	Private	7,687	-
Foundation Scotland	Restricted	Private	-	4,000
HSE (Health Service Executive)	Restricted	Public	1,147,507	244,607
HSF (Hospital Saturday Fund)	Restricted	Private	1,000	3,603
IHREC (Irish Human Rights Commission)	Restricted	Public	14,378	13,402
National Lottery	Restricted	Public	15,474	-
PayPal	Restricted	Private	-	1,689
Philanthropy – Restricted	Restricted	Private	207,703	249,803
POBAL	Restricted	Public	91,000	91,000
Rethink Ireland	Restricted	Private	139,378	-
SSGT (St Stephen's Green Trust)	Restricted	Private	12,231	2,769
The Community Foundation	Restricted	Private	183,427	207,434
The Ireland Funds	Restricted	Private	25,000	20,000
			1,855,160	858,585

4. Income from Charitable activities and Donations and legacies – Unrestricted

	30 June	30 June
	2025	2024
	€	€
Conference	56,596	-
Training and Accreditation	311,088	256,263
ID Cards	133,650	106,677
AsIAM Programmes	94,100	78,000
	595,434	440,940
Donations and Philanthropy	1,229,858	1,065,725
	1,825,292	1,506,665

Notes to the Financial Statements (continued)
for the Year Ended 30 June 2025

5. Donated Good & Services

	30 June 2025	30 June 2024
	€	€
Vehicle Rental	13,775	16,627
Bookkeeping	12,300	21,000
	26,075	37,627
	26,075	37,627

6. Income from Other Activities

	30 June 2025	30 June 2024
	€	€
Project Income	-	14,350
Speaker Fees	18,849	19,593
Charity VAT Rebate Scheme	13,497	5,513
Merchandise	5,247	3,761
Other	5,925	1,823
	43,519	45,040
	43,519	45,040

7. Expenditure - Cost of Raising Funds

	30 June 2025	30 June 2024
	€	€
Support Costs - Payroll Expenses	148,448	123,593
Support Costs - General Office Overheads	122,917	180,511
	271,365	304,104
	271,365	304,104

Fundraising costs are those costs which are directly incurred in addition to a percentage of staff costs reflecting those staff who work in this area.

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

8. Expenditure - Charitable activities

	30 June 2025	30 June 2024
	€	€
Programme Costs	706,126	414,447
General Office Costs	219,630	169,920
Wages & Salaries	1,913,398	1,097,267
	2,872,838	1,772,712
	2,872,838	1,772,712

The costs of charitable activities are all costs incurred in the delivery of programmes and related events. Such expenditure may be restricted in nature, in that it must be spent in accordance with terms and conditions set out in funding agreements. It includes a share of staff costs, office costs, as well as third party outlay and event costs incurred.

		Fundraising Costs	Charitable Activities Costs	Other Costs	Total Funds
		30 June 2025	30 June 2025	30 June 2025	30 June 2025
		€	€	€	€
Year ended 30 June 2024	Appportionment				
Overheads	Usage	122,917	-	242,446	365,363
Charitable Activities (exc. payroll)	Usage	-	959,440		959,440
Payroll Expense	Usage	148,448	1,913,398	363,737	2,425,583
		271,365	2,872,838	606,183	3,750,386
		271,365	2,872,838	606,183	3,750,386

9. Net Income for the year

	30 June 2025	30 June 2024
	€	€
Net Income is stated after charging:		
Amortisation on Intangible Assets	1,085	1,089
Depreciation on Tangible Assets	22,986	19,181
Auditor Remuneration (inclusive of VAT)	13,530	9,225

Notes to the Financial Statements (continued)
for the Year Ended 30 June 2025

10. Employees

	30 June 2025	30 June 2024
The average number of employees during the year was as follows:		
Employees	44	27
	44	27
	44	27

	30 June 2025	30 June 2024
Analysis of Staff Costs and Key Management Personnel:		
	€	€
Wages and Salaries	2,174,715	1,264,385
Social Welfare Costs (Employers PRSI)	250,868	135,957
Pension Costs	79,296	29,980
	2,504,879	1,430,322
	2,504,879	1,430,322

Key Management Personnel

Key management includes the Board of Directors who oversee the management of the Charity. The day-to-day running is delegated to CEO, with the support of the Senior Management Team. The total remuneration for key management personnel including employer pension contributions and employer's PRSI for the financial year are shown below.

	30 June 2025	30 June 2024
Analysis of Staff Costs and Key Management Personnel:		
	€	€
Directors	-	-
Senior Management team	672,773	380,442
	672,773	380,442
	672,773	380,442

Pay Threshold Disclosures

Six employees received annual employee benefits in excess of €60,000. Board members did not receive any remuneration or compensation for holding office. The threshold mentioned above is the required threshold for disclosure.

Expenses amounting to €370 was paid to Board Members during the year (2023-2024 - €146).

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

10. Employees (continued)

Employee benefits exceeding €60,000

The number of employees whose total employee benefits (including basic pay, allowances, overtime, night duty, weekends, on-call, arrears and excluding employer PRSI, and employer pension costs) for the reporting period fell within each band of €10,000 from €60,000 upwards are as follows:

	30 June 2025	30 June 2024
Between €60,001 and €70,000	3	1
Between €70,001 and €80,000	1	-
Between €80,001 and €90,000	1	1
Between €90,001 and €100,000	1	-

As at 30 June 2025, the CEO was paid an annual gross salary of €98,595 (June 2024 €97,500.00).

11. Intangible Assets

	Computer software €
Cost	
At 1 July 2024	5,428
At 30 June 2025	5,428
Amortisation	
At 1 July 2024	2,893
Charge for the year	1,085
At 30 June 2025	3,978
Net book value	
At 30 June 2025	1,450
At 30 June 2024	2,535

The intangible asset is the application by the name of PrepareME.

Notes to the Financial Statements (continued)
for the Year Ended 30 June 2025

12. Tangible Assets

	Computer Equipment	Fixtures and Fittings	Total
	€	€	€
Cost or valuation			
At 1 July 2024	22,349	72,715	95,065
Additions	39,790	-	39,790
At 30 June 2025	<u>62,139</u>	<u>72,715</u>	<u>134,855</u>
Depreciation			
At 1 July 2024	17,823	45,994	63,817
Charge for the year	8,978	14,008	22,986
At 30 June 2025	<u>26,801</u>	<u>60,002</u>	<u>86,803</u>
Net Book Value			
At 30 June 2025	<u>35,338</u>	<u>12,714</u>	<u>48,052</u>
At 30 June 2024	<u>4,526</u>	<u>26,722</u>	<u>31,248</u>

Additions to Computer Equipment includes the purchase of 42 laptops.

13. Debtors

	30 June 2025	30 June 2024
	€	€
Due within one year		
Trade debtors	209,113	55,672
Pension Control	3,572	-
Prepayments	6,667	6,250
	<u>219,352</u>	<u>61,922</u>

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

14. Analysis of Changes in Net Funds

	Closing Balance	Cash Flows	Closing Balance
	30 June	30 June	30 June
	2024	2025	2025
		€	€
Cash in Bank and in Hand	1,003,210	(217,380)	785,830
	1,003,210	(217,380)	785,830

The organisation holds a separate bank account in which its holds restricted funds, at the year end the balance of such funds held for restricted purposes was €414,405 (2023-24: €570,984).

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

15. Creditors: Amounts falling due within one year

	30 June 2025	30 June 2024
	€	€
Trade creditors	118,332	31,285
Other taxation and social security	73,942	36,875
Accruals	50,745	49,885
Provision for Doubtful debts	1,347	-
Deferred income	434,654	578,791
	679,020	696,836
	679,020	696,836

Deferred Income

Funder	Amount deferred from 2023-24	Amount of cash received 2024-25	Amount of the grant taken to income in 2024-25	Amount of grant deferred to 2025-26
POBAL Grant income related to payroll for the CEO and Director of Operations for July 2025 as part of the Scheme to Support National Organisations (SSNO) 2022 – 2025.	€7,584	€91,000	€91,000	€7,584
The Community Foundation Grant income related to various grants which support Child and Family Support, Primary Schools and the Autism Friendly Towns projects to support salaries, online groups and associated resources over the next financial period for the duration of the projects.	€68,800	€180,000	€183,427	€65,373
Rethink Ireland Grant income related to an Adult Support project. The deferred income is for payroll costs through to Aug 2025.	€-	€165,000	€139,378	€25,623
IHREC Grant income related to the Policy Department for a specific research project due to be completed by the end of 2025. This deferred income will cover the costs of the last phase of the research before launch.	€3,398	€18,200	€14,378	€7,220

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

Deferred Income (continued)

Foundation Scotland Project income related to the AsIAm exhibition due to take place in early 2026.	€10,153	€-	€-	€10,153
HSF (Hospital Saturday Fund) Grant income related to a specific Community Support services printed resource due to complete before end of 2025 once the research and development stage is complete.	€8,897	€4,000	€1,000	€11,897
DAA Plc Grant income for a Child Support project to provide resources to facilitate community group activities in the Dublin Airport flight path by the end of 2025.	€ 2,788	€-	€2,381	€407
National Lottery Grant income related to Adult Support projects for resources to facilitate group and learning activities in regional Community Healthcare Organisations for young adults. Permission will be sought to allocate the balance of funding to support next stage activity to build on the skills-based activities already rolled out.	€5,000	€14,876	€15,474	€4,402
Dublin City Council Grant Income specifically for the Dublin Autism Friendly City project Officer salary through to April 2026.	€-	€48,701	€7,994	€40,707
Anonymous Corporate Grant Grant income balance for resources to facilitate online and in-person Child and Family groups in July and August 2025	€-	€15,000	€7,687	€7,313
DPCN (Disability Participation and Consultation Network) Income to be returned to the funder.	€185.00	€-	€-	€185.00
Health Service Executive Income related to the AsIAm Information Line, AAC (Augmentative and Alternative Communication) Programme and the AsIAm One Stop Shop Community Hubs.	€353,597	€1,147,507	€621,485	€-
SSCT (St Stephen's Green Trust) Income related to the Youth Leadership Team	€12,231	€-	€12,231	€-

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

Deferred Income (continued)

Philanthropy – Restricted Grant income related to Employment and Further Education Support salaries over a period of 12 months, and resources and activities for the Autism Friendly Towns projects through to the end of 2025.	€106,162	€285,754	€207,703	€184,214
Restricted Donations Donations given specifically to support Child and Family activity groups, and Employment opportunity groups and events over a period of time.	€-	€30,000	€5,480	€24,520
Training Project Income to support the Autism Friendly Schools project development and delivery	€-	€20,000	€11,660	€8,340
Erasmus Grant income related to Employment and National Supports projects due to start in the next financial year.	€-	€36,716	€-	€36,716

16. Taxation

The Company, as a charitable organisation, is exempt from Corporation Tax, Income Tax and Capital Gains Tax. The organisation incurs third party expenditure which is subject to Value Added Tax and apart from government scheme allowing partial recovery of VAT- the irrecoverable portion is included in each year's income and expenditure account.

17. Net Funds - Restricted and Unrestricted

	Opening Funds	Income Y/E	Expenditure Y/E	Closing Funds
	1 July 2024	30 June 2025	30 June 2025	30 June 2025
	€	€	€	€
Current Year				
Unrestricted Funds	400,038	1,868,811	1,895,226	373,623
Restricted Funds - Revenue Grants	-	-	-	-
Restricted Funds – Programme	2,041	1,855,160	1,855,160	2,041
Restricted Funds - Capital Grants	-	-	-	-
	402,079	3,723,971	3,750,386	375,664

	Opening Funds	Income Y/E	Expenditure Y/E	Closing Funds
	1 July 2023	30 June 2024	30 June 2024	30 June 2024
Prior Year				
Unrestricted Funds	423,129	1,551,705	1,574,796	400,038
Restricted Funds - Revenue Grants	-	-	-	-
Restricted Funds - Programme	2,041	858,585	858,585	2,041
Restricted Funds - Capital Grants	-	-	-	-
	425,170	2,410,290	2,433,381	402,079

18. Related Party Transactions

The Charity has not identified any transactions which are required to be disclosed under the terms of Related Party Transactions.

19. Retirement Benefits

The organisation provides a retirement benefit scheme for its employees, which is a defined contribution scheme, where upon staff members with a minimum service period are entitled to an employer matching contribution to a separately administered pension plan whose assets and liabilities are separate to the organisation.

20. Post Balance Sheet Events

There have been no significant events since the balance sheet date.

21. APB Ethical Standard

In common with other organisations of our size and nature the directors engage the auditors to assist in the preparation of the financial statements.

Notes to the Financial Statements (continued)
for the Year Ended 30 June 2025

22. Future Commitments

In February 2023 the organisation entered into a ten-year lease for premises, in Blackrock, Co Dublin.

	30 June 2025	30 June 2024
	€	€
Amounts payable within one year	81,042	81,042
Between one year and two years	83,542	83,542
Between two years and five years	255,000	265,625
	419,583	430,209

23. General

Autism Spectrum Information Advice & Meeting Point is a company limited by guarantee and, as such, has no issued share capital. In addition, the company is a Registered Charity, reference number CHY 21201. The Company has reclassified certain accounts to conform with current year's presentation.

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

24. Income from Public Funds (restricted)

No.	Name of Grantor	Actual Name of Each Individual Grant	Purpose for Which Funds are Applied and Restrictions	Amount and Term of the Total Grant Awarded	The Amount of Cash Received in Current Financial Statements	The Amount of the Grant taken to Income in Current Financial Statements	Amount of Grant Deferred to 2025-26
1.	Pobal Grants are administered on behalf of the Department of Rural and Community Development	Scheme to Support National Organisations (SSNO)	Restricted for use for two key Senior Management posts within the organisation	€273,000 Term: Jul-22 to Jun-25	€91,000 Capital Grant? No	€91,000	€7,584
2.	Health Service Executive (HSE)	Section 39 Agreement	Restricted to delivering the AsIAm Information line, the AAC (Augmentative and Alternative Communication) Project, the One Stop Shops, and Head of One Stop Shops role	€2,762,200 Term: Jan-24 to Dec-25	€621,485 Capital Grant? No	€1,147,507	€-
3.	IHREC (Irish Human Rights and Equality Commission)	Advancing Access to Justice and Rights	Restricted to conduct research to examine the use of codes of behaviour in our schooling system	€18,000 Term: Sep-23 to Aug24	€10,800 Capital Grant? No	€14,198	€-
4.	IHREC (Irish Human Rights and Equality Commission)	Autistic people's rights to accessible information and protection from sexual harm	To carry out qualitative research to increase the understanding of what Autistic people and their families think and feel about consent	€18,500 Term:	€7,400 Capital Grant? No	€180	€7,220
5.	National Lottery Funding	National Lottery Funding Round 2024	Restricted to delivering in-person Autistic Adult Support groups	€22,800 Term: Jun-Dec 2024	€14,876 Capital Grant? No	€15,474	€4,402
6.	Dublin City Council	Autism-Friendly Plan for Dublin City	Restricted for provision of a Dublin City Autism Friendly City Officer	€146,103 Term: Jan-25 to Dec-27	€48,701 Capital Grant? No	€7,994	€40,707

Notes to the Financial Statements (continued)

for the Year Ended 30 June 2025

25. Approval of Financial Statements

The Board of Directors approved and authorised for issue the financial statements in respect of the year ended 30 June 2025 and signed on 1st December 2025 on its behalf by Shaun Murphy and Orla O'Connor.

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