



Annual Report & Financial Statements 2024



Contents

Company Information	4
About Us	7
History of Meath Women's Refuge & Support Services	8
The year at a glance	9
Message from our Chairperson	12
Message from our CEO	14
Finance Overview	16
Structure, Governance & Management	20
Delivering on our Strategic Goals	30
Strategic Priority 1: Sustainable Organisation	32
Strategic Priority 2: Development of people and services	39
• Helpline and Refuge Service	40
• Child and Youth Service	45
• Outreach & Community Service	51
Strategic Priority 3: Technology, Infrastructure & Space	57
Strategic Priority 4: Advocacy and Profile	60
Financial Statements 2024	66



Company Information

Registered Company Name

Meath Women's Aid Housing Association Company Limited by Guarantee

Registered Address

39 Flowerhill, Navan, Co. Meath, C15 HF72

Revenue CHY Number 8565

Company Registration Number (CRO) 127494

Charity Regulatory Authority (CRA) Number 20021634

Approved Housing Body Registration Number AHB-03011

Directors of the Board

The directors who served on the board during the period are as follows:

Chairperson Sinéad Gogan

Company Secretary Meabh Smith

Treasurer Richelle Manning

Other Trustees Sinéad Christian, Claire Sheeran, Michele Sweeney, Liam Keane, Ruth Keegan and John Dunne (*appointed January 2024*)

Executive Team

CEO Frances Haworth (*appointed September 2024*)

CEO Sinead Smith (*resigned October 2024*)

Finance Manager Selina Comaskey

Team Leader Outreach and Community Team Amanda Alty

Team Leader Child and Youth Team Katie Carry

Team Leader Helpline and Refuge Team Paula McNulty

Company Auditors

Whelan Dowling & Associates Block 1, Unit 1 & 4, Northwood Court, Santry, Dublin 9

Company Solicitor

Tom Noonan & Sons, Unit 1 A, Old Cornmarket, Dillonsland, Navan, Co. Meath

Company Bank

Bank of Ireland, 11 Market Square, Navan, Co. Meath



Website www.dvservicesmeath.ie

Office Number 046 902 2393

Office Email admin@dvservicesmeath.ie

24-hour Freefone Helpline 1800 464646

Memberships

We are proud to be members of the following organisations/networks:





“From that first call to Meath Women's Refuge, without even saying anything I felt held, I felt safe. I didn't know who I was anymore, I didn't know who “me” was. But they helped me reconnect with myself. I got to start again. They saw me, they heard me, they believed me. They really listened. They were in my corner, I was taken seriously, I was never judged. I was understood. They helped me to move from fear, uncertainty, worry and sadness to feeling reassured, safe and held. I could breathe again and look forward.”

Feedback from a woman who used our services



About Us

Meath Women's Refuge & Support Services is a specialist domestic violence service founded 38 years ago in Navan to support women and children affected by domestic violence and abuse. We believe domestic violence is a violation of human rights and recognise we are part of a larger movement for social change working towards the elimination of gender-based violence both in Ireland and internationally.

Our comprehensive range of services includes:

- Emergency refuge accommodation (8 units) and a 24-hour helpline
- Outreach and Community services, including court accompaniment
- Child and Youth programme in refuge and the community
- Counselling and play therapy for survivors
- Primary prevention and community education
- Advocacy and leadership to influence positive change in society towards our vision of zero tolerance of violence against women and children

Vision

To live in a society where all forms of abuse against women and children are not tolerated.

Mission

To empower women and children who experience domestic violence and abuse on their journey towards safety, wellbeing and recovery. We do this by providing women and children centred specialist support services.

Our four core values are:

Women and Child Centered

All our work is led by the needs of women and children, and we bring their voice to everything we do. We are committed and passionate about women and children's human rights.

Inclusive

We embrace diversity and strive to be a fully inclusive organisation in who we work with, who works for us and how we do our work.

Accountable

We strive to always achieve the highest standards across the organisation.

Trustworthy

We act with empathy, compassion, and integrity.



History of Meath Women's Refuge & Support Services

Meath Women's Refuge & Support Services is a specialist domestic violence support service, founded 38 years ago in 1987 by a local voluntary women's group based in Navan. The organisation provided refuge accommodation staffed by volunteers in a donated building until core funding was secured from the North Eastern Health Board. In 1992, we bought our refuge building and extended it through the provision of a grant from the Department of Housing and expanded services in subsequent years to include community-based outreach and court accompaniment, as well as children's services. The recession of 2008 had a serious impact on the organisation and we experienced deep funding cuts and no additional funding for ten years.

Increased focus and investment to tackle domestic violence has resulted from important policy developments in recent years like Ireland's ratification of the Istanbul Convention, the publication of *Zero Tolerance: The Third National Strategy on Domestic, Sexual and Gender Based Violence (DSGBV)* and heightened public awareness during the Covid 19 pandemic.

Due to increased core funding, Meath Women's Refuge & Support Services has been able to grow and expand our services in response to year-on-year increase in requests for support. Co. Meath has one of the fastest growing populations of any county in Ireland and now has a population over 220,826. Our development will culminate over the coming years with the completion a new purpose-built 12 unit refuge facility in Windtown, Navan on a site donated by Meath County Council.



Today we have 38 fantastic staff who ensure our services are open 24 hours a day, 365 days a year.



The year at a glance



1,376

contacts to our helpline

534

women supported through outreach and court services



17

women attended group support programmes

8

women in Meath registered with the Women's Aid High Risk Support Project



99

children living in the community supported through our child and youth service



89

women and

105

children provided with refuge accommodation

767

counselling hours provided for 127 women

103

play therapy/ adolescent counselling hours provided for 15 children/young people

68

families (including 168 children) supported with food vouchers at Christmas



429

women we were unable to accommodate in refuge due to lack of available places



€16,804

provided through 50 Survivor emergency grants

€1,960,821

Income

- 78% from our core funders Cuan
- 22% from donations and other grants

142,600

reach on social media

7,600

website visitors



6

podcast episodes

38

amazing staff



Key moments

March:

International Women's Day held on 8th March with a range of fundraising and awareness events across the county



October:

Launch of Zero Tolerance Meath community mobilisation project with Minister for Justice, Helen McEntee



April:

Go Purple Day was marked with our Community Champion Award 2024 to long term volunteer Aidan Weldon



October:

Farewell to Sinéad Smith, outgoing CEO and tributes to six long serving staff

September:

Launch of 'No Safety Net: The Cost of Survival' report outlining impact of flexible cash grants to survivors



November:

International Children's Day celebrated at refuge with staff and residents





Message from our Chairperson

I am pleased to present the Annual Report & Financial Statements for 2024 on behalf of Meath Women's Refuge & Support Services (MWRSS).

We had a significant leadership transition in 2024 and bid a fond farewell to our outgoing CEO, Sinéad Smith, in October as she stepped down after 7 years with the organisation and welcomed Frances Haworth into the position. Sinéad has been an exemplary leader for the organisation and her personal dedication to her work, and ultimately to women and children in Meath, leaves a strong and vibrant legacy. Myself and the board look forward to the next stage of growth under Frances' leadership as we maintain momentum towards our goal of developing the best possible services and supports for women and children a culture of zero tolerance for all forms of DSGBV in Co. Meath.

In 2024, our core funding transferred from Tusla and Victims of Crime to the new State agency – Cuan - set up under legislation to fund domestic, sexual and gender-based violence services in Ireland and work towards implementing a zero tolerance approach. Cuan is now playing a critical role in funding services and bringing stakeholders together to look at long term prevention and social change which is needed to tackle systemic issues underpinning the high prevalence of domestic violence in Ireland.

We increased our core funding in 2024 which enabled a further growth in our staff team, with new outreach and children's workers added to our front-line services. With the launch of our Zero Tolerance Meath in October, we have been able to develop a primary prevention programme for the county which is long term work but will reap rewards in the future capacity of the county to tackle and prevent DSGBV. The requests for help we receive are still too high to be met at our current capacity and we continue to work closely with our funders at Cuan Agency to ensure we can grow to meet future needs.

As we reached the mid-way point of our strategic plan in 2024 we conducted an independent evaluation in September which found much of the ambition in the plan had been realised in a few short years. The recommendations for future focus include optimising systems, quality and resourcing to enable the effective management of a larger scale organisation. The board is conscious of ensuring the excellent levels of governance and management are maintained and fully supports continued investment in our people and structures.

A major milestone on our journey to new refuge development occurred in November when we were officially approved for Stage 2 funding from the Department of Housing for €8.9 million for our new 12 unit refuge in Windtown, Navan. The site for this development has been donated by Meath County Council and we continue to work in close partnership with the Council to progress the project. The new refuge development project is a significant commitment for the organisation and we are keen to progress and complete our new home as soon as possible.

On behalf of the board, I would like to thank Frances, the management team and all our dedicated staff at Meath Women's Refuge & Support Services who go above and beyond to support women and children and champion action against domestic violence in their everyday work. I also extend sincere thanks to my committed colleagues on our voluntary board of directors and our exceptional volunteers and donors.



Sinéad Gogan | Chairperson



Message from our CEO

It was a true privilege to have been appointed by the board as the incoming CEO to Meath Women's Refuge & Support Services in September 2024. The organisation has benefitted from strong leadership over many years and I am grateful to my predecessor Sinéad Smith for her guidance and wisdom since I joined the organisation in 2022. It was local activists who first started the refuge in 1987 and it is the ongoing dedication of our brilliant staff and volunteers who have built the organisation to where it is today.

In 2024 Meath Women's Refuge & Support Services provided a wide range of professional support services to women and children impacted by domestic violence in Co. Meath. We continued to experience high demand for services during the year. In 2024 we provided refuge to 194 women and children (89 women and 105 children) but were unable to accommodate 429 others due to the refuge being full. While the new 12 unit refuge will enhance our ability to support more families, as a country we must also accelerate efforts to tackle the housing crisis which is having a detrimental impact on women and children who are often unable to secure alternative long term homes. We worked directly with a further 534 women in the community last year, chiefly through our court accompaniment service. Our helpline received 1,376 incoming calls for support - a 22% increase on last year's figure - showing that more women are coming forward for help.

Through increased core funding in 2024 we were better positioned to meet a high demand for services, including increasing access to children's services and outreach. We also made the decision to increase our staffing in refuge to include a second weekend which has considerably reduced risk for staff and residents and improved the quality of our service. Positively we've been able to support more therapeutic recovery and supported

127 women with 767 hours of professional counselling (a 42% increase on 2023). However, we need to further increase our core funding to adequately cover our operational and programme costs, as well as continuing to expand our community-based outreach services and reduce our reliance on public fundraising and philanthropy to meet these essential costs.

We continue to experience challenges in delivering services, including the many systemic blocks to women and children in living safe and abuse free lives. Our court accompaniment workers supported 291 individual women through court processes in 2024 and we continue to engage through national forums on family justice reform. We published and launched a new report 'No Safety Net: the Cost of Survival', which details the impact of emergency cash grants to survivors over the past four years, as these flexible grants are so effective in our experience at providing a 'safety net' for women who often have few choices. We are calling on the Government to introduce a pilot flexible payment for domestic abuse survivors so that everyone who needs this additional help can get it. We were proud to continue our advocacy work with new audiences through developing and launching a new podcast series called 'Close to Home' which has reached over 100,000 people on social media.

The strategic plan review highlighted the greatly increased scale of the organisation, which has tripled its staff numbers in 5 years and doubled its income in the last two years. We are committed to ensuring the organisation is fit for purpose and can sustainably scale to meet the needs of women and children in the county. With this in mind, we plan to move ahead with a new strategic planning process in 2025 as we have completed much of the work of our current plan. A rebrand project also began in 2024, supported by the board, to look at renaming the organisation which achieved a large endorsement from board and staff members. This has been a long-term consideration for the organisation as we want to ensure our name reflects the breadth and depth of our work and ensures all women who need support feel comfortable in reaching out.

As we look forward to 2025, it is a time to reflect on the needs of women and children in the county and the learnings of our staff team. We know there is a high demand for community-based services and we plan to grow to match this need, as well as reaching women and children from more marginalised and isolated communities. As we prepare to begin construction of our new refuge building in early 2026, we must ensure the needs of women and children are central to our next stage of development.



Frances Haworth | CEO



Treasurer Report

Meath Women's Refuge and Support Services is dedicated to ensuring we adhere to the highest standards of financial probity and management that demonstrates our commitment to accountability and transparency to both those who fund and support our work and to the women and children we serve.

As an organisation, we are committed to good fiscal management principles, ensuring that funds allocated and donated to us are effectively and efficiently managed. The funds we received in 2024 were utilised in the advancement of our charitable objectives, supporting women and children who experience domestic violence.

Our Financial Statements 2024 have been reviewed and externally audited, ensuring compliance with SORP regulatory standards. The audited accounts were presented to the board by our Auditor Whelan & Dowling on the 10th of April and approved at the AGM on 26th May. The accounts show an income of €1,960,821 and a small surplus of €4,155 was recorded. The auditors noted the prudent management of funds in the organisation during 2024 and noted improvements to the financial management systems. We would like to acknowledge the hard work of the finance and administration team under the leadership of our Finance Manager.

We are fully compliant with the Charities Governance Code for Community and Voluntary organisations in Ireland and the Statement of Guiding Principles for

Fundraising. We are fully compliant with the annual requirements of the Charities Regulatory Authority and the Companies Registration Office. We are compliant with the Government Circulars including Circular 44/2006 and Circular 13/2015. We submitted our annual returns to the Approved Housing Body Regulator in December 2024.

We were delighted to be approved for additional core funding from Cuan in 2024. This new funding has enabled the better resourcing of our refuge staffing, almost eliminating lone working in refuge and increased the capacity of our outreach and children's teams. The organisation has 38 staff at the end of 2024, up from 32 staff in 2023. We now have an annual income close to €2 million per year, resulting in greater capacity to reach more women and children and help progress work on community prevention and education.

We continued the implementation of our business plan to support the growth and development of the organisation, which included the ongoing work on our new refuge building development. Approval from the Department of Housing for €8.9 million to fund our new 12-unit refuge building in Windtown,

Navan in November is a significant step on our refuge development journey. We benefitted from a wide range of donations and grants from community stakeholders and partners which has enabled us to maintain and enhance the quality of our service, including essential health and safety works at refuge.

As a larger organisation, the volume of service delivery increases requires a highly functioning management and governance structure, supported by the board of directors. In 2025 we will advocate with our core funder Cuan Agency to continue to implement the next phase of our business plan which includes key management roles, including a Director of Services, HR Manager, as well as ensuring our operational costs are covered through core funding. We continue to prioritise the goal of a sustainable model of funding for the organisation and secure and robust systems to support staff and manage organisation growth.

We entered the Carmichael Good Governance Awards in September 2024, and while not short listed in our category we improved our score significantly on the previous year. In 2024 we were independently audited by KOSI on behalf of Cuan Agency which had a positive outcome and we will implement the small number of recommendations in a timely fashion. We are proud of the continued high quality of both services and governance within the organisation.



Richelle Manning

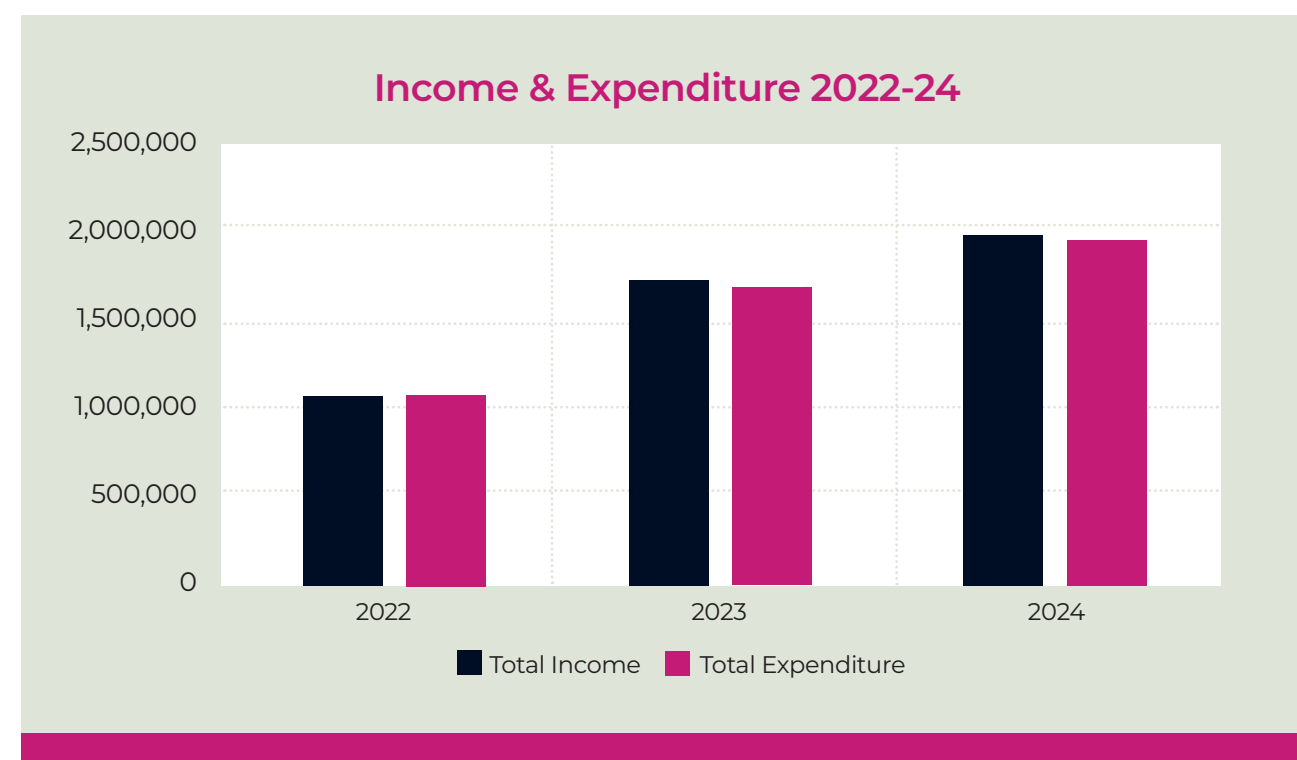
Richelle Manning | Treasurer



Financial Results

In 2024, we had a total income of €1,960,821 compared to €1,710,083 in 2023, an increase of 15%. At the end of the financial year the charity had gross assets of €1,369,293 (2023 - €1,192,683) and gross liabilities of €250,372 (2023 - €77,918). The net assets of the charity have increased by €4,155. The total assets of the company includes property with a net book valued of €721,598 at the year end 31 December 2024. The majority of our expenditure (70%) was on salary costs for our 38 staff.

Our cash financial reserves increased but remains below the level required to ensure a minimum of 3 months reserve costs as per our Reserves Policy. The current level of cash reserves as per the 2024 audit financial statements is €353,687, which has increased from the 2023 figure and is close to the target set by the board in May 2024 of €374,705. The three-month reserve target includes €315,000 for three months salaries, €51,643 in running costs and a sink fund for building repairs of €4,707. Due to the expansion of the organisation in terms of staff and services through additional funding received our three month estimated costs increased later in 2024.



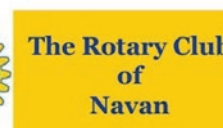
Grant Funders

Thank you to all who funded and supported our work in 2024.

Statutory funders



Corporate and Philanthropic supporters





Structure, Governance & Management

Structure

Meath Women's Aid Housing Association Company Limited by Guarantee (known by its trading name Meath Women's Refuge & Support Services) is constituted as a Company Limited by Guarantee as set out under parts 1-15 of the Companies Act 2014. Its purpose and objectives are set out in its Memorandum of Association and how it conducts its business is set out in its Articles of Association and Constitution. The organisation is funded under Section 40 (Domestic, Sexual and Gender-Based Violence Agency Act 2023).

Our Constitution and Charitable Purpose

The objectives and subsidiary objects outlined below from our Constitution are the purpose of the organisation's existence and are core to who we are and what we do.

Main Objective

To provide emergency crisis accommodation and supports to women and children who must leave home due to domestic abuse within the family. To also provide outreach support services (including information on their options), to women in the community that are experiencing domestic abuse. To provide these services and supports in a caring and non-judgemental environment.

Subsidiary Objectives

As objects incidental and ancillary to the attainment of the main objective, the Company has the following subsidiary objects:

- To provide educational programmes that promote self-esteem, safety, and confidence to women and children who are or have experienced domestic abuse.
- To provide a range of supports, and individual counselling where appropriate to women who are or have experienced domestic abuse.
- To provide awareness of domestic violence within the community. To promote a zero tolerance of domestic violence and violence against women in our society.
- To engage with other agencies on behalf of women and children experiencing domestic abuse.
- To advocate on behalf of women and children who have or who are experiencing domestic abuse.

Board of Directors

The Board of Directors oversee the direction of the work and the strategy of the organisation helping to ensure the organisation is meeting the needs of women and children and is working to its charitable objects and complying with all necessary legislation and regulation. The Directors of our Board offer their services on a voluntary basis. All board directors are independent and bring a range of expertise across core areas like finance, human resources, non-profit management, communications and fundraising.

New directors undergo an induction process and are mentored by another relevant director, for example where they are members of the same subgroup. Training and development for directors where required will be provided.

Board directors do not receive remuneration in respect to their services to the charity. In 2024, there have been no contracts or arrangements entered into during the financial year in which a director was materially interested, or which were significant in relation to the charity's activities.

The CEO reports directly to the board of directors and has operational responsibility in line with their delegated schedule of duties which are documented in our Board Governance Handbook which was last updated in December 2022. She is supported in this duty by the senior and middle management team. The CEO provides bi-monthly reports on behalf of the organisation, which includes a CEO and management team report, a financial report and management accounts prepared by the Finance Manager. The CEO is not a member of the Board.

The strategic plan guides the development of annual work plans that are implemented on a year-to-year basis. All new policies and procedures are reviewed by the board before ratification. Decisions by the board are made using a consensus model, however if this is not possible then a voting system applies in line with the organisation's constitution.



Board of Directors 2024



Sinéad Gogan

Chairperson and Chair of the HR subgroup

Sinéad is a Partner and Chief Human Resources Officer with Deloitte Ireland.

Sinéad lives in Co. Meath. Working with Deloitte, Sinéad has responsibility for the firm people and purpose strategy. Sinéad is a Chartered Fellow of the Institute of Personnel and Development and holds post-graduate qualifications in employment law and alternate dispute resolution. In addition to her voluntary role with Meath Women's Refuge & Support Services Sinéad was appointed as an ordinary member to the Board of the Workplace Relations Commission (WRC) in Ireland.



Richelle Manning

Treasurer and Chair of the Finance, Risk and Governance subgroup

Richelle is Investor Relations and Credit Rating Manager for ESB.

Richelle is Investor Relations and Credit Rating Manager for ESB. Richelle previously held a number of roles in the ESB Group including Finance Business Partner, Networks Governance Manager, and most recently Business Pricing Manager, Customer Solutions. She is a Fellow of the Institute of Chartered Accountants and previously worked with KPMG in Dublin. She is from Kells in Co. Meath.



Meabh Smith

Company Secretary and member of the Fundraising and Communications subgroup

Meabh is Communications Director with the Construction Industry Federation.

Meabh has over twenty years of communications experience providing strategic oversight and management of communications including media relation, integrated campaign management, digital marketing, branding, website development, social media engagement, event management and publications. Meabh has worked across many sectors including financial reinsurance, the disability sector and overseas development sectors, where she managed public communications campaigns on domestic and international issues. She lives in Co. Meath.



Sinead Christian

Chair of Fundraising and Communications subgroup

Sinéad has served on our board since 2018 and is undertaking her second term. She has an extensive background in marketing, management and fundraising in the private and charity sector, including with Debra, the Irish Wheelchair Association, Make-A-Wish and Trócaire. Sinéad serves as the Chair of the fundraising and communications committee of the board. Sinéad is a strong supporter of the impact and effectiveness of the services in the community and passionate ally on delivering ongoing development and engagement with supporters. She lives in Co. Meath.



Liam Keane

Member of the Finance, Risk and Governance subgroup

Liam is an established solicitor with a practice based in Meath for almost 30 years.

Liam has been State Solicitor for County Meath since January 2019. He is an Accredited Mediator (Civil & Commercial and Family) and is a member of the Chartered Institute of Arbitrators. Liam has been involved in the GAA all his life as a player and as an administrator at club, county and national level. He is also a member of the panel of arbitrators of Sport Dispute Solutions Ireland – the Sports Arbitration body established by the Federation of Irish Sport.



Claire Sheeran

Member of the Fundraising and Communications subgroup

Claire is Communications Manager with Avista.

Claire is a communications professional with 10 years of experience in the not-for-profit sector. She is currently Communications Manager with Avista (Formerly Daughters of Charity Disability Support services) and has previously worked in the Jack and Jill Children's Foundation and Headline Ireland. Claire is a proud Meath woman and has served as a Board member with Meath Women's Refuge since March 2021.





Ruth Keegan

Member of the HR sub group

Ruth is HR Director with Novo Nordisk.

Ruth has worked in HR for many years across the public and private sector. She is currently HR Director for Novo Nordisk Ireland having previously held senior HR roles in Mylan, Vodafone and Sanofi. Ruth has completed a MSc in organisational psychology from DCU and is a chartered member of the CIPD. Ruth lives in Co. Meath



Michele Sweeney

Board lead on the development of the new refuge building

Michele is Director with Opperman Associates, Architects.

Michele has an extensive career in architecture and working in the architecture & planning industry. As Director with Oppermann Associates, Michele has responsibility for design and in particular in relation to the company's leisure and schools' work. She has in excess of twenty years' experience in the design and implementation of large and complex projects both in Ireland and internationally.



John Dunne

Member of the Finance, Risk and Governance Subgroup (appointed January 2024)

John worked as a Portfolio Manager with NAMA in 2024.

John has twenty years' experience in senior finance roles in the Real Estate industry and has also worked across other sectors including advertising, leisure, shipping, and telecoms. He is a Fellow of the Institute of Chartered Accountants and previously worked with KPMG in Dublin.

Board meetings

There were nine board directors in 2024 up to year end. The board met 6 times including the AGM on the 26th of May 2024 after which an ordinary board meeting took place. All meetings record whether there is any conflict of interests. In 2024 no conflict of interests were recorded. The organisation has a board Conflict of Interest Policy and a Code of Conduct and this is documented in the Board Governance Handbook, which was last updated in December 2022.

In January 2024 John Dunne was appointed to the board and the Finance, Risk & Governance sub group to replace Frank Long who retired in December 2023. Board vacancies are advertised through Boardmatch.ie and recruitment is managed by the current board. The board of directors elect a Chairperson following each Annual General Meeting (AGM). In accordance with the Articles of Association of the company, at every AGM, one third of the elected members of the Board shall retire from office but shall be eligible for re-election. If the number on the board should be an uneven number, then the number of members which, with the addition of one would make up one third of the Board, shall retire. The board members to retire in every year shall be those who have been longest in office, and if some of these have become members on the same day, those to retire (unless they otherwise agree amongst themselves) will be determined by lot. In line with our constitution, directors can serve a maximum of nine years. This is to ensure succession planning and retention is managed in a structured and organised way.

Board Subgroups

The board is supported by a subgroup structure, which helps to deal with specific aspects of the organisation's business. Each subgroup is chaired by a member of the board.



Directors on the Finance, Risk & Governance Subgroup:

Richelle Manning (Chairperson and Treasurer), Liam Keane and John Dunne

The Finance, Risk & Governance Subgroup, which met four times in 2024 (in February, March, September and December) consists of three directors including the Treasurer. The CEO and financial manager attend these meetings and management accounts are presented and risks reviewed. The Treasurer acts as the chairperson of this group. It provides independent and expert oversight and review of annual budgets, returns to funders, monthly management accounts and the annual financial statements and reports.

Directors on the Human Resources Subgroup: Sinéad Gogan (Chairperson) and Ruth Keegan

This is an ad hoc group that meets as and when required and is made up of Directors with Human Resources expertise and focuses on providing advice on the development, review and monitoring of HR policies and procedures. Recommendations from the committee are brought to the main Board for decision making. The Human Resources Subgroup met online on two occasions in 2024, in February and October. This group supports the HR functions in the organisation and the chairperson sits on and chairs this group. The HR subgroup oversaw the recruitment process for the new CEO in 2024, the implementation of an Workplace Relations Commission (WRC) approved 8% pay increase for staff and the commissioning a HR Review in November.



Directors on the Fundraising and Communications Subgroup:

Sinéad Christian (Chairperson), Meabh Smith (Company secretary), Claire Sheeran

The fundraising and communications subgroup is made up of three directors with the Fundraising & Communications Manager reporting into this group, as well as the CEO in attendance. This group met on four occasions in 2024 and is chaired by a director of the board who has expertise in this area. The sub group provided oversight of the rebrand process and advocacy activities in 2024.

Board attendance 2024

Board Director	Board meeting	Finance, Risk & Governance subgroup	HR subgroup	Fundraising & Communications subgroup	Retired/ Appointed as per CRO
Sinéad Christian	4/6			4/4	
John Dunne	4/5	4/4			Appointed in January 2024
Sinéad Gogan (Chairperson)	6/6		2/2		
Liam Keane	5/6	3/4			
Ruth Keegan	5/6		2/2		
Richelle Manning (Treasurer)	6/6	4/4			
Michele Sweeney	6/6				
Claire Sheeran	4/6			3/4	
Meabh Smith (Secretary)	5/6			3/4	



Management & Staff Team

The organisation has had considerable growth in terms of staff numbers in recent years with 38 staff in place at the end of 2024. This is a significant increase from 16 staff in 2017 when a flat management structure was in place. A performance management policy is in place since 2024 which aims to ensure a fair and transparent system which encourages transparency and growth. The main activities in the organisation's performance management cycle are:

- Goal setting in Q1, including identifying training and development needs
- Performance conversations which take place during the year, both formal and informal
- Annual year end appraisals in Q4

Since 2023, we have implemented a senior management team as follows:

- CEO is the chief accountable officer to the board and is responsible to the board for the overall operation of the organisation.
- Finance Manager who is responsible for financial management and governance, monthly management accounts and preparing for the annual external audit.
- The Senior Management team now requires a HR Manager and Director of Services to complete the team and the organisation will continue to seek funding to implement these roles in 2025.

The middle management team has also been in place since 2023 and consists of the managers of three front line programmes:

- Team Leader, Refuge & Helpline Service
- Team Leader, Outreach & Community Service
- Team Leader, Child & Youth Service

The purpose of the management teams is to provide leadership, foster a positive culture and ensure implementation of the strategic plan and to act as the link between the organisation and the board of directors. Managers play a key role in representing the organisation and reporting to funders and regulatory bodies and for the overall co-ordination of the work of the organisation. The management teams meet collectively on a monthly basis and have a Team Charter in place which outlines the separate role of each team and the joint roles respectively.



Profile of management team

Frances Haworth | CEO (appointed September 2024)

Frances joined Meath Women's Refuge & Support Services in 2022 and served as Development, Impact and Policy Manager before taking on the role of CEO in September 2024. Frances has a long track record of leadership in the non-profit sector, with significant experience in philanthropy, research and international development. Prior to joining the organisation, Frances worked as a senior leader with Community Foundation Ireland, Trócaire and Comber Foundation and as a consultant. Frances has a MSc in Applied Social Research from Trinity College Dublin and is a former board member of Trim Family Resource Centre.



Selina Comaskey | Finance Manager

Selina joined Meath Women's Refuge & Support Services in November 2023 as Finance Manager which is a senior role in the organisation. Selina is responsible for managing financial systems, processes, administrations and internal controls. Selina has worked in the non-profit sector since 2011. Prior to joining Meath Women's Refuge & Support Services, Selina worked as a Financial Accountant with The Society of St Vincent De Paul, National Office. Selina has a BA in Accounting & Human Resource Management from the National College of Ireland and is also a member of The Association of Chartered Certified Accountants.



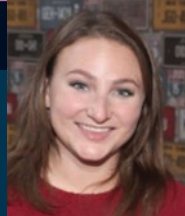
Paula McNulty | Team Leader, Helpline and Refuge

Paula joined Meath Women's Refuge & Support Services in 2021 as Refuge & Helpline Team Leader having previously worked in housing and mental health services. A qualified psychotherapist, she has led significant development on the refuge team including a focus on person centred, trauma informed practice and streamlining case management and referral systems.



Amanda Alty | Team Leader, Outreach and Community

Amanda joined the organisation in 2023 as the Team Leader for the Community & Outreach programme. Amanda has 10 years of experience between the United States and Ireland providing direct support and facilitating collective advocacy for victims and survivors of domestic, sexual, and gender-based violence. Amanda holds a Master of Social Work degree from Florida State University, with a concentration on providing services through the lens of gender equality, intersectionality, and systemic justice.

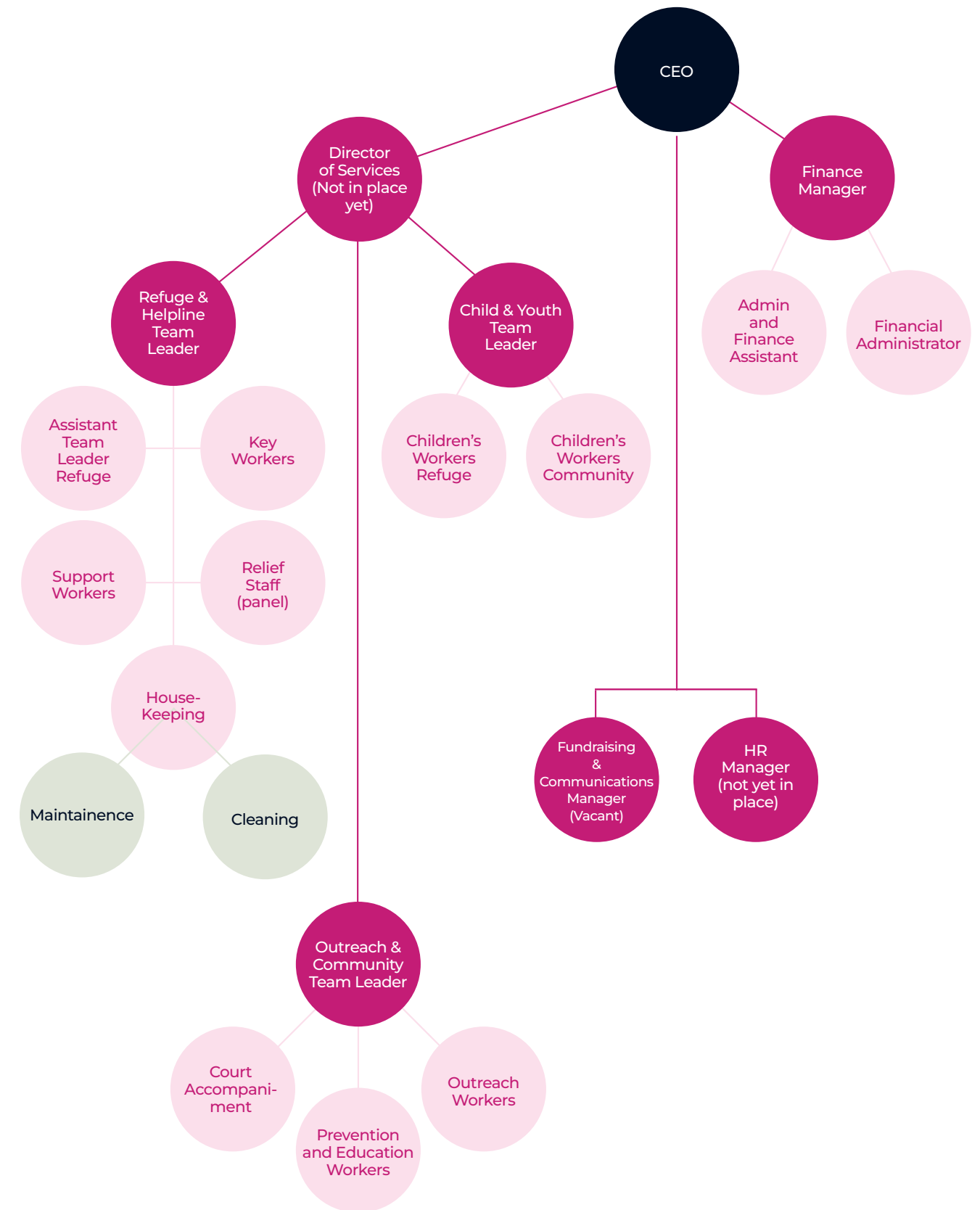


Katie Carry | Team Leader, Child and Youth

Katie joined Meath Women's Refuge and Support Services in 2019 as a Child Development and Support Worker. In 2023, Katie progressed into the Children's Team Leader role and guides the vision of ensuring that children and young people are recognised as victims of domestic violence in their own right and that we have a service response that reflects this. Katie is passionate about children and young people having their voices heard about their experiences of domestic violence. Katie completed her MA in Child, Family and Community Studies and has over 10 years experience working with children and young people- including during their early years and with families experiencing homelessness.



Organisational Structure





Delivering on our Strategic Goals

In 2022 we adopted a new Strategic Plan, to support and underpin the growth and development process the organisation was embarking on. In 2024, our annual work plan for the organisation fell under the four strategic priorities which guided our focus and longer-term approach to our work to achieve a range of outcomes. A summary of the plan is outlined below.

Our four strategic priorities are:

1	Sustainable Organisation	<i>This goal is focused on sustainable approaches to funding and governance to enable the achievement of our vision</i>
2	Development of People and Services	<i>This goal focuses on developing and growing our teams and enhancing and expanding the services we provide</i>
3	Technology, Infrastructure, and Space	<i>This goal focuses on building our physical and digital infrastructure to support the development of our services</i>
4	Advocacy and Profile	<i>This goal focuses on amplifying our profile as advocates for women and children</i>

We have five strategic enablers which underpin our work:

- **Technology:** this will assist us to be more effective in case management, reaching those who find it challenging to access services and responding quickly to new needs.
- **People & Organisation:** this is the core of who we are and what we do, and it encompasses our Board, staff team, volunteers, students and ultimately the women and children we work with and work for. A sustainable organisation is vital to ensure we deliver on our goals.
- **Our Way of Working:** working from an informed analysis of gender-based violence and trauma informed practice will be central to our work. This will be underpinned by the experience of survivors of domestic violence (women and children) across all our work from frontline services, policy development and at decision making level in the organisation.
- **Buildings & Space:** as an organisation that provides refuge accommodation and ancillary services, safe, secure and welcoming spaces that reflect our ethos and approach are critical.
- **Stakeholders & External Environment:** our work is about relationships and being able to interact and work proactively with stakeholders and respond to environmental changes will demonstrate our resilience and strength.



Strategic plan review

Our 2022-26 strategic plan was reviewed by external consultant Catherine Smith McKiernan in September 2024 which found that much of the ambition of the plan had been achieved in a few short years.

The key recommendations of the review, which will feed into 2025 workplans and our next strategic plan, are:

1 Strengthen Sustainable Funding

Secure multi-annual core funding, further diversify income sources to support ongoing operations and future growth.

2 Embed Community-Based Initiatives

Pilot community-focused prevention programmes and continue expanding outreach services to better serve regional communities.

3 Focus on Infrastructure Development

Prioritise the timely completion of the new refuge facility and expand community spaces to meet service demand.

4 Expand Advocacy and Early Intervention

Enhance educational campaigns and collaborative initiatives that promote zero tolerance for domestic violence, focusing on prevention and early intervention.

5 Sustain Professional Growth

Ensure staff and leadership development keeps pace with organisational growth, embedding a supportive and learning-focused culture that aligns with Meath Women's Refuge & Support Services values.



Strategic Priority 1: Sustainable Organisation

This goal is focused on sustainable approaches to governance and funding to enable the achievement of our vision.

Governance

In 2024, our annual report to the Charities Regulator Authority (CRA) was submitted as fully compliant with the CRA Governance Code for a third year in a row. We also made an annual report to the Approved Housing Bodies Regulatory Authority (AHBRA) as we are a registered and approved housing body (Registration number: AHB-03011). We submit reports every four months on the Register of Lobbying (www.lobbying.ie) as a registered lobbying organisation. Our financial compliance and reporting to Tusla/Cuan was completed as per requirements of our Service Level Agreement and fully completed as per requirements of other funders.

In 2024, the board reviewed and approved the following updated documents:

- **Reserves Policy 2024**
- **Health and Safety Statement 2024-25**
- **Risk Register 2024**

The following new policies were created and approved by the Board of Directors:

- **Compliance Policy (April 2024)**
- **Risk Management Policy (April 2024)**
- **Performance Management Policy (April 2024)**
- **Staff Wellbeing Policy (April 2024)**
- **Critical Incident Stress Management Policy (May 2024)**
- **Lone Working Policy (May 2024)**
- **Ethical Donor Policy (November 2024)**

The number of employees whose total employee benefits (excluding employer social security contributions and pension costs) was greater than €60,000 in 2024 is as follows: **1**.

Salary bands	2023	2024
Salary Range: €60,000 to €69,000	1	1

The incoming CEO was appointed in September 2024 at a FTE salary of €75,132; prorated to .8 FTE which equates to a gross salary of €60,918 before PRSI and pension contributions.



Managing Risk

The Risk Register for the organisation is updated in Q1 each year and reviewed quarterly by the Finance, Risk and Governance subgroup of the board. Risks are identified under the following headings and rated for impact, likelihood and mitigation measures:

- **Governance Risks**
- **Strategic Risks**
- **Compliance Risks**
- **Operational Risks**
- **Environmental Risks**
- **Financial Risks**

Quarterly reviews are undertaken by the subgroup of the key identified risks and mitigants in the risk register. Key risks and mitigations in 2024 include:

- **Recruitment, retention and wellbeing of staff**, which is an acute issue across the social care sector. In 2024, we registered with a social care staffing agency to provide cover if needed during periods of understaffing. We produced a Staff Wellbeing Policy and were able to implement an 8% Workplace Relations Commission (WRC) pay increase for staff.
- **Fire/ Health and safety** in our current refuge building given the age and unsuitability of the building (constructed as a school in 1885). A programme of safety works was put in place and resourced through a range of state and philanthropic grants in 2024, including new fire doors and installation of a fire shutter. Phoenix Health & Safety were contracted to provide ongoing Fire Safety training and consultancy. An internal Health & Safety Committee meets bi-monthly to review and mitigate risks.

- **Managing inflation and higher running costs** e.g., energy costs for the organisation; including our community offices and refuge accommodation units on and offsite. A full business plan was submitted to Cuan in June 2024 to seek additional overhead funding. A review of overhead costs will be conducted in 2025. A fundraising and communications role is in place to ensure grant and community income is maintained.
- **Cyber security** - ensuring the organisation has the resources to implement adequate cyber security measures. EVAD Technology has been contracted to conduct cyber security compliance review and mitigating measures and train staff on prevention.
- **New refuge development** - funding has been provided by Cuan to recruit a Change Manager role to support this process, and role will be filled in 2025. A board member with expertise in the area was appointed in 2021 to provide additional oversight on the development.

Staff Development

Our greatest asset is our people; staff wellbeing and development remains a key priority for the organisation. In 2024 developments include the implementation of a Workplace Relations Commission (WRC) decision allocating a phased 8% salary increase, which applies to our organisation. We were pleased to be able to implement this for our hard-working team in January 2024.

The management team supported relevant staff to register with CORU, including those who are taking the grandparent route to have their significant front-line experience



recognised. Ongoing CPD is a core requirement for CORU registration. Staff training during the year included a two-day workshop on Sexual Violence delivered by Dublin Rape Crisis Centre, Helpline Partnerships Training and Harassment and Stalking (Safe Ireland). The Children's Team Leader undertook the National College Ireland Certificate in Non-Profit Leadership and Management funded through a grant from the Children's Rights Alliance. Management team coaching was provided by Sinéad Gaynor, who also facilitated a process to support the implementation of a joint working model for the refuge and children's teams. We were also grateful for a pro-bono Equine Coaching session for staff in July 2024 provided by Martinstown Lodge in Athboy.

Refuge staff completed trainings including Danger Assessments (an evidence-based tool that allows staff to provide risk assessments to new residents), Suicide prevention, Trauma Informed Practice, Coercive Control and Children, and Mindfulness in Social Care. We have dedicated an hour per week for key working staff to put towards their CPD.

External staff supervision is provided by Deirdre Redmond to the Outreach and Refuge teams monthly and the Children's team work with a separate external facilitator. This service is key to supporting staff wellbeing and processing vicarious trauma. We also provide an Employee Assistance Programme for all staff through Laya Healthcare.

We hosted a heartfelt goodbye event for our outgoing CEO, Sinead Smith in October and presented a small token to six long serving staff members who have been with the organisation over 15 years.



Sustainable Income Generation

As part of this goal, we aim to build a sustainable, secure organisation funded appropriately to meet the needs of a growing population of women and children affected by domestic violence coming forward for support. The growth and expansion of services, and increased need for high level compliance, has increased the cost base of our work. Even before this, our overhead costs and programme costs have been met largely by fundraising and grants for many years. Specifically, we aimed in 2024 to increase our core income to cover operational costs and staff costs and stabilise and maintain our public and philanthropic income.

This goal was partly achieved with Meath Women's Refuge & Support Services securing an increase in funding overall, though growth slowed from the previous year which is to be expected as the organisation starts to 'right size'.

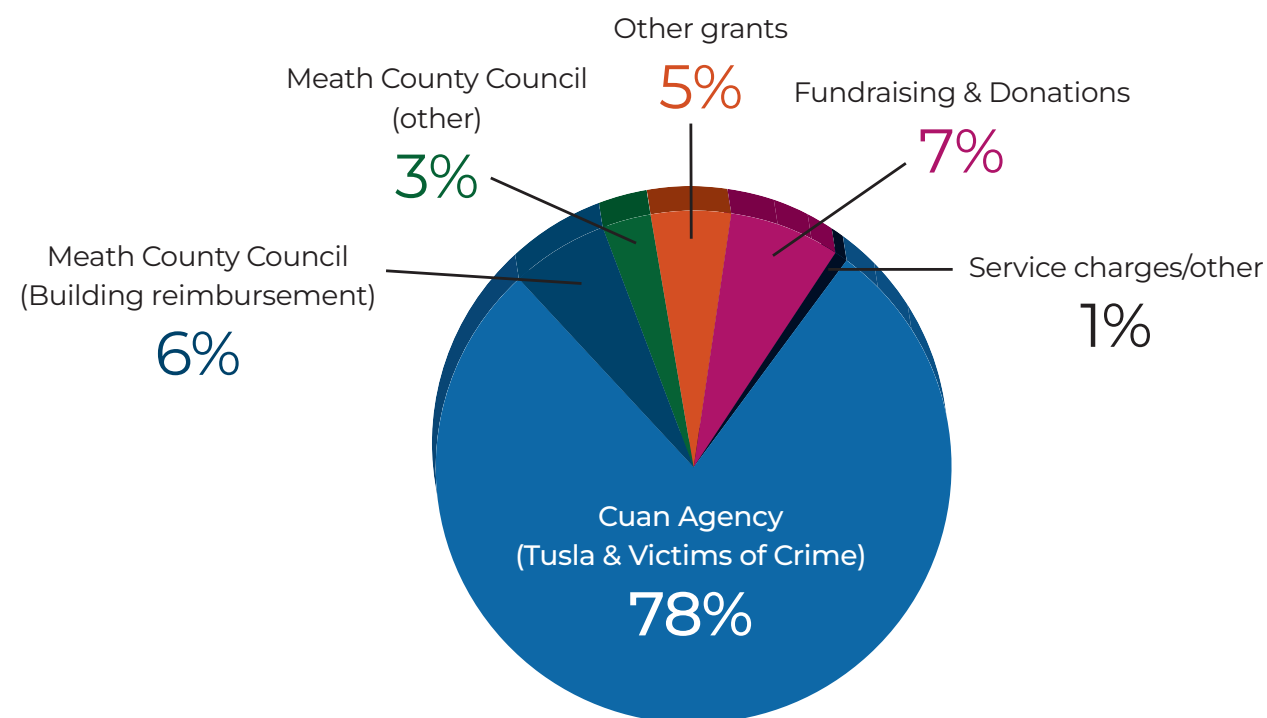
In 2024, we had a total income of €1,960,821 compared to €1,710,083 in 2023, an increase of 15%. The diversity of funders can be seen below, with core funder Cuan providing 78% of funding and the remaining 22% made up of reimbursed building costs in relation to new refuge development (6%), donations and fundraising (7%) and other grants (5%).

Income Generation 2022 - 2024

	2022	2023	2024	YoY% change
Donations and Legacies	€156,158	€163,712	€145,308	-11%
Grant funding	€885,466	€1,239,748	€1,697,640	+37%
Other	€11,400	€306,623	€117,873	-62%
Overall Income	€1,053,024	€1,710,083	€1,960,821	+15%



Funding Sources



The establishment of Cuan, the new agency for Domestic, Sexual and Gender Based Violence in early 2024 and the transfer of core funding from Tusla to Cuan brings opportunity to streamline funding at an appropriate level to cover staffing, operational and programme costs.

A business plan was submitted to Cuan in June 2024 seeking a phased three-year programme of investment to more fully cover overhead and programme costs, as well as

expand staffing to appropriate levels to meet the needs presenting ahead of the new refuge development.

We have submitted the business plan as part of the continuation of our expansion which was funded through Tusla in previous years. We will advocate for Cuan to adopt a multi-year approach to funding domestic violence services in order to enable forward planning and stability. Currently all grants are issued on a year-to-year basis.



Other grants secured in 2024

- **Meta Community Fund** - we received €5,773 to purchase new staff laptops and mobile phones for women staying in refuge.
- **Hospital Saturday Fund** - we received €2,700 towards the purchase of new waterproof mattresses for refuge.
- **HSE National Lottery Fund** - we received €5,858 towards refuge upgrades including new furniture and painting works, as well as equine coaching for women in our outreach programme.
- **Meath County Council** - continued to support our work through discretionary grants from County Councillors and the Local Enhancement Programme. Funding supported health and safety works in refuge and essential needs like replacement furniture and transport for women.
- **Community Foundation Ireland** - we received €10,000 from OLC Fund to provide direct support for women in refuge including transport and essential items like clothes and furniture.
- **Mercy Projects Fund** - this grant of €20,000 directly provided 334 hours of professional counselling for women.
- **Kingspan** - We received €10,000 from Kingspan to fund counselling hours for survivors.
- **Tomar Trust** - we received a grant of €25,000 to support a HR Review, E-safe enhancements and upgrades to refuge including new floor plans.
- **ESB Energy for Generations Fund** - we received €12,991 to purchase and install new fire doors in our refuge building in Flowerhill.
- **Ireland Funds** - we received €5,000 towards our counselling work.
- **Safe Ireland** - we were provided with €5,000 from AirBnB funding to support emergency needs over the Christmas period.
- **Children's Rights Alliance** - we receive €5,200 to fund a leadership course for our Child & Youth Team Leader and provide supermarket vouchers for families to bridge food poverty over Christmas.
- **EU FEAD programme** - We continue to receive dry food items free of charge on a quarterly basis through this EU funded programme. This enables us to bring greater security and stability to this area of our work and support families who need assistance with food.

Fundraising & Donations

Fundraising income continues to be an important source of support and we raised €145,308 in 2024. Thank you to our amazing community in Meath and beyond who continue to raise funds and support our mission. The organisation employs a part-time Fundraising & Communications manager to maintain our voluntary and grant income and we will continue to prioritise this going forward to make sure we maintain our unrestricted income which is vital to covering costs.



Above: Suzanne Slattery of The Station House Hotel, Kilmessan and Joanne Mallon of Ribbon Rouge in Navan, teamed up to organise a fun-filled fashion show lunch at The Station House Hotel in March. 175 women came together to raise over €35,000 in support of our work.



Other community supporters pictured: Navan Pride; St Josephs' Mercy Secondary School, Navan; Ashbourne Lions Club; Dun na Ri Blinds, Navan.



Strategic Priority 2: Development of people and services

This goal is focussed on developing and growing our teams to enhance and expand the services we provide for women and children.

Helpline and Refuge Service

What is our helpline service?

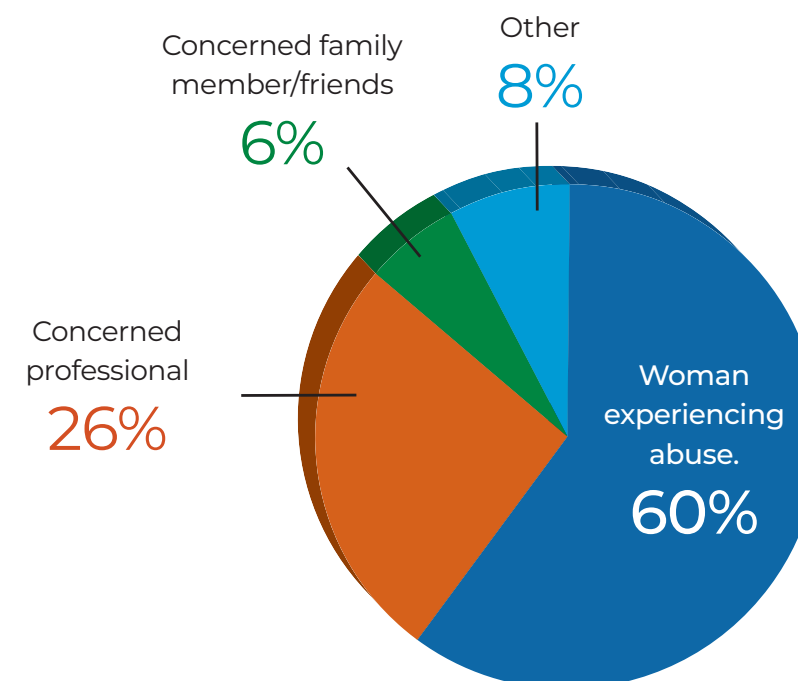
We provide a 24-hour helpline service (1800 464646) for any woman in the Meath area seeking support or for professionals or concerned friends and family. We also provide an email support service, as well as a webchat service. The helpline is often the first point of contact for women reaching out for support and advice.

Snapshot of Helpline

We had 1376 contacts to our helpline in 2024, the majority of which (60%) were directly from women seeking support for themselves. This was an increase of 22% compared to 1,122 contacts in 2023.

823 contacts to our helpline were from women experiencing abuse. We had 360 from a concerned professional and 81 from a family member/friends. We have had 76 inappropriate calls. We also introduced a new Web Chat service for two hours during weekdays in January which has had quite a low uptake despite advertising it as far as possible on social media.

Calls to Helpline





What is our Refuge service?

We have 8 emergency refuge accommodation units based in Navan, Co. Meath. Four are on-site in Flowerhill and provide individual bedrooms and shared communal spaces. Four are community-based units (three houses and an apartment) located in Navan. These are self-catering accommodation units for women and dependent children (under 18) and are mixed sizes, with smaller and larger units available. Women and children can avail of the accommodation for up to 8-12 weeks.

Refuge Services 2024

This year 89 women and 105 children accessed our crisis accommodation refuge service. This is a slight decrease of 2% from the previous year's (2023) figures. In 2023 there was an increase of 64% from 2022 when we supported 54 women and 74 children.

Using the past two years' data we see a stabilisation in the number of families we can accommodate in our crisis accommodation. We had many changes in the period of 2020-2023, with the addition of the Community Based Refuge units in 2020, the return to 4 from 2 units onsite in 2022 and the introduction of an 8-week stay model in 2022. The past 24 months' data suggests that we have reached a steady approximation of the number of families we support annually.

Staff provided 5,279 support interventions to women in refuge over 2024 including welfare checks, safety planning, support planning and external referrals.

The destination upon leaving varied, where 18 women (20%) returned to their homes without support, and 7 women returned home with

support (7%). We had 18 women (20%) who went to a family or friend's home. Nineteen women (31 %) went into homelessness, and five into local authority housing (5%). Just two women obtained private rented accommodation. We had 10 people where we did not know the destination. A number of women were asked to leave refuge for reasons such as disclosing the location of the unit, inviting the preparator or family to the unit and alcohol or drug use. Asking a women to leave is a last resort and we will review this in 2025 to ensure such requests are kept to the lowest possible level.

We had 660 unmet requests for Refuge in 2024. We were full for 429 of these times. We did not offer it to 88 women based on risk assessments. We had 63 inappropriate referrals the majority of whom were women who were in homeless situations. We had others who were undecided about coming into Refuge.

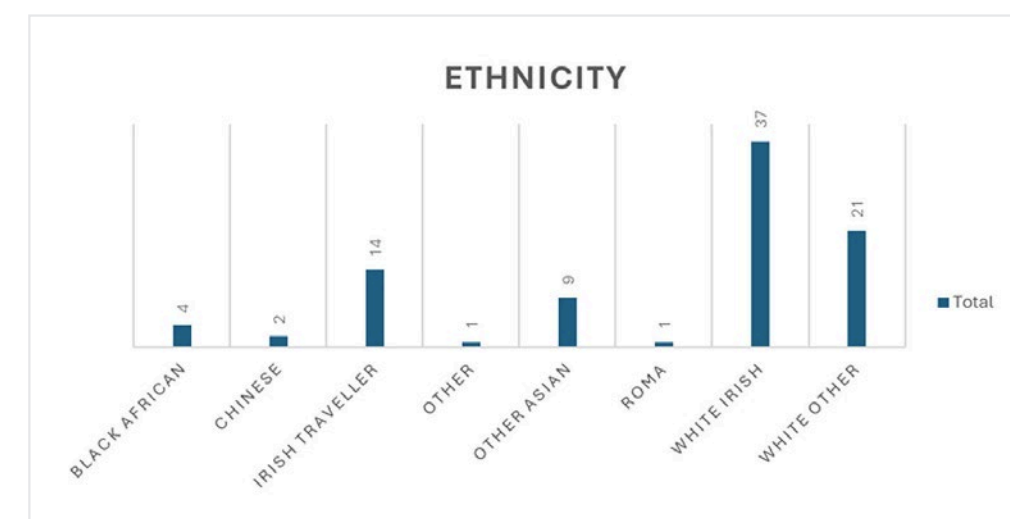


Above: Refuge staff mark Go Purple Day in April.



Nationality and Ethnicity

Most residents were of Irish nationality (n = 52, 58%). The rest varied across 19 other nationalities. The highest ethnicity was white Irish (n = 32, 36%), with the next highest ethnicity was Irish Travellers (n = 14, 16%).



Key achievement: Elimination of Lone Working at Refuge

In January 2023 we were able to introduce a live night worker, alongside the existing sleeping shift. This had been identified as necessary from a fire safety review and the additional staffing has been a major support in ensuring better care and safety for families. We still had a gap remaining of lone working at weekends, where one worker managed 8 refuge units and the helpline which was not satisfactory and posed unnecessary risk.

We began a second weekend worker shift on a temporary basis in November 2024 which means lone working is now reduced to just two hours per day between day and evening shifts. We can now offer 7-day support to women in our Community-Based Refuge units, which offers much-needed support to women who have reported feeling isolated when they arrive at weekends. We have requested that this role will be mainstreamed by funding from Cuan in 2025.

Meeting Essential Needs

The FEAD Programme and Foodiverse continue to remain a huge success for residents of refuge. Each woman gets a food pack of ambient foods, and frozen meat, bread, and ready-made meals are sourced through the Foodiverse program through ALDI in Navan.

Additionally we provide food vouchers and essential supplies (like clothes, toiletries and hygiene packs) to families coming to refuge who need additional supplies. We also have a taxi account to provide taxi transport to families (for example to attend court or an urgent medical appointment). Across refuge and outreach services we provided fifty cash emergency grants for survivors averaging €336 each (total funding of €16,804). These essential supports are funded through donations and grants.

Thanks to funding from a range of donors we were also able to implement some upgrades to refuge in 2024 to enhance the atmosphere and experience for families, including painting, new furniture and equipment.



Spotlight on: Tackling Food Poverty

At Christmas, the Children's Rights Alliance enabled us to support 168 children and 68 families with food vouchers. This was a very welcomed support through their food poverty initiative. Families who engaged with our refuge, outreach and children's services during the year were invited to receive a supermarket voucher in December.



Impact for families

A family supported by the Children's Rights Alliance fund experienced significant relief after receiving food vouchers at Christmas. In the weeks leading up to the Christmas, the mother was extremely overwhelmed and anxious about how she would provide for her children. Spousal maintenance had been withheld, and unexpected car repair costs added to her financial strain. She had been relying on food brought home from work just to keep the family going. The food vouchers provided a lifeline, allowing her to put meals on the table over Christmas and bringing some much-needed peace of mind during a very stressful time.

Some other feedback

"I honestly can't thank you and the refuge enough for your support, I don't know what I would do without it."

Mam and 2 boys

"I didn't want to say but this month I didn't get any maintenance so that will be really big help."

Mam and 2 young girls

"I will be able to enjoy the Christmas with that extra help. Thank you so so so much!!!!"

Mam and 2 boys

"You have made Christmas so much easier this year with all your help. And it's so much appreciated."

Mam and 2 teenage girls



Therapeutic Recovery

We work with a team of four professional counsellors who are contracted to provide counselling hours to women we work with. We have been able to grow this work through grants and philanthropy over the past few years. We provided 767 hours of counselling for 127 women in 2024, funded primarily through Mercy Project Fund (Sisters of Mercy) and Kingspan. This is a significant increase (42%) from 2023 when we provided 540 hours of counselling. We have made a major effort to increase the number of hours we can provide over the last number of years through multi-year grants. Women from across our refuge and outreach programmes are referred for counselling.

Therapeutic support for women who have experienced trauma is often an essential part of the journey to recovery, healing and long-term wellbeing. Outcomes include reduced stress and anxiety, increased awareness of the impact of abuse, wellbeing strategies and identification of sources of support for the future.

CASE STUDY

Staying in refuge | Anna



We received a referral from An Garda Síochána regarding a serious domestic violence situation involving Anna and her two young children. Anna had suffered a physical assault and was escorted to A&E for treatment of her injuries. Following medical assessment, Anna and her children came to refuge. The children were placed under the care of Tusla to ensure their immediate safety and wellbeing.

Upon admission, Anna and her children were assigned a key worker who provided consistent emotional and practical support. This included

assistance in securing a Protection Order, navigating social welfare systems, and accessing essential services. Anna remained engaged with the refuge team and maintained a strong day-to-day routine for herself and her children.

Trained staff developed a personalised support plan for the family, which included risk assessments, safety planning, and referrals to counselling services. Both Anna and her children took part in therapeutic and recreational activities, including wellbeing-



focused outings, which helped promote healing and connection.

Anna was successfully granted a Protection Order and identified as high-risk by Gardaí, resulting in an enhanced security response to ensure her ongoing safety. After her time in refuge, Anna and her children moved to

secure emergency accommodation. The outreach team continued to support the family through regular check-ins and counselling services. Today, Anna and her children are living in a safe, violence-free environment, continuing their journey toward recovery and independence with ongoing community support.

CASE STUDY

Staying in refuge | Catrina

Catrina was subjected to coercive control from her partner, along with evidence of neglect, and physical violence. She was referred to Meath Women's Refuge & Support Services by An Garda Síochána. At the time of referral, Catrina had been separated from her five children. Four of whom were placed under the care of Tusla - Child and Family Agency, while her eldest son remained with his father in the family home.

Upon arrival, Catrina was assigned a Key Worker who ensured that she was provided with a safe, secure, and private short-term living space. Initially, Catrina experienced fear and uncertainty in her new environment, but regular check-ins by our support staff ensured she had access to essential supplies and emotional reassurance. During this period, Catrina frequently attended court proceedings, gave statements to An Garda Síochána, and engaged with social workers from Tusla regarding the welfare of her children.

Our trained support workers offered consistent emotional support, helping Catrina manage her demanding schedule. Additionally, appointments with counsellors were arranged in a secure setting to ensure that Catrina received the support she needed. Catrina was also connected with the Dublin Rape Crisis

Centre for additional emotional support. A comprehensive support plan was developed to assist Catrina with practical matters such as liaising with officials at Social Welfare and the Post Office regarding payments, as well as managing day-to-day tasks like grocery shopping—activities that were challenging for her due to the trauma she had endured.

With guidance, Catrina applied for and was granted a protection order against her perpetrator. Her immediate medical needs were addressed with the assistance of local GPs and dentists.

Catrina required time to recover and adjust to her new circumstances. Over the following weeks, with continued support, counselling, and information, Catrina found the strength to navigate through court proceedings and social work meetings. This process enabled her to gain access to her children and secure full parental rights for her youngest child, who was then able to move into the refuge with her. For the first time, Catrina was able to create a safe space for herself and her children the refuge. Through her resilience and unwavering commitment to her well-being, Catrina has made significant strides in rebuilding her life and ensuring a positive future for herself and her children.



Child and Youth Service

What is our Child & Youth Service?

Our Child and Youth team work with children and young people affected by domestic violence by providing one to one supports, group programmes, parenting supports and a play therapy and adolescent counselling service. We support children with essential needs like toys, and financial support where needed for transport to school, educational supports, educational equipment, food and clothing.

Our Child and Youth Service consists of a Team Leader and three specialised Child and Youth Support Workers - two for children and young people in refuge and one for children and young people living in the community. We work from a rights-based approach, believing children have a right to be protected and safe from harm, have a right to a support worker, have a right to a support plan and have a right to be involved in decisions that are being made about them.

Snapshot of 2024

This year we increased our Child and Youth team members to three full time workers, as a second refuge worker was funded through Cuan. We also increased our therapeutic supports by upscaling our adolescent counselling service which has been a much-needed addition to our work. Having these therapeutic referral pathways in our service ensures that children and young people are being fully supported on their journey in recovery of domestic violence. 2024 was also a year of reflecting on our work and further building an evidence base to what we do. We completed an evaluation of our community child and youth service, funded by the Katharine Howard Foundation, which will be launched in 2025.

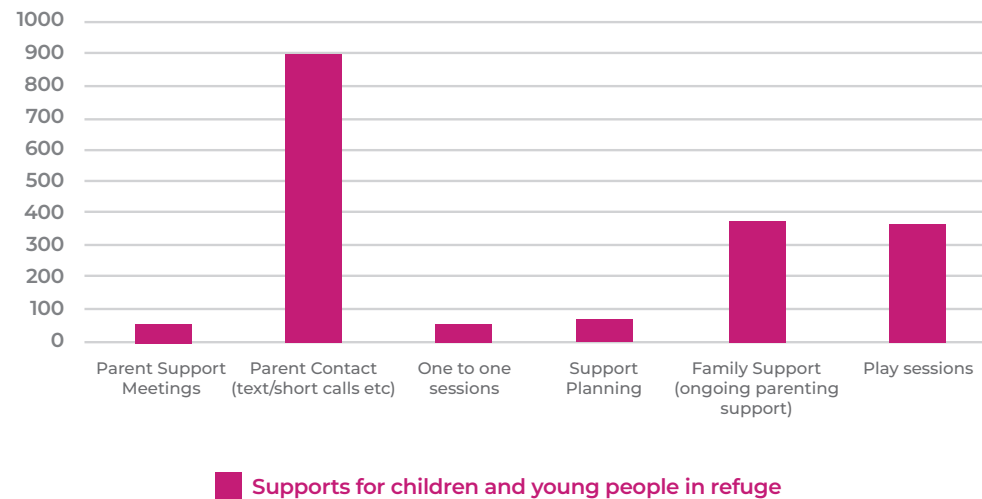
- **Children supported in refuge: 105**
- **Children supported in the community: 99 individual referrals (54 families)**
- **103 hours of Play Therapy/Adolescent counselling provided**
- **374 play sessions carried out for 84 children in refuge**
- **70 one to one sessions for 12 children carried out in the community**

Child & Youth Programme: Refuge

With the increase in staffing for this service from one worker to two, we have been able to expand the supports for children and young people in refuge. This included new group spaces- Creative and Sensory Hour, Movie Night on a Saturday, a full summer programme which entailed group trips and events onsite, and the ability to offer more direct work with children at an individual level. We are especially grateful to Mason Hayes Curran whose partnership has enabled a vibrant children's support programme in refuge – see details later on in this section.



Supports for children and young people in refuge



CASE STUDY

Child & Youth Programme: Refuge | Freddie & Jacob

The guards called the Helpline to seek refuge for a woman and her two children. Leanne and her two sons, Freddie and Jacob arrived into refuge escorted by the Gardaí. On arrival, the family appeared upset and staff supported them to settle into their new environment. The Child & Youth Support worker provided the children with toys and clothes. They also showed the family around the playroom and explained their role to mum and the two children.

A parent meeting was arranged for a few days after they had been admitted to refuge. Within this space, mum discussed the children's experiences of domestic violence and stated they had been present for the last physical violence which led to mum looking for refuge. Mum advised that she was happy for the children to engage with group activities and external activities, however, felt that one to one sessions were not appropriate at this time. The Child & Youth Support Worker prepared the support plan for each child and discussed it with them to see if there was anything they wished to add. The children suggested adding

in summer camps as they were planning to attend some before they had come into refuge. The children took part in creative hour which is a weekly group space for children and young people in refuge.

This group space included arts and crafts, music sessions, yoga, and sensory play. The children then attended day trips that were organised by the Child & Youth team. This included a trip to Dublin Zoo, a trip to Causey Farm and a Reptile experience. The children really engaged in these trips and the excitement it created was incredible.

To support the transition for moving out of refuge, the Child & Youth Support Worker linked with schools to find suitable placements for the children. This was a particular worry that mum had, as she wanted the children to have stability with school once they moved into emergency accommodation. Once the family moved on from refuge, we linked in with the family for a month post refuge to offer support and to hear how the family are settling into the next part of their journey.



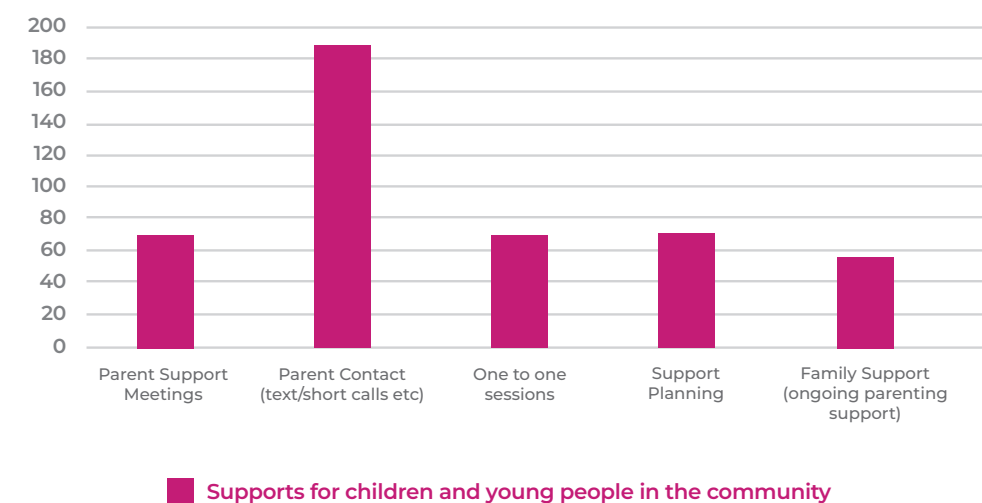
Child & Youth Programme: Community

Since 2019, Meath Women's Refuge & Support Services has been offering supports to children living in the community who have experienced domestic violence. Over this period, we have supported 345 children and young people in the community.

At present the community programme has one full time support worker who oversees a psycho-educational programme, play therapy service, adolescent counselling service, group programmes and parenting support to mothers. In 2024 there were 99 individual referrals (53 families) to the programme. This is a 60% increase on 2023. Referrals from social work went up from only having 1 in 2023 to 20 in 2024 and referrals from case managers went up from 12 in 2023 to 22 in 2024, an 83% increase.

The continuous growth in the programme is a true reflection of the growing need and demand for a service like this. Many families referred to the programme face ongoing abuse even after separating from the perpetrator and assessment and interventions can be a complex process. Post-separation abuse, including coercive control, manipulation through family court systems, financial abuse, and threats or attempts to maintain control through access, creates additional layers of trauma for both children and their mothers. These dynamics require significant, specialised interventions and we have included the expansion of our children's community team in our business plan submitted to Cuan in June 2024 which is essential if we are to meet the needs presenting.

Supports for children and young people in the community





CASE STUDY

Child & Youth Programme: Community | Sophie & Ella

In June 2024, Lisa and her daughters Sophie (13) and Ella (12) were referred to the community child and youth programme following a call with our helpline team. Both Lisa and her daughters had previously engaged with the service back in 2019 and returned in March 2024 when concerns resurfaced around access visits her daughters were having with their dad. What stood out immediately was how fondly the girls remembered their earlier experience with the service. They remembered feeling safe, listened to, and understood. This foundation of trust helped them re-engage confidently.

The child and youth support worker met with Lisa for a parent meeting and carried out a risk assessment and support plan to identify the best possible support for both Sophie and Ella. During this initial assessment it was disclosed that there had been issues ongoing around access due to the continuation of abuse in the post-separation period and it seemed to be impacting both Lisa and her daughters negatively in terms of their emotional wellbeing.

During the initial meeting, as Sophie and Ella were still going on access visits with dad, the Child & Youth Support Worker explained the consent policy to mam, detailing the need for consent from the girl's dad to engage them in any of our community programmes. Consent was sought from both parents and both Sophie and Ella took part in the Truly Be Me programme. The Truly Be Me is a one-to-one psychoeducational programme tailored to help children understand their experiences of hurting at home, explore their feelings and emotions, build self-esteem, and safety planning. The connection they built with the Child & Youth Support Worker throughout the programme

offered Sophie and Ella a sense of stability and voice at a time when everything felt uncertain. Upon completion of the 1:1 programme, Sophie was referred to our adolescent counselling service, continuing her therapeutic journey in a space that allowed her to explore more complex feelings and experiences in a developmentally appropriate way.

Alongside her daughters' involvement, Lisa also took part in a number of parenting support sessions. These focused on understanding post-separation abuse, the impacts of access-related stress on children, and how to best support them. She expressed that these sessions gave her confidence and practical tools to help navigate ongoing challenges.

At the same time, the family were navigating involvement with the family courts and Tusla, which brought additional layers of stress and uncertainty. Lisa was doing her best to advocate for her daughters' safety and wellbeing while trying to make sense of a complex legal and child protection systems. Having consistent, and specialised support during this time was vital. It allowed the children to express themselves in a safe environment, and it gave Lisa a space to feel supported in her efforts to protect her children.

Lisa, Sophie and Ella's journey is a powerful example of how important comprehensive, wraparound support services for families experiencing domestic abuse are in our community - not only by supporting children in understanding and healing from their experiences, but also by equipping parents with the tools and knowledge they need to promote safety and resilience.



Spotlight on: Mason, Hayes & Curran partnership

MASON
HAYES &
CURRAN

We began a 3-year partnership with Mason, Hayes & Curran in 2023 in which our Child and Youth Service were granted funding (€16,500 per year) to support children and young people with their educational needs. The Mason Hayes Curran fund has been an incredible resource to our Child and Youth Service here in Meath Women's Refuge and Support Services. Being able to plan, prepare and properly resource the activities we offer to children and young people from the start of the year has enabled us to grow and develop higher quality support services.

Adolescent Counselling & Play Therapy

With the support of Mason Hayes Curran funding we have been able to offer adolescent counselling to young people for the first time in 2024 and the feedback has been fantastic so far. Play Therapy has also grown this year due to the funding from Mason Hayes Curran, we now have three play therapists on board to support with our work and we supported 15 children and young people with play therapy and adolescent counselling this year.

Activities for Families in Refuge

We aim to make sure that on the weekends families have access to quality time together such as a trip to the cinema, adventure centre, bowling or a play centre. These weekend activities aim to encourage and support the relationship between the mother and the children whilst also focusing on the overall wellbeing of the children. In 2024, 114 activities were booked for 70 children in refuge thanks to Mason Hayes Curran funding. These included play centres, summer camps, cinema, bowling, farm trips, the Zoo.

Resourcing Play Sessions

We have been able to purchase resource materials for our play sessions, one to one sessions and provide toys to children coming into refuge using the MHC Fund. 92 children staying in refuge were supported with toys, materials and birthday presents.

Summer Programme

Thanks to Mason Hayes Curran funding we held a two-week summer camp in July for children in refuge. For some children we were also able to book external summer camps that reflected their interests and needs. We organised workshops that included arts and crafts, Ukulele and singing, drumming and yoga. We then held a carnival themed day which included outdoor activities and a pizza party at the end.

Snapshot of Summer Programme

- 7 mums and 15 children attended Dublin Zoo
- 6 mums and 14 children attended Causey Farm
- 10 children attended arts and crafts group
- 6 children attended Music Generation workshop
- 10 children attended yoga workshop and food
- 6 children supported to attend external summer camps
- Movie night has taken place every second Saturday night and snacks provided



Outdoor Equipment for Community Based Refuge

The Mason Hayes Curran fund has enabled us to improve the play spaces for children and young people in the community-based refuge houses with outdoor materials to encourage outdoor play and support their overall development.



Children & Young Person's Education Grant

This funding enables us to provide small flexible cash grants to families specifically to help with educational needs for children and young people. While the amount is relatively small, the relief that the funding has provided for women is significant.

Children & Young People's Educational Grants in 2024	Cost
1. School support for child moving into secondary school	€150
2. School support for family with one child going into college and the other into LC years	€500
3. School support for family post refuge	€100
4. School support for family in community, one child starting secondary school, maintenance reduced	€200
5. School support for family in community - no maintenance being paid at present	€200
6. Support with school transport	€150
7. To pay early years deposit so that child can attend a new service	€350
8. To purchase sensory equipment for 2 children (One autism diagnosis, one awaiting assessment)	€250
9. Transport to school while in refuge	€250
10. Transport to after school activities	€100
Total	€2,250



Feedback from women and children who received educational grants

*"Wow!!!! This is so amazing!!
You've no idea how much this means
to me and how much it helps. I feel
like I've won the lotto...
I really can't thank you enough"*

Mum and two daughters

*"This has taken such
a weight off my shoulders."*

Mum and three boys

*"Thank you for helping
with the enrolment fee, my child
can start preschool next week,
I am so happy."*

Mum of 3-year-old

*"Thanks for
helping us apply to help
me with my school
stationary costs."*

Boy aged 12



Outreach & Community Service

What is our Outreach & Community Service?

The Community & Outreach Programme is an outward facing service with a dual purpose of prevention and frontline support. In 2024, we focused on building accessibility to our frontline services, building capacity within our own team and the wider community, and strengthening the supports we provide. We provide a dedicated court accompaniment service 4 days per week a case management service and group programmes for women living in the community and in 2024 launched a new prevention and community mobilisation programme – Zero Tolerance Meath. An increase in core funding in 2024 allowed us to expand our team by four staff members, increasing our team of four to a team of eight.

In total we supported 534 women living in the community in 2024, an increase of 8.5% from 492 women in 2023.

Court Support

Outreach court support workers attended court four days each week in Trim and Navan to support women to make initial applications for domestic violence court orders. An increase in funding also allowed court support workers to accompany women for return dates, which include safety and barring order hearings. This additional service has been instrumental in providing continuous support to women throughout the entirety of her court case. In many cases, attending return hearings can present additional risks for women as perpetrators attend these hearings. The presence of court support workers at return dates can support women to access a private and confidential space within the court, away from the perpetrator. The team developed a district court brochure explaining the types of domestic violence orders and the channels to obtain them. The brochure was translated into 7 languages. This development has increased women's accessibility to specific information about court orders in County Meath.

Total number of Court Accompaniments	445
Individual Women Accompanied in Court	291

Case Management

The case management service supports women with a variety of needs, including domestic violence education, emotional support, access to counselling, advocacy around housing, social welfare, healthcare, and economic resilience. and liaising with An Garda Síochána. Referrals to case management are sent from the helpline, refuge, court, and external services including Tusla, An Garda Síochána and Meath County Council.

In 2024, we received funding for an additional outreach worker, increasing our case management team from one worker to two.



We are a member of the Women's Aid High Risk Project (HRSP) and in 2024 supported 8 women who were registered on the programme. The High Risk Support Project provides a multiagency response to women at high risk of ongoing abuse and homicide from their ex-partners.

We reviewed the risk assessments we used, and with the support of IT experts, developed a technology risk assessment. We also began using Jacqueline Campbell's Danger Assessment to help identify the level of risk of escalating abuse a woman faces based on the perpetrator's behaviour. Including these assessments in our inventory of tools has enhanced the way we can support women on their journey to safety.

Individual Women active in Case Management	173
Individual Women in the High Risk Support Project	8
Total Face to Face Support Sessions	446
Total number of advocacy actions on behalf of women	576

Women's Group Programmes

The outreach team delivered the Freedom Programme twice in person in 2024, with a total of 15 graduates. The Freedom Programme is a 12-week educational support programme for women who have experienced domestic violence and abuse. Domestic abuse may cause women to feel isolated, frightened, lost and confused. The abuse often starts subtly and worsens over time, leaving many women to wonder how the partner they met could have changed so much. This programme is designed to help survivors understand the various beliefs, attitudes, and actions of the abusive partner.

We were also able to offer an online, self-paced version of the Freedom Programme to women. This increased accessibility to the course for many women who were unable to attend the course in person. Further, the online programme gives the option for women to translate the material into any language.

Individual Women who attended group support programmes	17
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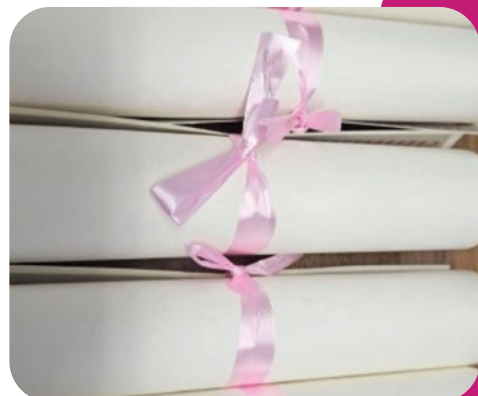


Feedback from graduates of the Freedom Programme

I have a better understanding of what has happened to me. What I lived with was not okay. I am ready to look/move forward. I'm not drowning anymore.

Since I started, I've become myself again and remembered to speak and to be able to share my story with proudness of how far I've come.

Discussing and learning about difficult and abusive situations helped me to realise me and my kids don't need or deserve abuse in our lives.



Talking honestly without judgement helped. The knowledge has made me use a different lens to view myself and my children. I feel I will have a safe, peaceful, happy future knowing what I deserve and want as I now understand.

I feel more aware and confident in myself and awareness of the problem behaviours due to the information given over the programme.

As a result of a grant we received from the HSE National Lottery fund, we were able to offer two Equine Coaching sessions for women facilitated by Martinstown Lodge in Athboy.

Feedback from women who attended Equine Coaching:

- *"I learned to calm the self-talk and self-criticism and be in the moment, physically and stop the chatter! Unexpected how powerful this training is. Instructors and horses let it happen – amazing and unique experience."*
- *"Actually one of the best days I have had in a long time. Who knew horses could tell you so much. Very appreciative of the warm environment (heaters), providing extra clothes for warmth and protection (gloves), the tea and coffee and biscuits. All added to the comforting experience. Thank you so much ladies! You're doing amazing work."*



CASE STUDY

Court and Outreach- Siobhán's story

Siobhán first contacted the helpline seeking support for herself and her son. She disclosed that her husband had been physically, emotionally, and financially abusive to her throughout the marriage, and that she had recently found out that her husband was having an affair. She wanted to leave the relationship, but was fearful about how her husband would react, and she was worried about leaving the home where she had raised her family. She was referred to the Community and Outreach team to support her to develop a plan.

Our court support worker supported her to apply for a Barring Order, which was granted, and developed a safety plan around her husband's behaviour upon receiving the order.

After Siobhán's husband left the home, Siobhán began working with a case management worker, who provided information and support around her short- and long-term goals.

Siobhán availed of counselling with one of our contracted counsellors and attended weekly sessions over the following months. Siobhán's son was referred into the Child and Youth programme, where he was able to attend play therapy sessions. Siobhán was able to start working again and built her independence and self-esteem with the support of Meath Women's Refuge & Support Services. She attended the Freedom Programme in person which gave her the opportunity to connect with other women recovering from abuse.

Zero Tolerance Meath

In 2024, the Department of Justice awarded Meath Women's Refuge & Support Services funding to implement a 3-year community mobilisation pilot project in County Meath, called Zero Tolerance Meath.

Our objectives for the Zero Tolerance Meath project are to:

- Ascertain the specific needs and baseline in Meath and develop community actions to address gender-based violence
- Build capacity and leadership of the local community in addressing gender-based violence
- Implement the Close to Home Framework (developed in the USA) as a community response model to gender-based violence in an Irish context, with Meath as the pilot site.

Our evaluation partner, Maynooth University, will analyse the project and its activities, ultimately determining if this community mobilisation approach is effective in building capacity within the community.

We recruited three staff (one project leader and two project workers) to implement the project across four sites: Navan, Kells, Trim, and Ashbourne. In October 2024, we hosted an official launch of the Zero Tolerance Meath project with Minister for Justice Helen McEntee in attendance and 84 guests. In the last quarter of 2024, the ZTM team met with dozens of community members and recruited leaders within the community to co-facilitate the project in each local area. Together, these leaders made up the Zero Tolerance Action Committee and began planning local area working groups.



Above: Photo from the Zero Tolerance Meath launch in October 2024



Above: Zero Tolerance Meath Workshop with Kells Family Resource Centre

Strategic Priority 3: Technology, Infrastructure & Space

This goal focuses on building our physical and digital infrastructure to support the development of our services.



Artist's sketch of new 12-unit refuge facility at Windtown, Navan.

The process of developing our new 12-unit refuge facility began back in 2017 when a review was conducted of our current building and found it unsuitable. Since then, significant work has been done to advance the construction of a new refuge including the donation of a site by Meath County Council in Windtown, Navan.

We reached a major milestone on this journey in November 2024, when plans for a new 12-unit refuge and auxiliary building for Co. Meath were officially approved for an investment of €8.9 million by the Department of Housing, Local Government and Heritage. Meath Women's Refuge & Support Services has been approved for a Capital Assistance Scheme Stage 2 grant which will fund the construction of a new purpose built 12-unit accommodation refuge in Navan, as well as a designated children's playroom, counselling rooms, offices and an outdoor area.

Meath is a priority location identified for domestic violence refuge development as part of the government's work under Zero Tolerance, the Third National Strategy on domestic, sexual and gender-based violence, to double the number of refuge units.



We urgently need a new modern space to provide the quality and accessibility of services that women and children fleeing violence deserve and increase capacity for the county. The process to develop the new refuge has been slower than expected and we will now move to Part 8 planning and Stage 3 application in 2025.

Upgrades at Flowerhill refuge

Some fire safety works were completed at Flowerhill refuge including:

- 12 new fire doors installed
- Additional emergency lighting and detection installed
- Replaced tiles on roof in refuge office with plastered roof
- Fire shutter installed near fire escape

Ongoing maintenance and painting works were also completed, as well as the purchase of replacement electrical equipment and new furniture. New waterproof mattresses were purchased thanks to a grant from Hospital Saturday Fund which helps support a more hygienic environment for families and makes housekeeping and cleaning easier for staff.

The costs for the upgrade and maintenance of our Flowerhill refuge and community-based refuge units are largely funded through donations and grants which is a considerable resource to secure on an annual basis.

Digital Infrastructure

eSAFE is our client management system which was introduced to the organisation in 2022. In 2024, we were able to contract a systems administrator from Enclude to develop our eSAFE system for half a day a week and manage quality and reporting functions. This has been a positive and much needed resource for the organisation.

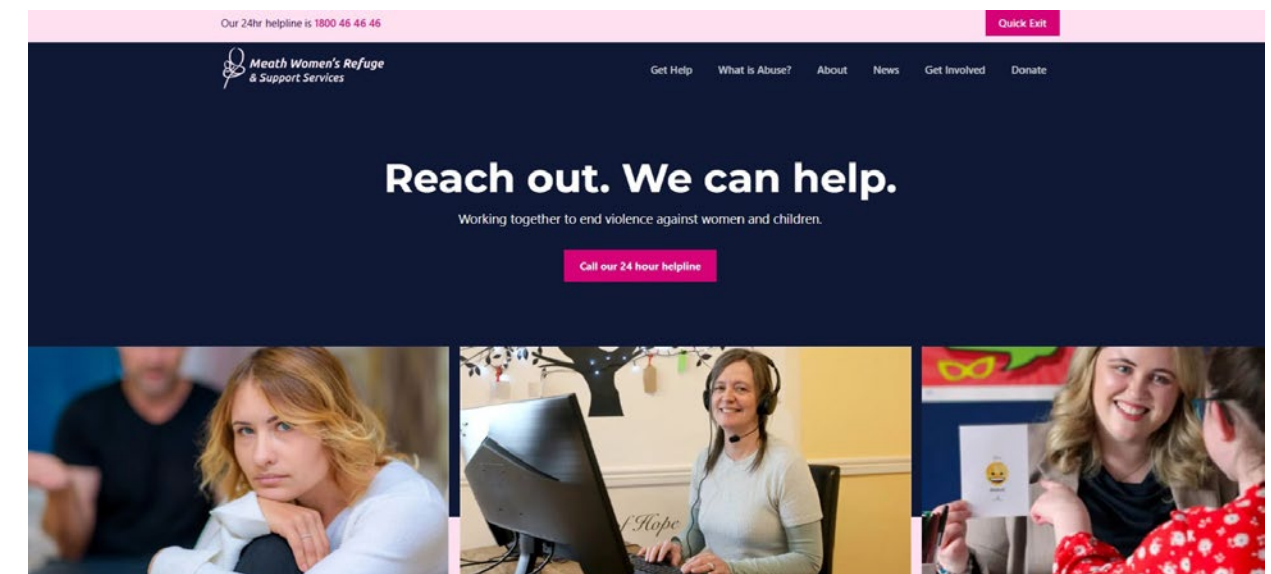
Some enhancements include:

- Publishing an online referral form for professionals from external services to refer women directly into the outreach services. The form is integrated into our database.
- Set up reminders two weeks ahead of client court dates, so that workers could offer support and safety planning before the return court date.
- Develop forms for risk assessments and safety plans to be recorded on eSAFE
- Develop a new online portal for our contracted counsellors and play therapists to receive and manage referrals securely.



EVAD IT manages our IT systems and security on behalf of the organisation and we upgraded on OneDrive system to SharePoint in late 2024 to enable better sharing and security for our cloud based files with staff and board members. Training has been provided for staff.

Our new website (www.dvservicesmeath.ie) was launched in January 2024 designed by Grayson Rose and funded through a grant from Meta. The new website had 7,600 visitors in 2024 and features an integrated donations function and a new webchat service.





Strategic Priority 4: Advocacy and Profile

Under this goal we aim to raise our profile to ensure women and children who need our services are aware we exist and to increase the accessibility of our support services. Secondly, we want to promote better understanding and responses to domestic violence locally and nationally.

Some highlights from our communications and advocacy work during 2024 were:

International Women's Day

As part of International Women's Day (March 8th), we attended a range of events to raise awareness about gender-based violence and our services including Meath County Chamber's Annual Women's Day lunch, Clairmont Stadium Health Fair and gave a talk on healthy relationships at Eureka Secondary School in Kells.



Above: Eureka Secondary School in Kells participated in a healthy relationships talk to mark International Women's Day 2024



Go Purple Day

Go Purple Day is the national domestic violence awareness day spearheaded by An Garda Síochána nationally in partnership with local domestic violence services. To mark the day, we hosted a Coffee Morning in refuge and presented Aidan Weldon with a Community Champion Award for his huge commitment as a volunteer and board member over many years. He was presented with the award and a gift hamper sponsored by Credit Union Plus by Meath County Council Cathaoirleach, Cllr Tommy Reilly, Minister for Justice, Helen McEntee and Sinéad Gogan, our Chairperson. We also took part in various Go Purple Day events across the county hosted by local Garda stations.



Go Purple Day 2024 – Aidan Weldon presented with Community Champion 2024 by Minister for Justice, Helen McEntee and Meath Co Council Cathaoirleach, Cllr Tommy Reilly



Trim Go Purple Day event

Media Reach

Social media is a key platform to reach women who may need our services as well as raising awareness amongst community members. We had an active social media presence on LinkedIn, Facebook and Instagram in 2024 with a total of 5,337 social media followers. Our total reach was 142,600 on social media and 7,600 website visitors. We also had considerable media coverage featuring in Meath Chronicle, The Gloss, TheJournal.ie, The Sun, Meath Herald and took part in six LMFM interviews. We ran social media ads to promote our podcast series and raise awareness of our services.

Podcast Series launched

With funding support from Meta, Meath Women's Refuge & Support Services launched an innovative 6-part podcast series in July 2024 aimed at raising awareness about domestic violence, breaking stigma, and providing survivors with a platform to share their experiences. The podcast was hosted by Elaine Keogh, Solistice Media, and recorded at The Podcast Studio, Dublin, ensuring high quality production which ensured it reached a broad audience and sparked important conversations. Moving forward, we aim to expand this project with additional episodes, incorporating expert interviews and survivor-led discussions to further deepen engagement and impact. In 2024, audio clips from the podcast reached over 100,000 people on social media and close to 2,000 episodes downloaded.



"I just relistened to the first episode, so powerful. It gives hope to so many but also I love the way its pointed at giving the woman her power back, it's so inspiring. Thank you for all you do." – Survivor contributor



"It's uplifting to hear such an important topic being addressed. One in four women will experience domestic violence – if it's not you, it could be someone you know and love." - Social media listener

Left: Lane Galvin, midwife at Our Lady of Lourdes Hospital Drogheda, recording at the Podcast Studios Dublin

Survivor fund report launched

On 20th September 2024, we launched a new report entitled 'No Safety Net: The Cost of Survival' detailing the impact of flexible cash payments to women survivors of domestic violence over the past four years. The report was compiled to share learnings on a cash grants programme, which was instigated at the start of the coronavirus pandemic. Women's Aid, Safe Ireland and Bank of Ireland have supported the cash grants programme in Meath and attended and spoke at the launch. Meath Women's Refuge & Support Services have to date distributed over €60,000 in 127 cash payments to women staying in refuge and engaging with its outreach services in Co. Meath. The average grant was €480 with funds used to meet a wide variety of emergency needs, including car repairs and transport, personal and home safety (such as changing locks), essential needs like food and clothes and legal costs.

While not a panacea for the multitude of barriers and challenges facing survivors of domestic violence, flexible cash payments can have an immediate impact, relieving stress, offering choice and providing women a vital safety net to prevent a spiral into poverty. Flexible cash payments have been used effectively in the UK, USA and Australia specifically to support women affected by domestic violence both pre and post separation.

We are calling on the Government to introduce a flexible payment scheme for survivors in Ireland, which has been shown to empower women and reduce dependence.



Above: Liz Pena, Cuan, Sinead Smith, MWRSS, Sarah Benson, Women's Aid, Mary McDermott, Safe Ireland, Allison Graham, Saoirse Domestic Violence Services and Frances Haworth, MWRSS at launch of No Safety Net: The Cost of Survival Report

External representation and advocacy

We continue to actively engage in both local and national spaces to highlight our work and call for action on domestic violence. Some of our network representation include Safe Ireland, the National Women's Council, the National Advisory Committee for Childhood Domestic Violence and Abuse, Children's Rights Alliance and on a local level the Child and Family Support Network, CYPSC Safety Group and the PPN in Meath.



Above: Sinead Smith, CEO, speaks at launch of Child Poverty Monitor hosted by Children's Rights Alliance

Meath Women's Refuge & Support Services met in May 2024 with a number of MEP candidates for Midlands North-West to share challenges facing women and children affected by domestic violence, including a lack of financial resources and suitable housing. With the General election following in November 2024, we published a 10-point Manifesto calling for action to tackle Domestic, Sexual and Gender-based violence and asked candidates what they would do if elected. Amanda Alty, Outreach & Community Team Leader attended a live debate with candidates in Meath East and West hosted by LMFM and posed questions to candidates.



Above: Meath Women's Refuge & Support Services meeting with MEP candidate in May 2024.

We continue to advocate around gender equality and reducing violence against women, focussing on key actions that are needed:

- Recognising violence against women has its root cause in gender inequality and committing to greater gender equality at all levels in Ireland
- Supporting the full implementation of the Istanbul Convention in Ireland and resourcing the roll out of the 3rd National Strategy on Domestic, Sexual and Gender Based Violence. Ensuring adequate, multi-year resourcing for domestic violence services.
- Recognising children as victims of domestic violence with the right to adequate supports.
- Increasing investment in social and affordable housing, as well as additional refuge beds and step-down homes
- Removing barriers to women and children leaving situations of domestic violence, including the provision of flexible grants to support essential and safety needs
- Ensuring Coimisiún na Méan is resourced in its role to regulate intermediaries and platforms to prevent illegal and harmful activities online
- Ensuring communities have the capacity to recognise and act against gender-based violence and increasing resourcing for prevention



Financial Statements 2024

MEATH WOMEN'S AID HOUSING ASSOCIATION CLG

Annual Report and Audited Financial Statements

for the financial year ended 31 December 2024

Meath Women's Aid Housing Association CLG REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Sinead Christian Meabh Smith Claire Sheeran Michelle Sweeney Richelle Manning Ruth Keegan Liam Keane John Dunne (Appointed 29 January 2024) Sinead Gogan
Chairperson	Sinead Gogan
Company Secretary	Meabh Smith
Charity Number	8685
Charities Regulatory Authority Number	20021634
Company Registration Number	127494
Registered Office and Principal Address	39 Flowerhil, Navan, Meath
Auditors	Whelan Dowling & Associates Chartered Accountants and Statutory Audit Firm Block 1, Unit 1 & 4, Northwood Court Santry Dublin 9 Ireland
Principal Bankers	Bank of Ireland Navan Co. Meath.

Whelan Dowling & Associates
Chartered Accountants and Statutory Audit Firm
Block 1, Unit 1 & 4,
Northwood Court
Santry
Dublin 9
Ireland

Company Number: 127494
Charity Number: 8685
Charities Regulatory Authority Number: 20021634



Meath Women's Aid Housing Association CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2024.

Message from Our Chairperson and Director

Meath Women's Aid Housing Association CLG continued to provide a wide range of support services to women and children impacted by domestic violence in Co. Meath in 2024. We continued to experience high demand for services during the year. In 2024 we provided refuge to 196 women and children (105 children and 89 women) and worked with 530 women in the community. Through fundraising and grants we provided over 500 counselling sessions and 94 sessions of play therapy and our helpline managed 1,376 incoming calls.

In 2024, our core funding transferred from Tusla and Victims of Crime to the new State agency – Cuan - set up under legislation to fund domestic, sexual and gender-based violence services in Ireland and work towards implementing a zero tolerance approach. Through increasing our core funding in 2024 we were positioned to meet a high demand in services, including access to children's specialist services and outreach. We also launched a new community mobilisation project – Zero Tolerance Meath – which is focused on the primary prevention of domestic and gender based violence through education and community engagement.

We continued the implementation of our business plan to support the growth and development of the organisation, which included the ongoing work on our new refuge building development. We were delighted in November to receive Stage 2 approval from the Department of Housing for €8.9 million to fund our new 12-unit refuge building in Windtown, Navan. This is a significant step on our refuge development journey. We benefitted from a range of donations and grants from community stakeholders and partners which has enabled us to maintain and grow the quality of our services.

Meath Women's Refuge & Support Services had a leadership transition in 2024, and we bid a fond farewell to our outgoing CEO, Sinead Smith in October as she stepped down after 7 years with the organisation and welcomed Frances Haworth into the position. As we have reached the mid-way point of our strategic plan we conducted an independent review which found much of the ambition in the plan had been realised in a few short years. We continue to work towards enhancing our impact and systems as we adapt to significant organisation growth over the past few years.

On behalf of the Board, I would like to take the opportunity to thank Frances Haworth, CEO and her excellent team for the impact they make and their individual personal dedication in service of women and children.

Ms. Sinead Gogan
Chairperson

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective from 1st January 2019.

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Meath Women's Aid Housing Association CLG present a summary of its purpose, governance, activities, achievements and finances for the financial year 2024.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital. Members of the charitable company guarantee to contribute an amount not exceeding €1 to the assets of the charitable company in the event of a winding up.

Principal Activity

The principal activity of this charity is that of emergency refuge accommodation for women and children who have had to leave their home because of domestic abuse.



Meath Women's Aid Housing Association CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Mission, Objectives and Strategy

Objectives

To provide emergency crisis accommodation and supports to women and children who have to leave home due to domestic abuse within the family. To also provide outreach support services (including information on their options), to women in the community that are experiencing domestic abuse. To provide these services and supports in a caring and non-judgmental environment.

Subsidiary Objects

- A) To provide educational programmes that promote self-esteem, safety, and confidence to women and children who are or have experienced domestic abuse.
- B) To provide a range of supports, and individual counselling where appropriate to women who are or have experienced domestic abuse.
- C) To provide awareness of domestic violence within the community. To promote a zero tolerance of domestic violence and violence against women in our society.
- D) To engage with other agencies on behalf of women and children experiencing domestic abuse.
- E) To advocate on behalf of women and children who have experienced or who are experiencing domestic abuse.

Strategy

Meath Women's Aid Housing Association CLG continued the implementation of Strategic Plan for 2022-2026 which sets out four high level goals which was implemented via our annual work plan. The strategic plan contains 4 high level strategic priorities which are in line with our business development plan:

Priority 1 – Sustainable Organization

We strive to be a sustainable, secure organization, with the right people, delivering the right services, funded appropriately to meet the needs of an ever-growing population of women and children experiencing Domestic Violence.

Priority 2 – Development of People and Services

To deliver on this strategic plan we must invest in developing our own capacity and capability. This will ensure we can deliver a high-quality set of services and supports to the women and children we work with while also maintaining a strong and healthy organization.

Priority 3 –Technology, Infrastructure and Space

This strategic plan takes in the local, national, and global context in which we work. This means we will need to place a priority on the physical space we offer as well as how we use technology to support and enhance the services we provide.

Priority 4 – Advocacy and Profile

We are part of a bigger movement of societal partners working to eliminate gender-based violence. Challenging the narrative on Domestic Violence through bringing the voice of women and children to everything we do will have a community wide impact. We know that by advocating for women and children we can affect real policy and social change.

Other Highlights

· In 2024 we provided refuge to 196 women and children (105 children and 89 women) and worked with 530 women in the community. Through fundraising and grants we provided over 500 counselling sessions and 94 sessions of play therapy and our helpline managed 1,376 incoming calls.

· We increased our staffing in refuge to include a second weekend worker and a live night worker, which has considerably reduced risk for staff and residents and improved the quality of our service. We recruited a second case management worker for our Outreach team and a second Children's Support Worker for refuge which has enabled us to increase support to more families.

· We secured Stage 2 approval from the Department of Housing for €8.9 million for our new 12 unit refuge in Windtown, Navan with a site donated by Meath County Council.

· Our new Zero Tolerance Meath prevention project was officially launched in October by Minister for Justice, Helen McEntee, and is operating in 4 pilot sites across the county. The project is being evaluated by Maynooth University and has three staff in place.



Meath Women's Aid Housing Association CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

· We published and launched a new report 'No Safety Net: the Cost of Survival', which details the impact of our emergency cash grants to survivors over the past three years.

· We launched our brand new website with an integrated donations feature as well as a new podcast series called 'Close to Home' which has reached over 100,000 listens on social media and 2,000 downloads.

· We entered the Carmichael Good Governance Awards again in September, and while not short listed in our category we improved our score significantly and achieved an overall mark of 83%.

Structure, Governance and Management

Governance

The organisation is a charity and hence the report and results are presented in a form, which complies both with the requirements of the Companies Act 2014 and also the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)).

The organisation is a company registered in Co. Meath Ireland (Registration Number 127494), and is a company limited by guarantee not having a share capital. The objects of the company are charitable in nature and it has established charitable status.

We are fully compliant with the Charities Governance Code for Community and Voluntary organisations in Ireland and the Statement of Guiding Principles for Fundraising. We are fully compliant with the annual requirements of the Charities Regulatory Authority and the Companies Registration Office. We are compliant with the Government Circulars including Circular 44/2006 and Circular 13/2015. We submitted our annual returns to the Approved Housing Regulator in December 2024.

Composition of the Board and Board Appointment Process

The board of directors elect a chairperson following each annual general meeting. In accordance with the Articles of Association of the company, at every AGM, one third of the elected members of the Board shall retire from office but shall be eligible for re-election. If the number on the board should be an uneven number, then the number of members which, with the addition of one would make one third of the Board shall retire. The board members to retire in every year shall be those who have been longest in office, and if some of these have become members on the same day, those to retire (unless they otherwise agree amongst themselves) will be determined by lot.

The board is supported by a committee structure, which helps to deal with specific aspects of the organisation's business.

The Finance Risk & Governance Sub-Group, which met four times in 2024 (in February, March, September and December) consists of three directors including the treasurer. The CEO & financial manager attend these meetings and management accounts are presented and risks reviewed. The Treasurer acts as the chairperson of this group.

2. The fundraising and communications subgroup which oversaw the development of the fundraising and communications strategies is made up of three directors with the Development, Impact & Policy Manager reporting into this group, as well as the CEO in attendance. This group met on four occasions in 2024 and is chaired by a director of the board who has expertise in this area.

3. The Human Resources Subgroup met on two occasions in 2024, in February and October. This group supports the HR functions in the organisation and the chairperson sits on and chairs this group.

Company Secretary

Meabh Smith

Directors on the Finance and Risk Subgroup

Richelle Manning (Treasurer)
John Dunne (appointed 29th January 2024)
Liam Keane

Attendance at Board meetings

There was one change to the directors who served during the year. John Dunne was appointed on the 29th of January 2024

There were 9 board directors in 2024 up to year end. The board met 6 times (including an additional ad-hoc meeting in March 2024) and the AGM on the 27th of May 2024.



Meath Women's Aid Housing Association CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Management

Our CEO reports directly to the board, has operational responsibility in line with their delegated schedule of duties which are documented in the board governance handbook and provides bi-monthly reports on behalf of the organisation. The strategic plan guides the development of annual work plans that are implemented on a year-to-year basis. All new policies and procedures are reviewed by the board before ratification. Decisions by the board are made using a consensus model, however if this is not possible then a voting system applies in line with the organisation's constitution.

Review of Activities, Achievements and Performance

The organization continued to deliver high quality services at a difficult time in terms of a cost of living crisis. We are proud that we increased the levels of services and supports to women and children during this time through the support of our funders and donors.

Financial Review

We managed the organisation prudently and efficiently, ensuring a wide range of services and programme activity. Public funding, grants, and philanthropy were key sources of funding for the organisation in 2024. In 2024 our new Finance Manager reviewed the finance function and enhanced processes and procedures to ensure continued full compliance with SORP and audit requirements. We were also independently audited by KOSI Auditors, at the request of core funder, Cuan Agency.

The results for the financial year are set out on page 10 and additional notes are provided showing income and expenditure in greater detail.

We managed the organisation prudently and efficiently, ensuring a wide range of services and programme activity. Public funding, grants, and philanthropy were key sources of funding for the organization in 2023.

The results for the year, the balance sheet and the cash flow statement are set out in these accounts.

Financial Results

At the end of the financial year the charity had gross assets of €1,369,293 (2023 - €1,192,683) and gross liabilities of €250,372 (2023 - €77,918). The net assets of the charity have increased by €4,155.

Financial Position

The total assets of The Company includes Property with a net book valued of €721,598 at the year end 31 December 2024.

Reserves Position and Policy

The Board of Directors updated our reserves policy and developed a separate reserves statement also in 2024, and this was signed off by the board of directors on the 27th May 2024. The intent of sustaining operating reserves is to ensure that the strategic goals of the organisation continue to be met by setting the minimum operating reserve to 3 months of the annual salaries and running costs budget. Our operating reserves are contributed to on an annual basis from unrestricted net assets. This contribution is dependent on the financial outcome for the year and is subject to an annual review of the overall operating budget and projected results for the following year. We maintain reserves at at least 3 months operational costs. Our reserves were not utilised in 2024.

A drawdown from the Operating Reserve Fund must be approved by the Board.

The directors submit their report together with the audited financial statements for the financial year ended 31 December 2024.

Apportionment and financial procedures and policies

In line with best practice, the organisation has an apportionment policy which allows for clear allocation of income to activities, staffing and related expenditure. All financial activities are undertaken in line with financial procedures and policies.

Principal Risks and Uncertainties

We carry out a risk assessment at the beginning of each year and maintain an annual risk register. The board reviewed risks at the start of 2024 and updated our risk register in April 2024, and it is a standing item at quarterly finance and risk subgroup meetings with issues arising being fed back to the main board for decision making. Risk areas include finance and sustainability, external factors, governance, data breaches, continuity of services and work, staffing and staff welfare. Quarterly reports on the risk register are documented and provided at board meetings.



Meath Women's Aid Housing Association CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Plans for the Future

In 2025 we will advocate with our core funder Cuan Agency to continue to implement the next phase of our business plan which includes a number of new roles, including a Director of Services, as well as ensuring our operational costs are covered through core funding. In terms of our new refuge development, we expect to submit a part 8 planning application and move to secure a building contractor. It is envisaged that building work will begin in 2026. Finally, we continue to work to ensure we have a sustainable model of funding for the organisation and secure and robust systems to support staff and manage organisation growth.

Directors and Secretary

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

Sinead Christian
Meabh Smith
Claire Sheeran
Michelle Sweeney
Richelle Manning
Ruth Keegan
Liam Keane
John Dunne (Appointed 29 January 2024)
Sinead Gogan

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

The secretary who served throughout the financial year was Meabh Smith.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Meath Women's Aid Housing Association CLG subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

Investment Policy

The policy of the board of directors is to invest any monies so that risk is kept to a minimum. Hence, to date any funds that have accrued have been held in a savings deposit account with Bank of Ireland.

The Auditors

The auditors, Whelan Dowling & Associates, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

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

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 39 Flowerhil, Navan, Meath.

Approved by the Board of Directors on 26th of May 2025 and signed on its behalf by:


Richelle Manning | Director


Sinéad Gogan | Chairperson



Meath Women's Aid Housing Association CLG DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

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

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

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

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

As explained in note 3, state whether the applicable in the UK and Republic of Ireland FRS 102 has been followed;

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

In so far as the directors are aware:

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

Approved by the Board of Directors on 26th of May 2025 and signed on its behalf by:


Richelle Manning | Director


Sinéad Gogan | Chairperson



INDEPENDENT AUDITOR'S REPORT to the Members of Meath Women's Aid Housing Association CLG

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Meath Women's Aid Housing Association CLG ('the Charity') for the financial year ended 31 December 2024 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

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

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

Other Information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.



INDEPENDENT AUDITOR'S REPORT to the Members of Meath Women's Aid Housing Association CLG

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

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

In our opinion the accounting records of the charity 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 charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the charity. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 9, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charity'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 they either intend to liquidate the charity 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.

Further information regarding the scope of our responsibilities as auditor

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

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

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



INDEPENDENT AUDITOR'S REPORT to the Members of Meath Women's Aid Housing Association CLG

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

Our report is made solely to the charity'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 charity'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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Sean Whelan FCA

for and on behalf of

WHELAN DOWLING & ASSOCIATES

Chartered Accountants and Statutory Audit Firm

Block 1, Unit 1 & 4,

Northwood Court

Santry

Dublin 9

Ireland

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Meath Women's Aid Housing Association CLG STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2024

		Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
	Notes						
Income							
Donations and legacies	4.1	142,022	3,286	145,308	163,712	-	163,712
Charitable activities							
- Grants from governments	4.2	-	1,697,640	1,697,640	36,000	1,203,748	1,239,748
and other co-funders							
Other income	4.3	11,199	106,674	117,873	14,718	291,905	306,623
Total income		153,221	1,807,600	1,960,821	214,430	1,495,653	1,710,083
Expenditure							
Charitable activities	5.1	87,685	1,868,981	1,956,666	226,502	1,444,813	1,671,315
Net income/(expenditure)		65,536	(61,381)	4,155	(12,072)	50,840	38,768
Transfers between funds		2,841	(2,841)	-	-	-	-
Net movement in funds for the financial year		68,377	(64,222)	4,155	(12,072)	50,840	38,768
Reconciliation of funds:							
Total funds beginning of the year	16	983,232	131,534	1,114,766	995,304	80,693	1,075,997
Transfer between opening funds		32,180	(32,180)	-	-	-	-
Total funds at the end of the year		1,083,789	35,132	1,118,921	983,232	131,533	1,114,765

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 26th of May 2025 and signed on its behalf by:


Richelle Manning | Director


Sinéad Gogan | Chairperson



Meath Women's Aid Housing Association CLG BALANCE SHEET

as at 31 December 2024

	Notes	2024 €	2023 €
Fixed Assets			
Tangible assets	10	730,098	740,060
Current Assets			
Debtors	11	48,911	21,524
Cash at bank and in hand	12	590,284	431,099
		639,195	452,623
Creditors: Amounts falling due within one year	13	(250,372)	(77,918)
Net Current Assets		388,823	374,705
Total Assets less Current Liabilities		1,118,921	1,114,766
Funds			
Restricted trust funds		35,132	131,534
General fund (unrestricted)		1,083,789	983,232
Total funds	16	1,118,921	1,114,766

The total unrestricted funds includes a revaluation reserve of €(465,981) (2023 - €(465,981))

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

Approved by the Board of Directors on 26th of May 2025 and signed on its behalf by:


Richelle Manning | Director


Sinéad Gogan | Chairperson



Meath Women's Aid Housing Association CLG STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		4,156	38,768
Adjustments for:			
Depreciation		9,962	9,962
		14,118	48,730
Movements in working capital:			
Movement in debtors		(27,387)	9,185
Movement in creditors		172,446	24,736
Cash generated from operations		159,177	82,651
Cash flows from investing activities			
Payments to acquire tangible assets		-	(17,000)
Net increase in cash and cash equivalents		159,177	65,651
Cash and cash equivalents at the beginning of the year		431,099	365,448
Cash and cash equivalents at the end of the year	12	590,276	431,099



Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Meath Women's Aid Housing Association CLG is a company limited by guarantee incorporated in Ireland. The registered office of the company is 39 Flowerhil, Navan, Meath which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of preparation

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102". Irish statute comprising the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland, effective 1st January 2020.

the Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

The charity constitutes a public benefit entity as defined by FRS 102.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2024 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102", applying Section 1A of that Standard.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:



continued

Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

-Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Tangible fixed assets and depreciation

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

Land and buildings freehold	-	4% Straight line
Fixtures, fittings and equipment	-	15% Straight line
Motor vehicles	-	25% Straight line

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

3. GOING CONCERN

The directors' assessment of going concern considers the financial forecast for 2025 and 2026 and the internal risk management assessment of the organisation.

The directors will monitor the financial stability of the organisation in line with any changes to the financial outlook for 2024 and beyond.

Assumptions made in conducting their assessment, included:

- The organisation has secured new lines of funding; diversifying its funding base and reducing risk in relation to income;
- Overall funding income increased in 2024 and is expected to continue for the foreseeable future;
- The organisation would continue to receive support from its members and the general public; and
- The organisation will continue to implement cost saving strategies and look for additional income to support core activities.



continued

Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

The Board is conscious of:

- Risks associated with each stream of income and expenditure being different from that budgeted;
- Planned activity levels; and
- The organisation's commitments.

4. INCOME					
4.1 DONATIONS AND LEGACIES	Unrestricted Funds	Restricted Funds	2024	2023	
	€	€	€	€	
Fundraising & Donations	142,022	3,286	145,308	163,712	
4.2 CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2024	2023	
	€	€	€	€	
Grants from governments and other co-funders:					
TUSLA	-	1,375,678	1,375,678	970,250	
Meath County Council	-	50,787	50,787	28,323	
Victims of Crime	-	159,622	159,622	69,000	
Meta	-	5,773	5,773	34,600	
Safe Ireland	-	5,000	5,000	-	
Womens Aid	-	-	-	10,000	
Community Foundation Ireland - BOI	-	-	-	10,000	
Ireland Fund	-	5,000	5,000	5,000	
HSE Lottery	-	5,858	5,858	6,500	
Childrens Rights Alliance	-	5,200	5,200	6,775	
National Lottery Good Cause	-	-	-	36,000	
Edmund Rice	-	-	-	2,000	
Protestant Aid	-	-	-	1,800	
Sisters of Mercy	-	20,000	20,000	-	
Katherine Howard Foundation	-	-	-	10,000	
Mason Hayes & Curran	-	-	-	16,500	
Knights of Columbanus	-	3,000	3,000	3,000	
Community Foundation Ireland - OLC	-	10,000	10,000	30,000	
Hospital Saturday Fund	-	2,732	2,732	-	
TOMAR	-	25,000	25,000	-	
Bord na Mona	-	1,000	1,000	-	
ESB	-	12,991	12,991	-	
Kingspan	-	10,000	10,000	-	
	-	1,697,640	1,697,640	1,239,748	
4.3 OTHER INCOME	Unrestricted Funds	Restricted Funds	2024	2023	
	€	€	€	€	
Other income	-	106,674	106,674	291,905	
Service Charge	10,130	-	10,130	10,383	
Other	1,069	-	1,069	4,335	
	11,199	106,674	117,873	306,623	
5. EXPENDITURE					
5.1 CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2024	2023
	€	€	€	€	€
Expenditure on charitable activities	13,034	27,464	21,978	62,476	273,717
Meath County Council - Community Houses	-	-	9,792	9,792	21,823
Victims of Crime	49,168	20	21,300	70,488	69,000
OLC - Community Foundation	634	1,515	884	3,033	-



continued

Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Safe Ireland	-	-	3,705	3,705	-
META Grant	-	-	-	-	-
New Building Costs	-	106,674	-	106,674	291,905
National Lottery -Toy Show Appeal	14,522	-	5,441	19,963	10,256
Childrens Rights Alliance	-	-	5,622	5,622	6,375
Knights of Columbanus	-	-	3,200	3,200	2,800
Womens Aid - Client Fund	-	-	9,800	9,800	200
Edmund Rice	-	-	413	413	1,587
National Lottery - Good Governance Award	-	-	12,630	12,630	3,820
BOI Cost of Living - CFI	-	4,265	-	4,265	5,691
Childrens Programme (Tusla)	3,594	-	-	3,594	-
TOMAR	-	6,957	-	6,957	-
Mason Hayes Curran	-	-	16,319	16,319	-
Buddist Temple	-	500	-	500	-
Kingspan	-	-	8,640	8,640	-
The Ireland Funds	-	-	5,000	5,000	-
Sisters of Mercy	-	-	20,000	20,000	-
Uppercuts - Pheonix	2,775	-	-	2,775	-
ESB	13,994	-	-	13,994	-
HSE Lottery 2024 - Equine/Soft Furnishings	-	-	5,881	5,881	-
Bord na Mona	-	749	-	749	-
Digitwell	2,786	-	-	2,786	-
Katherine Howard Foundation	-	10,000	-	10,000	-
Service Charge	9,219	-	-	9,219	-
Hospital Saturday Fund	2,732	-	-	2,732	-
META Community Fund	-	1,453	12,685	14,138	13,887
MCC Community Houses	-	4,882	54	4,936	-
META Client Fund	-	5,041	-	5,041	-
META Survivors Voices	8,484	750	-	9,234	-
ClIr Emer Tobin - New Unit	-	-	2,996	2,996	-
Tusla - Overheads	200,403	-	-	200,403	-
Tusla- Wages	1,167,442	-	-	1,167,442	970,254
VOC - Overheads	2,115	611	-	2,726	-
ClIr Funds - Programme Costs (Taxi)	-	2,000	-	2,000	-
ClIr Funds - Outreach	-	3,802	-	3,802	-
HSF Mattresses	-	-	2,700	2,700	-
META Community Fund 2024	-	3,964	260	4,224	-
VOC Community Mobilisation	81,416	4,778	-	86,194	-
MCC Community Grant Scheme 2024	-	-	480	480	-
ClIr Funds Household	-	-	7,901	7,901	-
MCC LEP 2024	-	4,970	-	4,970	-
MCC CAS 2024	-	15,000	-	15,000	-
MCC Additional funds 2024	-	1,272	-	1,272	-
	1,572,317	206,668	177,681	1,956,666	1,671,315

5.2 SUPPORT COSTS	Charitable Activities	2024	2023
	€	€	€
Support	177,681	177,681	236,806
6. ANALYSIS OF SUPPORT COSTS			
	2024	2023	
	€	€	
Support	177,681	236,806	



Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

continued

7.	NET INCOME	2024	2023		
		€	€		
	Net Income is stated after charging/(crediting):				
	Depreciation of tangible assets	9,962	9,962		
	Auditor's remuneration:				
	- audit services	5,735	4,505		
8.	EMPLOYEES AND REMUNERATION				
	The staff costs comprise:	2024	2023		
		€	€		
	Wages and salaries	1,171,036	866,907		
	Social security costs	127,577	92,668		
	Pension costs	72,826	48,672		
		1,371,439	1,008,247		
9.	EMPLOYEE BENEFITS				
	As required in the Circular 13/2014 Section 5, Subsection21 (g)				
	There are no employees who received employee benefits excluding employer pension costs) of more than €70,000 for the reporting period.				
	The directors of Meath Women's Aid Housing Association CLG are all unpaid volunteers.				
10.	TANGIBLE FIXED ASSETS				
		Land and buildings freehold	Fixtures, fittings and equipment	Motor vehicles	Total
		€	€	€	€
	Cost				
	At 31 December 2024	785,819	212,246	32,575	1,030,640
	Depreciation				
	At 1 January 2024	58,509	212,246	19,825	290,580
	Charge for the financial year	5,712	-	4,250	9,962
	At 31 December 2024	64,221	212,246	24,075	300,542
	Net book value				
	At 31 December 2024	721,598	-	8,500	730,098
	At 31 December 2023	727,310	-	12,750	740,060
11.	DEBTORS			2024	2023
				€	€
	Trade debtors			32,766	7,218
	Other debtors			7,953	5,853
	Prepayments			8,192	8,453
				48,911	21,524



Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

continued

12. CASH AND CASH EQUIVALENTS	2024	2023
	€	€
Cash and bank balances	18,407	15,133
Bank overdrafts	(8)	-
Cash equivalents	571,877	415,966
	<u>590,276</u>	<u>431,099</u>
13. CREDITORS	2024	2023
Amounts falling due within one year	€	€
Amounts owed to credit institutions	8	-
Trade creditors	6,425	-
Taxation and social security costs	37,034	21,680
Accruals	13,889	46,238
Deferred Income	193,016	10,000
	<u>250,372</u>	<u>77,918</u>
14. STATE FUNDING		
Agency	CUAN	
Government Department	TUSLA Child and Family Agency	
Grant Programme	Community Services	
Purpose of the Grant	Restricted to Salaries	
Term	1 Year	
Total Fund	€1,658,012	
Expenditure	€1,537,196	
Fund deferred or due at financial year end	€ 120,816	
Received in the financial year	€1,658,012	
Capital Grant	No	
Restriction on use	Yes	



continued

Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

State Funding	Department of Housing, Local Government & Heritage
Agency	Meath County Council
Department	
Purpose of the Grant	Reimbursement of New Building Costs
Term	Ongoing
Total Fund	€106,674
Expenditure	€106,674
Fund deferred or due at financial year end	Nil
Received in the financial year	Yes
Capital Grant	No
Restriction on use	Yes
State Funding	
Agency	HSE
Department	HSE
Grant Programme	HSE National Lottery Grant Scheme 2024
Purpose of the Grant	
Term	1 Year
Total Fund	€5,858
Expenditure	€5,858
Fund deferred or due at financial year end	€0
Received in the financial year	€5,858
Capital Grant	Project Grant
Restriction on use	Yes

15. RESERVES

	Revaluation reserve	Funds	Total
	€	€	€
At the beginning of the year	931,962	182,804	1,114,766
Surplus for the financial year	-	4,155	4,155
At the end of the year	931,962	186,959	1,118,921

Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

continued

16. FUNDS		Unrestricted Funds €	Restricted Funds €	Total Funds €
16.1 RECONCILIATION OF MOVEMENT IN FUNDS				
At 1 January 2023		995,304	80,693	1,075,997
Movement during the financial year		(12,072)	50,840	38,768
At 31 December 2023		983,232	131,534	1,114,766
Transfer between opening funds		32,180	(32,180)	-
Movement during the financial year		68,377	(64,222)	4,155
At 31 December 2024		1,083,789	35,132	1,118,921

16.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2024 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2024 €
Restricted funds					
Restricted	131,534	1,807,600	1,904,002	-	35,132
Unrestricted funds					
Unrestricted General	983,232	153,221	52,664	-	1,083,789
Total funds	1,114,766	1,960,821	1,956,666	-	1,118,921

16.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Restricted trust funds	402,536	(129,635)	(137,212)	135,689
Unrestricted general funds	327,562	772,096	(116,426)	983,232
	730,098	642,461	(253,638)	1,118,921

17. STATUS

The charity is limited by guarantee not having a share capital. Members of the charitable company guarantee to contribute an amount not exceeding €1 to the assets of the charitable company in the event of a winding up.

The liability of the members is limited.

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

18. CAPITAL COMMITMENTS

The charity had no material capital commitments at the financial year-ended 31 December 2024.



continued

Meath Women's Aid Housing Association CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

19. CONTINGENT LIABILITIES

There were no contingent liabilities at the year end.

20. RELATED PARTY TRANSACTIONS

There were no transactions with the Directors during this period.

21. POST-BALANCE SHEET EVENTS

There were no post balance sheet events as at 31 December 2024.

22. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on
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MEATH WOMEN'S AID HOUSING ASSOCIATION CLG

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

NOT COVERED BY THE REPORT OF THE AUDITORS





Meath Women's Aid Housing Association CLG
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
OPERATING STATEMENT

for the financial year ended 31 December 2024

	Schedule	2024 €	2023 €
Income			
- Donations & Fundraising Activities		145,308	163,712
- Reimbursement of Building Costs		106,674	291,905
- Service Charge		10,130	10,383
- Other Income		1,069	4,335
- Government Grants and other funders		1,697,640	1,239,748
		<u>1,960,821</u>	<u>1,710,083</u>
Charitable activities and other expenses	1	(1,956,666)	(1,671,315)
Net surplus		<u><u>4,155</u></u>	<u><u>38,768</u></u>



Meath Women's Aid Housing Association CLG
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES

for the financial year ended 31 December 2024

	2024 €	2023 €
Expenses		
Wages and salaries	1,171,036	866,907
Social security costs	127,577	92,668
Staff defined contribution pension costs	72,826	48,672
Staff training	16,745	19,071
Client Funds	16,804	14,152
Rent payable	28,107	25,626
Service charges	11,852	18,919
Insurance	12,012	10,617
Light and heat	34,502	27,055
Cleaning	-	466
Repairs and maintenance	46,117	15,791
Printing, postage and stationery	6,490	5,429
Advertising	9,509	5,021
Telephone	18,867	12,343
Computer & Office equipment costs	80,515	47,486
Hire of equipment	2,834	1,768
Motor & Travel expenses	8,402	280
Travelling and entertainment	7,999	6,190
Room Hire	1,051	-
Consultancy fees	19,765	17,860
Counselling costs	53,470	45,180
Programme Costs	54,350	15,973
Auditor's/Independent Examiner's remuneration	5,735	4,505
Bank charges	567	403
Building Costs	106,674	321,345
General expenses	28,353	35,346
Subscriptions	4,545	2,280
Depreciation	9,962	9,962
	<u><u>1,956,666</u></u>	<u><u>1,671,315</u></u>





