

WILLOW

DOMESTIC ABUSE SERVICES



Annual Report & Financial Statements
2025

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COMPANY INFORMATION

Registered Company Name

Meath Women's Aid Housing Association Company Limited by Guarantee
T/A Willow Domestic Abuse Services

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

Executive Team

CEO Frances Haworth

Finance Manager Selina Comaskey

People & Change Manager Helen Cahill (joined August 2025)

Team Leader Outreach and Community Team Amanda Alty

Team Leader Helpline and Refuge Team Aileen Flood (joined May 2025)

Team Leader Child and Youth Team Katie Carry (on leave from September 2025)

Team Leader Child and Youth Team Cheriece Corrigan (cover from September 2025)

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

Contact Us

Website www.willowdas.ie

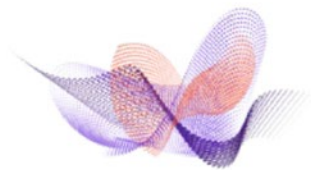
Office Number 046 902 2393

Office Email admin@willowdas.ie

24-hour Freefone Helpline 1800 464646

Memberships

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



**Irish Observatory
on Violence
Against Women**



WORDS OF COURAGE & HOPE



" Just a big Thank You to everyone. It has been very, very difficult and still is difficult, but we wouldn't be here only for everyone in the refuge. I'll never forget our first night there, all of us in one bed safe and together."



" We honestly wouldn't be where we are today without Willow. I will always be grateful for all the support and help myself and my children received."

" I just want to thank everyone for all your help. You have no idea how much you have helped us and that you literally saved me and my children's lives. For that I will forever be in your debt."

OUR VISION, PURPOSE AND VALUES

About

Willow Domestic Abuse Services, until recently known as Meath Women's Refuge & Support Services, is a specialist service founded 39 years ago in Navan to support women and children affected by domestic violence and abuse. We believe domestic violence and abuse 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.

We support women and children through a range of specialist services, including:

- **Free, Confidential 24-Hour Helpline**
- **Emergency Refuge Accommodation (8 units)**
- **Outreach & Community-Based Supports**
- **Support with Legal Protection Orders and Court**
- **Specialist Support for Children and Young People**
- **One-to-one Support & Counselling Services**
- **Support Groups & Personal Development Programmes**
- **Zero Tolerance Meath community-based programme**
- **School and youth-based education prevention programmes**





VISION

A future free from domestic, sexual and gender-based violence and abuse.



PURPOSE

Willow Domestic Abuse Services works towards a society free from domestic, sexual and gender-based violence and abuse by:

1. Supporting women and children who experience domestic violence and abuse on their journey towards safety, wellbeing and recovery.
2. Promoting a culture of zero tolerance of domestic, sexual and gender-based violence in Co. Meath.
3. Influencing long term societal and systemic change at local, regional and national level.



VALUES

Respect

We are passionate about achieving human rights and dignity for all and are committed to challenging the pillars of women's inequality in society. We embrace diversity and strive to be a fully inclusive organisation. We engage respectfully with others even when we do not agree with them.

Trust

We trust women and children as experts in their own experiences. We trust each other as colleagues and act with integrity and transparency towards our purpose. We are honest and consistent in our approach and strive to achieve high standards across the organisation.

Empathy

At the core of our work is listening, supporting and using our influence for the common good. We work with compassion so that people feel valued and heard. We seek to understand the perspective of others and are non-judgemental in our approach.

Hope

We believe hope is a powerful tool for change. We draw hope from the solidarity, bravery and resilience of those with lived experience and from our community. We believe change takes time, but it is possible and we all have a role to play.

HISTORY OF WILLOW DOMESTIC ABUSE SERVICES

Willow Domestic Abuse Services (formerly known as Meath Women's Refuge & Support Services) was one of the first women's refuges in Ireland when established in 1987. A group of pioneering local women conducted research and discovered that domestic violence and abuse was one of the key issues affecting women in Meath. These women went on to establish a refuge which was initially staffed on a voluntary basis in a donated building until core funding was secured from the North Eastern Health Board. In 1992, we bought the refuge and expanded the building with support from the Department of Housing. As demand for support continued to grow, so too did our services, extending beyond emergency refuge to include community outreach, court accompaniment and dedicated supports for children affected by domestic abuse. The recession of 2008 had a serious impact on the organisation and we experienced deep funding cuts and no additional funding for ten years.

However, increased focus and investment to tackle domestic violence and abuse 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.

This has led to increased core funding, and in recent years, Willow Domestic Abuse Services has been able to grow and expand services in response to year-on-year increases in requests for support. Co. Meath has one of the fastest growing populations of any county in Ireland and now has a population of over 220,000 people. Our development will culminate over the coming years with the completion of a new purpose-built 12-unit refuge facility in Windtown, Navan, on a site donated by Meath County Council.

2025 IN NUMBERS



1,661

contacts to our helpline
(averaging at **32** calls a week)



84

women and

104

children
provided
with refuge
accommodation

516

women could not be
accommodated in
refuge due to lack
of available places

47 amazing
staff

588

women supported
through outreach and
court services



25

women attended
group programmes

52

community education
and awareness sessions



77

children living in the
community supported

1,029

counselling hours
provided to **143** women



€37,239

provided through Survivor
Emergency Grants to **76** women

106

play therapy and
adolescent counselling
hours provided to **10**
children and young people

€2,276,160

INCOME

- **81%** from our core funders Cuan
- **19%** from donations and other grants

52,560

accounts
reached on
social media

7,900

website visitors

1 new
strategic
plan

63

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



1

1 new name:

WILLOW DOMESTIC ABUSE SERVICES

KEY MOMENTS



MARCH

Transition Year students from **St Patrick's Classical School**, Navan, raised an incredible €17,500 through their Boyne Camino walk in support of our services. The school also participated in healthy relationships workshops delivered by Willow over three months in 2025.

APRIL

The **Zero Tolerance Meath Interagency Group** launched in April 2025, bringing together partners from across Co. Meath to drive a coordinated response to domestic, sexual and gender-based violence (DSGBV) and work towards a county where all forms of DSGBV are not tolerated.



MAY

To mark **Go Purple Day 2025**, Community Champion Awards were presented at the Newgrange Hotel, Navan, recognising outstanding contributions to raising awareness of domestic abuse and supporting those affected by it. The recipients were Credit Union Plus (Organisation), Aoife Bradley (Individual) and Christina Cullen (Youth).



JUNE

Launch of research report **'Truly Be Me'** with Trinity College Dublin at Cuan's offices in Dublin. The team, led by Dr Eleanor Hollywood, evaluated the impact of our work with children engaged with our services that were living in the community.



OCTOBER

Minister for Justice, Jim O'Callaghan, visited refuge in Navan. The Minister met with partners, including Meath County Council, and spoke with staff to learn more about challenges facing women and children experiencing domestic abuse in Co. Meath.



NOVEMBER

To mark the 16 Days of Action Against Gender-Based Violence, we delivered two **'In Their Shoes'** training sessions attended by 47 participants from partner agencies and community groups across Co. Meath, all passionate about learning more about the lived experience of survivors.

CHAIRPERSON'S WELCOME

I am pleased to present the Annual Report & Financial Statements for 2025 on behalf of Willow Domestic Abuse Services.

I stepped into the role of Chairperson in May 2026, having served on the Board since 2021. We owe a debt of gratitude to our former Chairperson, Sinéad Gogan, who served in the role for eight years. Sinéad will remain on the Board until 2027, when her nine-year term concludes. On behalf of the Board, I would like to express our sincere thanks for her vision and leadership, which steered the organisation through a period of significant growth and development.

2025 was a year of substantial progress for Willow Domestic Abuse Services. Throughout the year, we continued to respond to increasing demand for our services while strengthening the supports available to women and children experiencing domestic abuse across Co. Meath.

Core funding in 2025 was provided through Cuan, Ireland's statutory agency for tackling domestic, sexual and gender-based violence, under the Department of Justice. Having been established in 2024, Cuan has quickly become a core partner, and throughout the year we worked closely together to strengthen understanding of local need and support the continued development of our services. We were pleased to receive an increase in our core funding in 2025 which enabled us to put in place a second weekend worker to better support families in refuge, as well as securing funding for a new Inclusion Outreach Worker who will help improve reach to migrant and marginalised women in the county.

It was also a significant year for our prevention work, as we expanded our efforts to challenge the attitudes and behaviours that underpin domestic abuse. 2025 marked the first full year of our Zero Tolerance Meath Programme, which continued to bring together partners across the county to increase awareness of domestic abuse and strengthen community responses to domestic, sexual and gender-based violence. We also secured grant funding from the RTÉ Toy Show Appeal to develop Athrú, a prevention programme for Transition Year students that promotes healthy relationships by exploring topics such as gender norms, consent and respect.

With our previous organisational strategy concluding in 2025, we developed a new five-year strategic plan to guide our work from 2026-2030. This strategy sets out an ambitious vision for the future and reflects our commitment to delivering high-quality, survivor-centred services while driving prevention, awareness and systemic change. This annual report has been prepared to this strategy. 2025 also saw the decision to rename and rebrand the organisation to Willow Domestic Abuse Services. Thoughtfully developed over the previous two years in consultation with staff, board members, and women and children who have used our services, this new name and identity has been designed to feel warm, inclusive and accessible, ensuring that every woman or child seeking support can see themselves reflected in our organisation and feel confident that help is available. This annual report has been prepared to this new name and brand identity.

We also continued to make progress on the development of our new 12-unit refuge, with the project advancing to publish a Part 8 planning application for the facility in December. This represents an important milestone in delivering much-needed refuge accommodation and enhanced support



Richelle Manning | Chairperson

facilities for women and children experiencing domestic abuse in Co. Meath. Today, requests for refuge are too high to be met at our current capacity.

On behalf of the board, I would like to thank Frances, the management team and all our dedicated staff and volunteers at Willow Domestic Abuse Services who go above and beyond to support women and children and champion action against domestic abuse in their everyday work. I also extend sincere thanks to my committed colleagues on our voluntary board of directors and to the generous community members, businesses and grant-makers who continue to provide vital funds and solidarity with our mission.

Ridelle Manning

CEO'S INTRODUCTION

As we reflect on 2025, the stark reality is that the number of women contacting Willow Domestic Abuse Services continues to grow. During the year, we saw a significant 20% increase in calls to our helpline, rising from 1,376 calls in 2024 to 1,661 calls in 2025. We hope this increase reflects high local awareness and trust in the service, particularly as we continue to build on our community engagement as an organisation. While it is encouraging that more women are coming forward for support, behind each number is a woman navigating severe pressures, fear and barriers to safety.

Our front-line services provide a vital safe space for women to speak about their experiences and understand their options – sometimes this is the first time they have told anyone what is happening to them. Whether through calling our 24-hour helpline, staying in refuge, accessing outreach, court accompaniment or our child and youth team; women and children are supported on their journey with empathy, compassion and professionalism. This year, we directly supported 672 women and 181 children.



Frances Haworth | CEO

We remain deeply concerned about the impact of the housing crisis on women trying to leave violence and abuse. We know women feel intense stress and fear about what will happen to them if they leave the family home, knowing that very often emergency homeless accommodation is the only option and sometimes even that is not available. We were unable to offer refuge to 516 women last year because our 8 units were full. Our new 12-unit refuge project has been underway for a number of years and we are doing everything we can to accelerate progress so we can expand capacity in Co. Meath. However, refuge accommodation is a short-term emergency measure – it is not a long-term option for women and their children. We will continue to advocate with our colleagues in the sector for prioritised housing

options for victims and survivors of domestic violence, and the right for victims, where they wish to do so, to remain in the family home. It was important in November to see domestic violence named as a root cause of homelessness and housing need for the first time in the new national Housing Strategy.

Children are victims and survivors of abuse in their own right, and have a right under the Convention on the Rights of the Child, to which Ireland is a signatory, to specialist supports to help them recover from abuse and trauma. Yet, every day, we see children being denied these supports because of the challenges posed by dual parental consent and lack of available services. The evaluation of our children's community service published in June showed high impact and need, but we urgently need another full-time worker to address waiting lists and ensure children coming forward are met with the support they are entitled to. Resourcing specialist children's services as part of our national response to domestic violence is nowhere near adequate and this must change.

Our service is a human one, not contained in bricks and mortar, but in approach and values. I am incredibly proud to work with the fantastic management and staff team at Willow Domestic Abuse Services who motivate and encourage each other through the difficult days. The work of front-line staff is complex and skilled, and we are delighted to have recruited a People & Change Manager in 2025 to support our team.

There is momentum nationally to address the endemic of violence against women, even as we see increasing and deeply worrying levels of misogyny and hate online. We draw hope by standing with our partners and colleagues in Co. Meath and nationally to champion the values of equality, respect and inclusion in society. Our strategic planning process was an opportunity to dig deep and reflect on our mission and values. Listening to women and children is at the core of empowerment and understanding how to respond to and prevent future abuse. Central to that is removing the shame and fear of judgement that women experience both from services and community members. As one woman during our strategic planning consultation said: "Friends and family asked why I stayed but never asked why he didn't stop." Our prevention and interagency work in Co. Meath is a source of great encouragement for the future as we see the willingness of our community to start conversations and take constructive action. Together we are creating a shared agenda for change.



WHAT CHANGED FOR YOU AS A RESULT OF RECEIVING SUPPORT FROM WILLOW?

"I feel
so powerful."

"Decrease in isolation,
increased safety,
reduced guilt and shame."

"I am so confident
because of the support
I received."

"I am full
of joy."

"I do not
cry anymore."

"I am
so happy."

"They gave me
confidence. I wanted
to stay longer."

"My girls
are healthy."

(Feedback from women who participated in our Strategic Planning consultation)



GRANT FUNDERS

Thank you to all who funded and supported our work in 2025.

Statutory Funders



CUAN

An Ghníomhaireacht um Fhoréigean Baile,
Gnéasach agus Inscnebhunaithe
The Domestic, Sexual and
Gender-Based Violence Agency



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



comhairle chontae na mí
meath county council



Erasmus+



Corporate and Philanthropic Supporters

**Community
Foundation
Ireland**



**MASON
HAYES &
CURRAN**

Meta



**The Rotary Club
of
Navan**

**CHILDREN'S
RIGHTS
ALLIANCE**
Uniting Voices For Children



**CU Credit
Union Plus**



DigitalWell



Edmund Rice Trust



MERCY PROJECTS FUND



DELIVERING ON OUR STRATEGIC GOALS

In 2025, we developed a new Theory of Change and five-year Strategic Plan (2026–2030), setting a clear direction for the organisation's next phase of growth and impact. We have an ambitious strategy for the future. We want to ensure every woman and child in Co. Meath that needs support can access the best possible services; and we will work in collaboration with others towards prevention and easier pathways to safety. We believe Co. Meath can be a centre of good practice for addressing domestic, sexual and gender-based violence (DSGBV) at all levels and we are proud to work with committed partners to be part of that change. We know we cannot address the deep-rooted problem of DSGBV alone and we must learn from our community and work together for real and lasting change.

We also continued to make progress on the development of our new 12-unit refuge, with the project advancing to publish a Part 8 planning application for the facility in December. This represents an important milestone in delivering much-needed refuge accommodation and enhanced support.



OUR THEORY OF CHANGE

PROBLEM

Deeply embedded patriarchal attitudes, systems and structural inequalities have resulted in the existence and tolerance of DSGBV globally.



OUR SOLUTION

Support women and children who experience domestic violence and abuse on their journey towards safety, wellbeing and recovery.

Promote a culture of zero tolerance of DSGBV in Co. Meath.

Influence long term societal and systemic change at local, regional and national level.



ACTIVITIES

LISTEN

We actively seek the insights, knowledge and lived experience of women, children, young people and the wider community to inform all aspects of our work.

RESPOND

We provide high quality, evidence-based services to respond to domestic violence and abuse.

COLLABORATE

We work closely with partners to challenge and change attitudes, systems and structures that enable DSGBV.

ENABLERS

People | Funding | Infrastructure | Governance | Communication



CHANGE

INDIVIDUAL LEVEL

Women, children and young people are safe, respected and supported.

Women, children and young people can recover and thrive.

Perpetrators are held accountable for their actions.

COMMUNITY LEVEL

A community that can recognise and respond to domestic violence and abuse.

A community that does not tolerate DSGBV.

SYSTEMIC LEVEL

An effective, integrated and collaborative system that works together to prevent and eradicate DSGBV.



IMPACT

A future free from domestic, sexual and gender-based violence.

OUR STRATEGY

OUR STRATEGIC PILLARS 2026 - 2030

1. LISTEN

We actively seek the insights, knowledge and lived experience of women, children, young people and the wider community to inform all aspects of our work.

1.1 We create safe opportunities to hear the voices of women who have lived experience of domestic violence and abuse to inform our services and understanding of what is needed.

1.2 We listen to children and young people's lived experience and opinions to further develop our services and influence change.

1.3 We engage with the community in Co. Meath to gather insights on root causes and understanding of DSGBV to identify opportunities for progress.

1.4 We learn from research and evidence-based practice to inform our approach and response.

2. RESPOND

We provide high quality, evidence-based services to respond to domestic violence and abuse.

2.1 We expand and develop our support services informed by feedback and priorities of women with lived experience of domestic violence and abuse.

2.2 We expand and develop our support services for children and young people informed by their views and lived experience of domestic violence and abuse.

2.3 We deliver education services to the wider community to support understanding of the dynamics of domestic violence and abuse and build capacity for action.

2.4 We ensure our services are delivered to the best possible standard in line with evidence-based practice and feedback.

3. COLLABORATE

We work closely with partners to challenge and change attitudes, systems and structures that enable DSGBV.

3.1 We partner with women to amplify their voices as experts in their own experience and agents of future change.

3.2 We champion the voices and rights of children and young people through our partnerships and external representations.

3.3 We influence and mobilise key partners across Co. Meath to create pathways to safety and advance a future of zero tolerance.

3.4 We advocate for structural change in local, regional and national spaces towards our vision of ending DSGBV.

This strategy will be enabled by:

People, Funding, Infrastructure, Governance and Communication

STRATEGIC GOAL 1: LISTEN

We actively seek the insights, knowledge and lived experience of women, children, young people and the wider community to inform all aspects of our work.

1.1 Create safe opportunities to hear the voices of women with lived experience

Strategic Plan Consultation

In 2025, we carried out an extensive consultation process to develop our new strategic plan. Fiona Barry, consultant, worked with us over six months to shape the strategy and, as part of this process, conducted:

- **1:1 interviews with women who have used our services**
- **Online survey of women who have used our services**
- **1:1 interviews with external stakeholders**
- **Online survey of external stakeholders**
- **Staff consultation and workshops**
- **Organisation-wide online survey**
- **Board consultation**

The themes identified through the process included the importance of informing our work by listening to the lived experience of women, children and young people as well as supporting the community to be able to respond with high quality, accessible services. In addition, the importance of collaborating with all stakeholders to influence change in attitudes to eradicate DSGBV was identified.

As part of the consultation, we asked women - What would you like to see Willow do more of in the next five years? Here are some of the responses which fed into the development of our new strategy:

- **"More accommodation."**
- **"More information about types of domestic abuse. You can be abused without a bruise."**
- **"Do more of the courses, more Freedom programme and more financial well-being programme. The equine coaching was really good it really teaches you about yourself - it was fantastic."**
- **"Perhaps if there were support groups within communities and where a professional interpreter who understands their language could be present it would help more women be able to access services."**
- **"Try to influence the next generation."**

As part of this consultation with women, children, staff and stakeholders, we made the important decision to rename the organisation to Willow Domestic Abuse Services. The new name and associated brand were thoughtfully chosen to reflect the organisation's evolution and to represent the full scope of its services. Designed to be warm and inclusive, it aims to

ensure that any woman or child seeking support can see themselves in the name and feel confident that help is available.

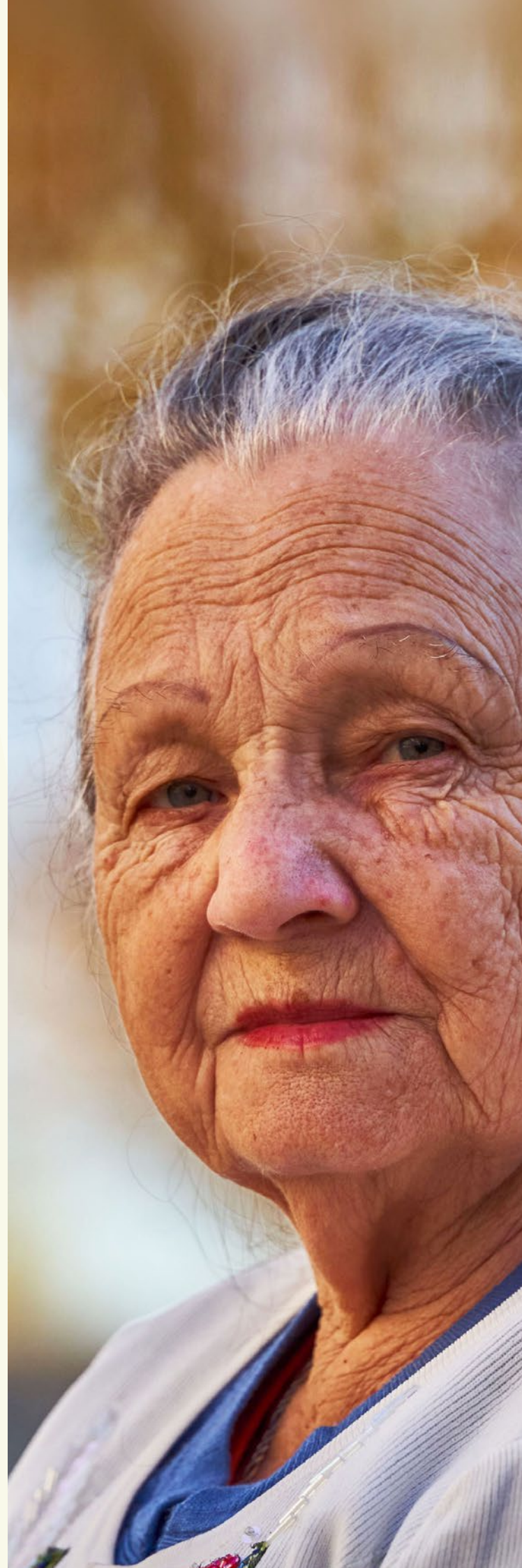
When asked what the word 'Willow' meant to them, some of the feedback included describing it as "a calm and peaceful place" and "it feels soft but strong at the same time". Consultation feedback also made it clear that our new name should retain an explicit reference to domestic abuse, helping women and children to quickly identify our services and children were clear that "it shouldn't all just be one colour." Green and pink are the brand's primary colours, with a secondary supporting palette of a light green, yellow, peach and light pink to create a warm, welcoming and inclusive identity.

Survivors Focus Group

To ensure survivors' voices are central to our strategic planning and our Zero Tolerance Meath community work, and can be meaningfully reflected to the wider community, we held a two-hour consultation session with seven survivors in July 2025.

We learned that:

- **Many survivors feel they do not fit the stereotype of the "perfect victim," leading to feelings of being an imposter in their own experiences.**
- **There is a perception that the more they speak about their experiences, the less they are believed by family, friends, and sometimes professionals.**
- **Some expressed that disclosing to those closest to them can feel higher risk, and that it can feel safer to speak to someone with no personal connection.**
- **Above all, survivors want to feel acknowledged and truly seen.**
- **One of the survivors said, "When you are assaulted by a stranger you lose trust in the world, when you are assaulted by a partner you lose trust in yourself."**



These messages were shared on our social media during our 16 Days of Actions Against Gender Based Violence campaign in November/December 2025.

Refuge Exit Interviews

Midway through 2025, we introduced new in-person exit interviews for all women leaving refuge, in addition to the existing online survey (which has a low response rate).

The interviews, which are optional, provide an opportunity to listen to women's experiences, gather meaningful feedback and ensure our services continue to meet their needs throughout their stay in refuge. They also offer women a chance to reflect on their time in refuge before moving on to the next stage of their journey.

Between July and December 2025, we completed 22 exit interviews with the 39 women who left refuge during that period, representing a 56% overall participation rate.

We asked what was your experience of Willow Domestic Abuse Services?

- **"Very friendly, welcoming and reassuring"**
- **"Comfortable, kids felt safe and stable"**
- **"It has been peaceful, I feel independent here"**
- **"Refuge helped me with my confidence and organising skills"**
- **"I was told I was strong and understood"**

Overall feedback was very positive, with many highlighting the compassion of our staff, the quality of our services and the sense of safety and community they experienced. Common themes included:

- **The kindness, empathy and understanding shown by our helpline team.**
- **Warm, supportive staff who inspired confidence, with one woman sharing, "Staff remind me to be brave".**
- **The Weekend Wellness Programme, which created opportunities for women to meet each other, feel a sense of community and do something that supported their recovery and was enjoyable.**
- **The positive impact of the food programme in supporting women during their stay.**
- **The safety and independence offered by our community-based refuge houses, alongside the welcoming and secure environment of the onsite refuge.**

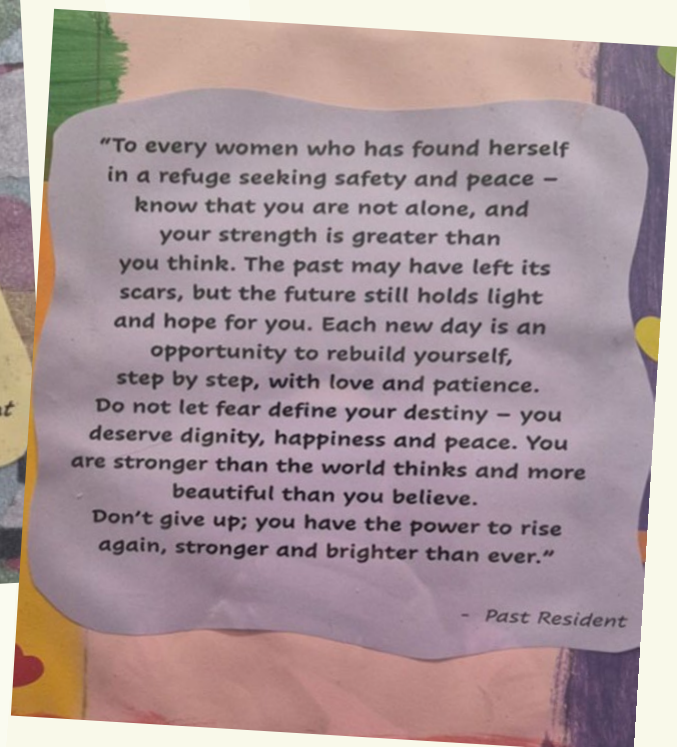
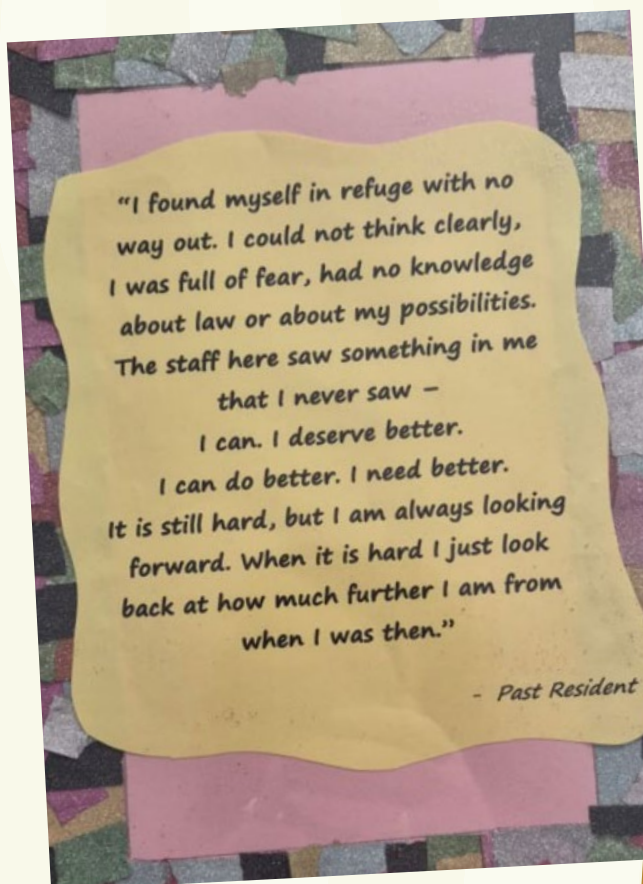
Listening to the experiences of women leaving refuge has provided valuable learning for our organisation and is actively helping us to shape service improvements. Common themes included:

- *Women expressed a desire for further education and programmes on domestic abuse while staying in refuge. This has been included in our 2026 plans.*
- *Maintaining women's autonomy and choice throughout their stay was identified as a key priority. Respecting women's choice remains central to our policies and practice. This includes practical measures such as arranging meetings and support around each woman's preferences, family responsibilities and other commitments wherever possible.*

- Women highlighted the emotional toll of having to repeatedly tell their story when engaging with different services. This reinforces the importance of trauma-informed, coordinated approaches that minimise the need for women to relive their experiences. Through our Zero Tolerance Meath Programme and interagency steering group, we are working on influencing this.
- Women also shared practical suggestions to further enhance the refuge experience. These included more comfortable mattresses, access to vouchers for halal food retailers where appropriate, and greater consideration of lighting, noise and the wider sensory environment for neurodivergent women and children. All improvements we are actively working to deliver.

Giving Hope and Courage

A Social Care student on placement with us in 2025, Justine O'Toole, gathered perspectives from a number of women in refuge, asking - *What would you want someone coming into refuge to know?* These responses and beautiful images are now displayed in our refuge building to give hope and encouragement to women who come to stay with us.

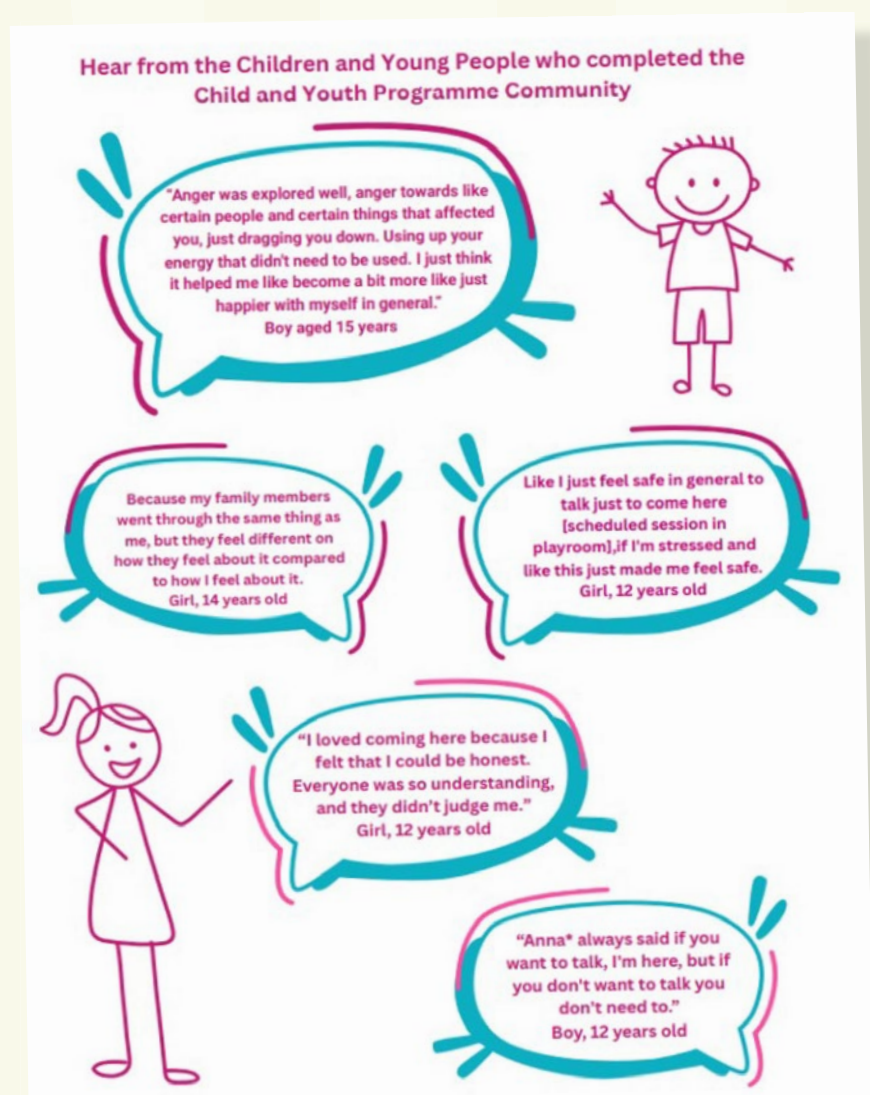


1.2 Listen to children and young peoples lived experience and opinions

We received funding from the Katharine Howard Foundation in 2024 to commission an evaluation with Trinity College Dublin to listen to children and their mothers who accessed our community-based supports. Through the programme, children in the community who experience domestic violence and abuse can access a safe, supportive and nurturing environment where they can express how they feel and process their emotions. The research was carried out by Dr Eleanor Hollywood, and Tracey O'Neill, School of Nursing and Midwifery, TCD, who interviewed 11 children and 10 mothers as part of the evaluation. The evaluation report was launched in June 2025.

Findings from the research presented in this report show that the programme is exceptionally beneficial to children who experience domestic violence and abuse in their lives. The child centred and child led nature of the programme ensures that recovery from domestic violence and abuse is focused on the needs of the child and that it takes place at a pace set and determined by the individual child.

A core recommendation from the study was to continue and expand our community-based services for children due to the high impact of such work in aiding recovery for children and young people. We have requested funding from Cuan for an additional full time Children's Support Worker for children in the community and will continue to advocate for same in 2026. It was also recommended that the issue of consent is dealt with immediately in court situations to ensure that the child or young person is not obstructed from attending recovery therapeutic supports.



1.3 Listen to the community in Co. Meath

In 2025, through our Zero Tolerance Meath prevention programme, we engaged with communities across Co. Meath to better understand local experiences and perceptions of domestic, sexual and gender-based violence (DSGBV).

Community Survey

As part of the initial phase of our Zero Tolerance Meath project, we conducted an anonymous online community survey in February 2025. This phase aimed to identify current community understanding, beliefs, and ideas around the prevention of DSGBV. A total of 566 responses were received.

87% of respondents were women, with 47% living in Co. Meath. Most were engaged in their community through education, sports, or social clubs, helping us to identify clear target groups for the project.

A significant 73% had experienced or knew someone affected by DSGBV, reinforcing its local prevalence.

While 45% sought help from personal networks, 11% did not seek support from anyone. Key barriers to seeking help included fear of judgement (cited by 33% of respondents), lack of understanding, and uncertainty about recognising abuse or knowing where to turn.

Family and friends were identified as the primary support network (61%), highlighting both their importance and the need for better-informed community responses.

Encouragingly, most respondents understood that abuse is rooted in power and control, and nearly half said they would respond to a disclosure of abuse by listening and offering non-judgemental support.

Founders Group

We spoke with seven of the organisation's original founders to understand the social norms, challenges, and motivations behind their efforts to support women and change attitudes when the organisation was founded in the 1980s. Their experiences have helped us to compare past and present work on social change within the same county.

The founders came together mainly out of a need for connection, forming a women's development group. Of the 35 women involved, only two were from Navan, highlighting how strong that need was.

They described victim-blaming as common at the time, with women often feeling they needed permission to speak up or seek support. Shame was also a major barrier — and they were surprised at how much it still prevents many women from speaking out about domestic abuse today.

When speaking about emotional abuse, a founder said, what most people do not realise is *"during physical abuse he can kill you, whereas during emotional abuse you wish he did"*.

1.4 Learn from research and evidence-based practice

Staff attended numerous interagency conferences and trainings during 2025, aiming to listen, learn and engage with practice and policy developments and innovations. All frontline staff completed the HSE Land's Modules 1-4 in Domestic, Sexual and Gender Based Violence and Safe Ireland's modules on: 'The Fundamentals in Recognising and Responding to Domestic Violence and Coercive Control' and 'Domestic Violence and The Law'.

Eileen Gilsenan, HSE Co Ordinator Traveller Health in Meath, Mary Mac Donnell, Brigid Collins and Sharon Nevin delivered a half day Traveller Culture Awareness training session for all staff in April. Melissa Moore (Childspace) delivered a one-day training for all staff on 'An Introduction to Trauma Informed Approaches when Supporting Children and Young People' in June 2025.

As part of our partnership with Bank of Ireland (funded through Community Foundation Ireland) we delivered financial empowerment training for staff. Individual training included Housing Rights with Community Law & Mediation, 'Power to Change' facilitation and Family Law.



Several staff attended the Jane Monckton Smith 'Responding to the Risk of Domestic Homicide' Conference in Longford in September 2025.



A team leader attended a 4-day core **Safe & Together** training course in Portlaoise in October 2025 hosted by Safe Ireland and the Community Co-ordinated Response training online with Domestic Abuse Intervention Program (Duluth).

STRATEGIC GOAL 2: RESPOND

We provide high quality, evidence-based services to respond to domestic violence and abuse.

2.1 Expand and develop our services for women

Helpline

We provide a 24-hour helpline service (**1800 464646**) for women in Co. Meath seeking support, as well as email support via our email address **support@willowdas.ie**. In 2025, we answered 1,661 calls through our helpline, an average of 32 calls every week, which is a 20.7% increase on the previous year. These calls come from women looking for support, concerned family members and friends, and professionals such as An Garda Síochána and other frontline services. Most calls were from women calling on behalf of themselves and we are very often the first point of contact for women reaching out for advice or support. Our team listens to each woman's experience and responds in line with her individual needs and preferences.

	2025	2024	2023
Total Helpline Calls	1,661	1,376	1,122
Women Seeking Support for Themselves	1,184	823	708
Concerned Professional	349	360	283
Concerned Family or Friend	80	81	66
Other	48	112	65

Refuge

We have 8 emergency refuge accommodation units based in Navan, Co. Meath. Four are on-site in one building in Navan 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 and are mixed sizes, with smaller and larger units available. Women and children can avail of the accommodation for up to 8-12 weeks.

In 2025, 84 women and 104 children accessed crisis accommodation at refuge, reflecting consistent service provision over the past three years. Of the 84 women who stayed, 69 (82%) had dependent children with them.

	2025	2024	2023
Women in Refuge	84	89	92
Dependent Children & Young People in Refuge	104	105	93
Total	188	194	185

Refuge Supports

Where refuge is appropriate and available, we admit women as quickly as possible following their helpline call. Following an induction, the refuge team supports women and their children to settle in. Food and clothes are offered to the family if necessary. While in refuge, women are paired with a key worker who aims to support the woman's goals. During this time, key workers get to know each woman and tailor a plan that addresses emotional, legal, health, housing and financial needs, and develops individual safety plans for each family.

At night and at weekends, the refuge team provides emotional and practical support. This is a 24-hour service, with staff on hand at all times and an on-call system to provide guidance out of hours. At weekends, a wellness programme is offered where emotional, mental and physical wellbeing is explored. This can range from one-to-one sessions to group activities involving women and their children.

Counselling is also offered during a woman's stay to those who feel ready to take this step. Towards the end of each woman's stay, she is invited to take part in an exit interview to provide feedback and help improve the refuge and helpline service.

In 2025, we made some changes to our guidance on curfews and absences from refuge to better reflect the busy lives of the women we support and to reduce isolation from family and friends following experiences of controlling and abusive relationships. This also promotes greater autonomy and independence by enabling women to make more decisions about their movements and daily routines.

In 2025, staff provided 6,208 support interventions to women including welfare checks, safety planning, support planning and external referrals.

	2025	2024
Staff Support Interventions for Women in Refuge	6,208	5,279

Through exit interviews with women leaving refuge, a key area of need identified was a programme to help survivors better understand control and power, and to support them in rediscovering their voice. In response, we are developing a new programme, The Empowerment Programme, that will start in the first half of 2026. The programme explores patterns of abuse and coercive control, while supporting women to rebuild confidence, voice and personal power. This represents a significant development in our refuge service offering.

Post Refuge Destinations

Destinations on leaving refuge varied. 20 women returned to their homes without support, and 10 returned home with support. A further 10 went to stay with family or friends. 18 women entered homelessness, while 10 moved into local authority or supported accommodation. Just 4 women secured private rented accommodation. In 14 cases, the destination was unknown at the point of leaving refuge. Five women moved to another refuge due to safety concerns or availability of local refuge spaces.

	2025	2024
Return Home with no Support	20	18
Return Home with Support (This generally means a Court Order (Safety/ Protection/ Barring) is in place.)	10	7
Return to Friends & Family	10	18
Enter Homelessness	18	19
Local Authority / Supported Accommodation	10	5
Private Rented Accommodation	4	2
Unknown / Other	19	20

Unmet Requests

In 2025, we had 516 unmet requests for refuge due to refuge being full.

	2025	2024	2023
Unmet Refuge Requests	516	660	293

The numbers above reflect the very serious challenges facing women experiencing abuse and in need of refuge. At Willow Domestic Abuse Services, we witness the ongoing housing crisis in Ireland having a severe and negative impact on the ability for women to secure safety for themselves and their children on a daily basis. The chronic lack of supply of social, affordable and private rented accommodation means women may feel trapped and unable to leave an abusive home in the first instance as they are aware there is no alternative housing available. Refuges are generally full to capacity and Ireland still only has one third of the refuge beds required under the Istanbul Convention.

If women do leave and manage to secure a place in refuge, they are very often exiting into homeless accommodation or to stay with friends or family. It's a key ambition for the programme for Government to increase the supply of housing and we must continue this momentum, ensuring victims and survivors can access suitable long-term options and are not forced to experience the trauma of homelessness on top of what they have already endured.

We continue to see an increase in complex support needs for women staying in refuge, including mental health needs. There are limitations on the services we can provide and sometimes we are not safely able to meet the needs of residents. We have built on our interagency work and collaboration in 2025 and will continue this work into 2026 to ensure women are always met with respect, dignity and compassion and referred appropriately.

Meeting Essential Needs

The FEAD Programme (European Food Aid) and Foodiverse continue to play an important role in supporting families in refuge. Through FEAD, each woman receives a food pack of essential ambient items, while frozen meat, bread and ready-made meals are supplied through the Foodiverse programme in partnership with ALDI in Navan.

We also provide food vouchers and essential items such as clothing, toiletries and hygiene packs, tailored to the needs of families on arrival. A dedicated taxi account ensures women and children can access essential appointments, including court hearings, urgent medical care and access to refuge.

Emergency Grants

Across refuge and outreach services we continued to provide emergency cash grants for survivors during 2025, thanks to donors and supporters who provide funds for this purpose, including Women's Aid.

In 2025, we provided total funding of €37,239 to 76 women, which is an average grant value of €490.

We know leaving an abusive relationship often results in a sharp drop in living standards, compounded by the cost-of living and housing crisis, and often after years of financial abuse. These grants offer a vital safety net for women and their children, helping to meet immediate essential needs and reducing the risk of financial hardship. They make it possible for women to begin rebuilding independence and stability for themselves and their children, actively reducing the risk of them returning to abusive relationships for lack of financial resources to sustain themselves. For women who remain in the home, funds can offer support to increase safety, legal protection and choice. Emergency grants in 2025 supported a range of essential needs, including:

- **Changing locks and installing home security systems**
- **Purchasing a washing machine when one could not be repaired**
- **Installing security cameras, outdoor lighting, and locks to improve safety**
- **Adding a new letterbox and ring doorbell following crime prevention advice**
- **Covering transport costs for a child attending hospital appointments**
- **Paying for legal representation**
- **Paying for dental work that needed to be done due to physical abuse**
- **Paying for dental work that was withheld due to financial abuse**
- **Purchasing a mini fridge for emergency accommodation**

FOCUS ON: WELLNESS PROGRAMME

In 2025, the refuge team worked to better understand the experiences of women in refuge and to ensure our programme places women as the experts in their own journey. This led to a review of existing structures and supports, with a focus on maximising as much as possible, conditions for women to thrive. Insights were gathered through in-person interviews at the end of each woman's stay in refuge.

Using this feedback and a person-centred approach, we developed a new wellness programme. Led by the weekend team, this programme supports women's emotional, physical and mental wellbeing through a mix of purposeful group work and tailored one-to-one sessions which can include activities like walks outdoors, art and crafts, sharing food and self-compassion exercises. We have also created a wellness pack that we give to women at the beginning of each stay and have been able to offer holistic massage once a week thanks to the time and commitment of volunteer holistic massage therapist, Julie Bradley.



"As a reflexologist and holistic massage therapist it was my pleasure to volunteer to support women who have experienced domestic violence, to provide a safe and calm space where women could relax and reconnect with themselves and experience nurturing care. The resilience and strength of these women is truly inspiring."



SARAH'S STORY

Sarah contacted the helpline after fleeing her home with her two young children due to a serious domestic abuse situation. She had experienced multiple forms of abuse, including emotional, physical, sexual, coercive control, and threats to her life. On arriving at refuge, Sarah was referred to A&E for treatment of physical injuries that required immediate medical attention. Following her treatment, she and her children returned to refuge, where they were able to begin focusing on their recovery.

Sarah and her children were each assigned keyworkers from both the refuge and children's team. Throughout their time in refuge, the keyworkers provided consistent emotional and practical support, helping to address both the family's immediate needs and longer-term goals. Concerns for the children's safety and wellbeing led to a referral to Tusla Child & Family Agency to ensure the family received additional support during their stay. Sarah was also linked with a counsellor who met with her regularly in refuge, to help her process her experience of abuse and aid her recovery. Counselling can be a vital part of recovery for women who have experienced abuse.

With support from our Court Support Workers, Sarah successfully obtained an Interim Barring Order for a period of seven days, followed by a full Barring Order for three years. Unfortunately, due to the severity of her situation, Sarah did not feel it was safe to return to her home with her children, even with the barring order in place. On leaving refuge, Sarah and her children moved into emergency accommodation for a short period before being allocated a three-bedroom home by Meath County Council.

Since leaving refuge, Sarah has continued to receive ongoing support from our Outreach Team, and her recovery has been incredibly inspiring and positive. Today, Sarah feels safe, is living independently, and has the freedom to make her own decisions. Sarah says that her time in refuge changed her life and gave her and her children the chance of a safe future.

Outreach and Community Services

The Outreach & Community service is a community based frontline service which provides a dedicated court accompaniment service, a case management service and group programmes for women living in the community. In 2025, we focused on clarifying and strengthening the supports we provide in line with the needs women have expressed.

In total, we supported 588 women living in the community in 2025, an increase of 10.1% from 534 women in 2024.

	2025	2024	2023
Women Supported in Community	588	534	492

Case Management

We support women and children living in the family home, women who are separating or have separated, and women and children following a stay in refuge. We offer support to women who are unsure about leaving or who are exploring their options. We provide clear, accessible information alongside emotional and practical support around housing, finances and legal options. This year, we focused on clarifying the specific role case management plays in supporting women, as well as the process through which service users move through the case management service.

A common challenge for many women we work with in the community is the lack of affordable, safe housing. This prevents many women from being able to leave their home so that they may seek safety from their abusive partner. Willow has a strong working relationship with the local authority, however, housing options are limited which means that many women continue living with their abusive partner even after the relationship has ended. This continued proximity to the perpetrator presents a high risk for many women and children. We supported 6 women in Co. Meath who were registered with the Women's Aid High Risk Support Project in 2025.

In 2025, we reflected on the capacity and responsibilities of the case management worker, and how to align these with the supports women are seeking when they access our service. This led to the development of a case management structure which clarifies the activities of the service. The three main aspects to the case management service are:

- **Promoting Safety**
- **Promoting Recovery**
- **Promoting Empowerment & Long-Term Autonomy**

Through our support services, we are actively working towards making each woman's individual world bigger by listening to her, validating her experience, working with her to develop a unique safety plan, and increasing her access to a larger support system. Embedding this as our structure has improved transparency and clarified expectations around our service.

**Our Case Management
Model of Practice:**



	2025	2024	2023
Individual Women Active in Case Management	167	173	124
Face to Face Support Sessions	215	446	124
Number of advocacy actions on behalf of women	160	576	269

"I have started to think more clearly and feel more confident in myself because of the support I have received from Willow. It makes me feel strong so I can keep going forward."

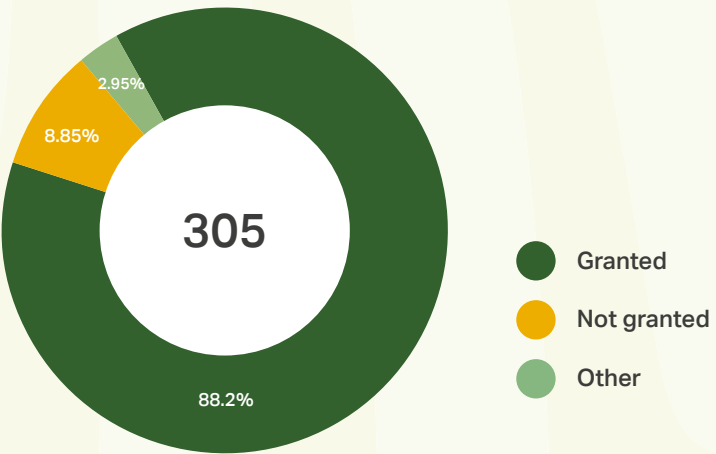
"Willow were the only ones there to help, and the only ones who kept helping. It's been a long road."

Court Support

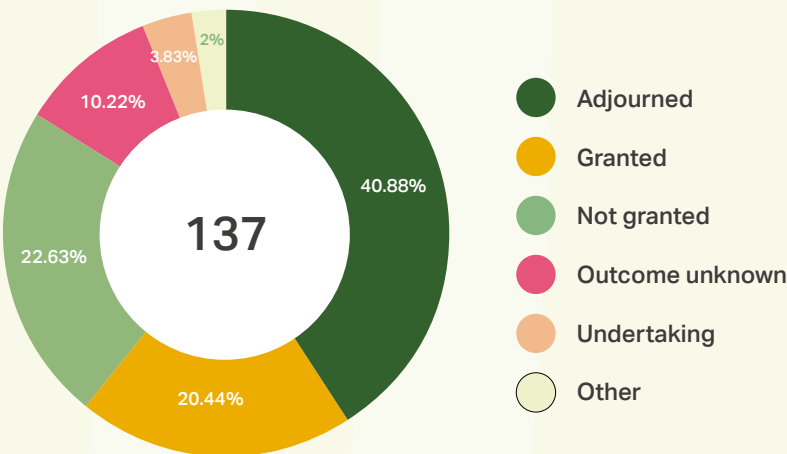
Our court support programme guides women on their rights and legal options, supporting them to navigate the family law system. Our team can assist with court order paperwork, explain legal terms in plain language, and connect women with other supports relating to their safety needs. If a woman chooses to apply for an order, we will talk things through with them and help them to plan in a way that prioritises their safety and wellbeing. If they decide to go to court, we will help them plan for what to expect and can accompany them on the day for support. After court, we will continue to work with the woman to understand the outcome and plan next steps.

	2025	2024	2023
Number of Court Accompaniments	443	445	392
Individual Women Accompanied in Court	288	291	294

Court Outcomes for Initial Orders 2025



Court Outcomes for Return Hearings 2025



Group Programmes

We run a number of group programmes for women during the year which aim to build confidence, knowledge and peer to peer support. 25 women attended group programmes in 2025.

	2025	2024	2023
Group Programme Attendance	25	17	48

Freedom Programme

The Freedom Programme is a 12-week programme exploring how attitudes and beliefs influence abusive behaviour and the responses of victims and survivors. The aim is to help women make sense of their lived experience of domestic violence and abuse. In 2025, the Outreach team delivered the Freedom Programme to a group of 7 participants.

"(Discussing a group programme) A year ago, I would not have been able to attend a group like this. I am grateful for the support and proud of my progress to where I have the confidence to speak out loud in front of other people."

Financial Resilience Programme

We received funding this year from Bank of Ireland through Community Foundation Ireland to develop and roll out a pilot financial empowerment programme for women. The Financial Resilience Programme was co-developed by Willow Domestic Abuse Services and Bank of Ireland. The programme was designed for women who have experienced financial abuse through their relationships and aims to increase survivors' confidence on navigating financial concepts. The content focuses on providing education around financial topics, through the lens of understanding the impact of financial abuse. The group was offered twice in 2025 and had a total of 18 graduates. TASC completed an evaluation of the pilot programme, and there is now an opportunity to replicate the programme within other services across the country.

Coaching

Philanthropic funding enabled us to offer two types of coaching for women this year. Women attended a group Equine Coaching session with Martinstown Lodge funded by a HSE National Lottery grant. During the session, women were able to explore their values and the barriers they face with the guidance of a coach and specially trained horses. Additionally, we were able to offer one to one coaching sessions to women who had completed counselling and were ready to look at their future goals and next steps. We contracted a life coach who facilitated five sessions per participant.

Counselling Services

We work with a team of four professional counsellors who are contracted to provide counselling hours to women we work with across both refuge and outreach services. Counselling 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. We have been able to grow this work through grants and philanthropy over the past few years.

We provided over 1,000 hours of counselling in 2025, funded primarily through Mercy Project Fund (Sisters of Mercy) and Kingspan.

	2025	2024	2023
Counselling hours provided	1,029	767	540
Number of women availing of counselling	143	127	93

MAYA'S STORY

Maya has been working with the Outreach team since 2024 through both court support and case management. Maya had received a barring order 2 years ago, but when her ex-partner left the home, he brought their 10-year-old daughter with him. When Maya first attended our service, she expressed feelings of guilt around staying in the relationship and the impact the abuse had on her daughter. With the support of her case management worker and counselling sessions, Maya has worked through understanding the years of abuse she experienced from her ex-partner. Maya completed the online Freedom Programme and attended the Financial Resilience course in October 2025. After completing the Financial Resilience course, Maya established a personal savings account for the first time since leaving the abusive relationship and has been steadily increasing her “Rainy Day Fund”. Maya has received ongoing support around court and accessing Legal Aid, specifically around regaining access with her daughter, which had become an extremely complex case. In the summer of 2025, Maya was reunited with her daughter, and regular access has resumed after 2 years apart. Maya says that she now understands that the abuse was not her fault and she has been able to acknowledge all the ways she acted protectively for her daughter.

2.2 Expand and develop our services for children and young people

Our Child and Youth team work with children and young people affected by domestic abuse by providing one to one supports, group programmes and parenting supports. We also provide a play therapy and adolescent counselling service. We support children and young people with essential needs including toys, food and clothing where that is needed. We provide financial support for educational needs such as transport to school and educational or sensory equipment.

The Child and Youth Team work from a rights-based approach, believing children and young people have a right to be protected and safe from harm, have a right to a support worker, have a right to specialist support and have a right to be involved in decisions that are being made about them. We use the Lundy Model approach which provides a way of conceptualising a child's right to participation as set out in Article 12 of the UN Convention on the Rights of the Child.

Children & Youth in Refuge

104 children came to stay at refuge in 2025. We have seen an increase in babies and pre-school children residing in refuge compared to 2024 which suggests that new mothers are actively trying to leave abusive relationships. We know that, in recent years, maternity hospitals have been speaking with women about their safety at home, giving them an opportunity to open up and seek support. This is a great initiative, helping women to recognise when a relationship is abusive and understand where support is available.

Refuge occupancy by age:

Age	2025	2024
0-4	31	28
5-9	23	37
10-14	22	25
15-17	4	12
Over 17	1	4

"Swimming & splashing together is fun! We can forget about everything else that is going on."

Mum with 1 year old

"I love the soccer camp; it is so much fun. I done a header today!"

Boy aged 6

"Thank you, thank you, thank you!! This will help my mom & me get everything I need to start secondary school. I can get the uniform & shoes now."

Boy aged 12

	2025	2024
Children Supported*	112	122
Play Sessions	302 sessions (for 75 children)	368 sessions (for 84 children)
One to One Sessions	20 sessions (for 10 children)	48 sessions (for 16 children)
Parent Support Meetings	80	59
Parent Contact (text/short calls etc)	711	901
Family Support (ongoing parenting support)	206	374
Support Planning & Assessments	206	374

*includes children who became resident in late 2024 and stayed into the New Year.



In 2025, 110 activities were booked for 60 children in refuge, which included play centres, swimming, cinema, bowling & the dino & reptile experience.

With children and young people residing in refuge, one of the biggest challenges we face is access to education. Many families staying in refuge are not local to the area, which means children and young people are being displaced from their school and social settings for periods of 6-8 weeks, and sometimes longer. Some families cannot access their local school due to safety concerns with the perpetrator. Currently, we provide education grants to help families with transport costs to school, but this could be a 4-hour round trip daily with mothers having to wait around until collection time. This situation is far from ideal, but mothers want their children to be able to access education and routine. We need to see more support from the Department of Education as currently there is no government provision for access to education or local schools while staying in refuge. Children and young people have a right to free education, yet they are missing out on weeks of education whilst navigating their own experiences of domestic violence and abuse. We should be able to provide education supports for children and young people who cannot attend their own school.

We aim to provide more educational supports for children and young people staying in refuge in 2026. We feel that continuing to access education throughout this traumatic period within their lives is crucial to maintaining routine and balance. We also hope to develop a sensory garden in refuge for children.

SAMIRA'S STORY

Samira called the helpline to look for refuge for herself and her three-year old daughter, Ayla. They arrived at refuge the same day, distressed and exhausted. The refuge team supported Samira and Ayla to settle into their new environment, starting with the Child and Youth Support Worker showing Ayla the playroom while Samira carried out an assessment. The Child & Youth Support Worker gave Ayla some toys to help ease her transition into this new space.

The Child and Youth Support Worker met with Samira the next day to explain her role. They followed up with a parent meeting, where Samira discussed the relationship, she had with her daughter. Ayla had never been left with anyone else. Samira wanted Ayla to engage with support during their stay. To enable that, Samira was supported to join group spaces such as sensory hour for a couple of sessions to give Ayla a chance to get comfortable with the space. Sensory Hour consists of children aged 1-4 years old, engaging in sensory activities such as colored rice, playdough etc. Samira attended sensory hour with Ayla and gradually over a 6-week period, Ayla started to engage in play with other children. Samira was so happy that Ayla was becoming a little more independent and that she was feeling safe in that space.

Samira had also mentioned that she would like to go swimming. The Child and Youth Support Worker organized swimsuits, swim nappies and gave the family vouchers to use at the local pool. Samira said that Ayla was really engaged in swimming and she spoke about how nice it was for them to do something nice together that they wouldn't normally get to do. Activities like swimming are an incredibly important support for mothers and their children to heal, bond and have fun during an extremely distressing period.

To support the family moving on from refuge, the Child & Youth Support Worker contacted preschools and crèches to help find a suitable placement for Ayla. The Child & Youth Support Worker also linked in with the family for a month post refuge to offer support and to hear how the family were settling into the next part of their journey.

Children & Youth in Community

The community programme continues to grow with children and young people being referred from social workers and case managers. We currently have a waiting list in place with one full time support worker who oversees a psycho-educational programme, play therapy services, adolescent counselling service, group programmes and parenting support. We have included a second Community Child & Youth Worker in our business plan to Cuan, which is essential if we are to meet the needs currently presenting. With staff changes, we were less resourced to provide one-to-one sessions, family support and parent support meetings for children and young people in the community over a number of months in 2025.

One of our biggest barriers to providing therapeutic supports for children in the community is obtaining consent. The community programme takes place in the post-separation period, when many families are also engaged in the court system for visitation and custody arrangements. This can raise more concerns in relation to coercive control from the perpetrator where the perpetrator will refuse to give consent for the child or young person to access supports. We believe there should be no blocks for children and young people who have experienced domestic violence and abuse in accessing recovery therapeutic supports. We will continue to advocate in 2026 for the issue of consent to be addressed within the court setting to allow children and young people their right to access therapeutic supports.

Feedback from mothers through the community programme had shown an interest in accessing further parenting supports during and after domestic violence and abuse. We are responding to this by developing a peer support group that will run over a 5-week period in 2026. We also hope to source an additional space within the community to facilitate group programmes and individual sessions.

Supports for Children & Young People in the Community:

	2025	2024
Children Supported	77	99
One to One Sessions	21 sessions (for 3 children)	65 sessions (for 11 children)
Parent Support Meetings	16	23
Parent Contact (text/short calls etc)	246	182
Family Support (ongoing parenting support)	48	95
Support Planning & Assessments	64	71
Play Therapy & Adolescent Counselling hours	106	103

OLIVIA'S STORY

Since August 2023, Olivia had been supported by both the Outreach and Refuge teams, receiving support tailored to where she was in her journey. Building on the trust already established with the service, Olivia reached out for support for her daughter, Mia, in October 2025. Mia was three years old at the time of the referral. Olivia was concerned that Mia was experiencing emotional outbursts, social withdrawal, fear and anxiety. The Community Child and Youth Support Worker arranged a parent meeting with Olivia to discuss these concerns. During this initial assessment, Olivia spoke about Mia's emotional wellbeing, explaining that she was experiencing heightened anxiety when separated from her. Olivia had also noticed that, in crèche, Mia appeared overwhelmed and would not interact with others.

The Community Child and Youth Support Worker completed a risk assessment and support plan for Mia, recommending specialised sessions of filial therapy. This approach uses the principles of play therapy by empowering the parent to support the child to develop, express emotions and process difficulties. Olivia first completed sessions with the therapist to learn non-directive play skills aimed at strengthening her relationship with Mia. She then attended weekly sessions with Mia to practise these skills with support. The therapist observed Olivia's play sessions with Mia and provided guidance and feedback to build the family's confidence.

Upon completion of the filial therapy, Olivia received reports from Mia's crèche highlighting the positive impact the sessions had on her behaviour. Olivia also observed that, at home, Mia had become more comfortable and had developed improved emotional regulation. Olivia's commitment to the sessions equipped her with the tools to comprehensively support Mia.

Alongside her daughter's support, Olivia accessed personal counselling sessions to process her own experiences of abuse. Olivia and Mia's experience in the Child and Youth Community Programme highlights the need to provide support at every stage of recovery from domestic violence and abuse.

FOCUS ON: MASON HAYES & CURRAN PARTNERSHIP

MASON
HAYES &
CURRAN

We are midway through our 3-year partnership with Mason Hayes & Curran. This partnership has granted the Child & Youth team funding of €49,500 over three years to support children and young people with their educational and well-being needs. The Mason Hayes & Curran fund has continued to be an incredible resource to our Child & Youth service allowing the team to plan, prepare and fully resource the activities we offer to children and young people. In 2025, this funding made the following possible:

- **110 activities were booked for 65 children and young people. These included swimming, bowling, cinema, play centres & summer/Easter camps.**
- **11 children and 5 mothers attended reptile day followed by pizza.**
- **9 children attended external camps for Easter and summer school break.**
- **106 hours of play therapy & adolescent counselling were provided.**
- **23 children and young people attended group sessions of creative/sensory hour.**
- **Materials were sourced for 343 play/one to one sessions for 88 children.**
- **Movie night continued every second weekend with snacks provided.**
- **The outdoor play spaces in our community-based refuge have been updated to reflect the needs and interests of children and young people.**

The education grants provided as part of this grant funding in 2025 supported 16 children/young people in being able to access education. Without this fund, many children/young people would not have been able to attend school.

Education grants issued	
Support with preschool fees	€104
Support with transport to Tummy Time for baby	€200
Support with schools supplies such as uniforms, shoes, books	€200
Support with equipment for additional needs child	€150
Support with school transport	€600



The Children & Youth team celebrating World Children's Day in November 2025.

Extra Support at Christmas

At Christmas, the Children's Rights Alliance enabled us to support 63 families and 125 children with supermarket vouchers through the Winter Food Poverty Initiative. Families who had engaged with our Refuge, Outreach, and Children & Youth Services were invited to receive a voucher in December. For families already struggling with the ongoing rise in the cost of living, this support provided a much-needed lifeline and helped ease some of the financial pressure during the festive period.

2025 saw a huge increase in the number of families needing physical gifts for Christmas. Due to the generous donations we received, we were able to provide toys, gift sets, books and other gifts to 76 children and young people who had accessed our service. We also provided toy gift vouchers to 60 families over the Christmas period.

"I will be able to afford the scooter for Anne now, thank you so much, you are so kind."

Mother of girl aged 5

"OMG thank you so much. I really appreciate everything thank you."

Mum of 5 children

"This is amazing and couldn't have come at a better time, thank you again."

Mother of girl aged 3

"I'd love the toys and food vouchers this year if that's ok, it would be a great help, thank you so much."

Mum of boy aged 13 and girl aged 7

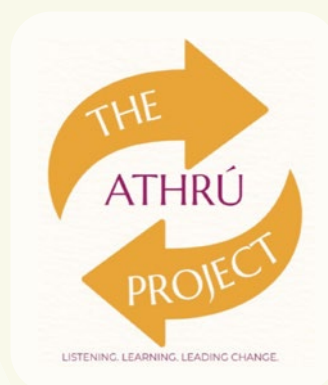
Athrú - Healthy Relationships Project

In 2025, we received grant funding from the RTÉ Toy Show Appeal, through Community Foundation Ireland, to pilot the Athrú project, a healthy relationships project tailored for secondary school students.

The Athrú project aims to educate young people about healthy relationships by building strong partnerships with schools and relevant stakeholders across Co Meath. Its core goal is to help prevent future domestic, sexual and gender-based violence by educating and empowering young people and their communities to recognise and establish healthy relationship behaviours.

A comprehensive six-module programme has been developed, focusing on gender stereotypes and norms, consent, values, healthy relationships, and the attitudes and behaviours that contribute to sexism, misogyny and gendered roles that can impact intimate partner relationships. Additional training has also been provided for parents and teachers.

Starting in 2025, the project has been piloted in three secondary schools in Navan with Transition Year classes, reaching a total of 270 students.



Something That Changed my Thinking during the Athrú Project

male and female roles in relationships
unhealthy relationships
The healthy relationship consent
There are much more very
unhealthy relationships than I thought.
Gender roles are that important.
How different relationships aren't all perfect.
The importance of communication
Consent of women and how they are
thought of in communication
Gender roles aren't always
right
What is and isn't healthy

One thing I feel I understand Better now is

The difference between a healthy and
an unhealthy relationship is the consent rules
Consent consent and relationship
Positive and negatives healthy relationships
How to be nicer to people in a relationship.
Consent How men can open
up and have emotions
the way consent works
How to be in a relationship
How consent properly works
Consent
Consent

A word I would now use to describe a healthy Relationship

Trust Communication Trust
Trustful Communication Trust.
Trusting trust Love
communication
Loyal Love
Honest
Communication Loyalty

(Student reflections from the Athrú Project)

2.3 Build capacity and deliver education services within the wider community

Zero Tolerance Meath

The Zero Tolerance Meath (ZTM) project pilots a community development approach to the prevention of domestic, sexual, and gender based violence (DSGBV), the first county wide project of its kind in Ireland. Led by Willow Domestic Abuse Services, the project bridges the expertise of domestic abuse service providers with the broader community's passion, influence, and desire for a safer county. ZTM aims to increase awareness throughout Co. Meath, build capacity and leadership with influential community members, and facilitate opportunities for the community to take positive action in enacting change.

Specifically, the project aims to:

- Gather input from women, children, and communities across Co. Meath to understand the challenges they face and the changes they want to see.
- Deliver practical workshops and guidance to recognise, respond and ultimately prevent DSGBV.
- Create safe spaces for honest conversations about DSGBV, meeting people where they are, and reducing stigma.
- Recognise individuals who can drive lasting social change and equip them with the tools to lead.
- Work with organisations, local authorities, and policymakers to improve practices, policies, and legislation tackling DSGBV.
- Encourage community initiatives and projects that make Co. Meath safer for women and children.

ZTM is active in four sites across Co. Meath: Kells, Navan, Ashbourne, and Trim. The project is guided by the Close to Home framework which outlines a community development approach through the four phases of Assess, Talk, Build, and Act. 2025 was the first full year of the project. Maynooth University is evaluating the project and presented an interim report in 2025 which analysed the activities of the first full year of the programme.



Rebecca Machin, **Zero Tolerance Meath** Project Officer, pictured left with Trim working group leads, Robbie Connell and Diane Reilly, and pictured overhead with **Bective GAA** women's team.

Online Training Modules

2025 focused on providing more opportunities for the community to engage in domestic, sexual and gender based violence (DSGBV) awareness and education. The team began delivering online training modules, each of which introduces a topic relating to DSGBV. After attending a training module, participants have the opportunity to attend working groups in their local area to dig deeper into the issues discussed. At these groups, the community generates its own ideas about how to address DSGBV in their local community. In 2025, we developed and delivered Module One: Background and Overview of Gender-Based Violence. This was attended by 79 members of the community across four sessions.

In Their Shoes

The Zero Tolerance Meath team delivered two 'In Their Shoes' activities for professionals and members of the working groups in Co. Meath. 'In Their Shoes' is an interactive learning exercise that places participants in the shoes of someone experiencing domestic abuse, helping them to better understand the complexity of decision-making, barriers to support and the lived reality of survivors. There was a total of 47 attendees across two sessions.

Community Education and Training

The Outreach and Zero Tolerance Meath team delivered a total of 52 education and awareness sessions in 2025 including several with key stakeholders, such as An Garda Síochána, HSE therapists, Citizen's Information Centre's, MABS, and the Meath Bar Association.

Equal Steps Project

In 2025, we began collaborating with Meath Partnership on an application for an Erasmus+ project. The application was successful, and the two-year project, titled 'Equal Steps,' brings together partners from Austria, Romania, Ireland and Poland. The project will develop and deliver six educational modules for parents on promoting gender equality within their families.



Erasmus+ Project partner meeting in Graz, Austria to develop the **Equal Steps** programme

In November 2025, we attended the kick-off meeting in Graz, Austria. During the visit, we had the opportunity to tour a local domestic violence refuge and an outreach and court support service, gaining insight into how domestic abuse is addressed at service level in another European country.

2.4 Ensure our services are delivered to the best possible standard

Our overall goal is to support women and children on their journey to safety, recovery and wellbeing. Our services are delivered in line with our core commitment to an empowerment model and underpinned by the principles of trauma informed practice.

We have implemented new measures for evaluating our services in 2025, including exit interviews from refuge and carrying out a full evaluation of our Child & Youth community programme. We will aim to establish a whole organisation approach to feedback and evaluation over the lifetime of our strategic plan, building on the impact assessment measures already in place. In 2026, we will focus on whole organisation training on Trauma Informed Practice and reviewing our services delivery model to ensure a seamless experience for women and children accessing our services.



STRATEGIC GOAL 3: COLLABORATE

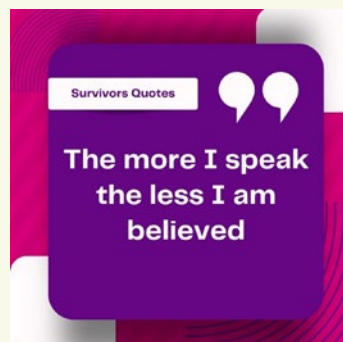
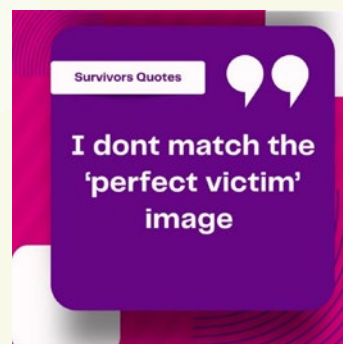
We work closely with partners to challenge and change attitudes, systems and structures that enable domestic, sexual and gender-based violence. We know that we cannot address domestic abuse on our own. With one in three women in Ireland experiencing abuse in their lifetime, it is essential that organisations and communities work together to create lasting change.

3.1 Partner with women to amplify their voices

We seek to amplify the voices of women and share the messages of survivors through our networks. Key asks from our consultations and work with women were embedded across our advocacy and communications work in 2025, including:

- 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 National Strategy on Domestic, Sexual and Gender Based Violence.
- Ensuring adequate, multi-year resourcing for domestic violence services.
- Recognising children as victims and survivors of domestic violence with the right to access appropriate supports.
- Increasing investment in social and affordable housing, as well as additional refuge beds and safe homes.
- Accelerating reform of the family law system and in camera rules.
- Removing barriers to women and children's independence and ability to leave situations of domestic violence, including the provision of flexible grants to support essential needs.
- Stringent regulation of intermediaries and platforms to tackle illegal and harmful activities online.
- Ensuring communities have the capacity to recognise and act against gender-based violence and increasing resourcing for prevention.

In 2025, we asked a focus group of survivors – What do you want the community to know? - and shared these messages during our 16 Days of Activism against Gender-Based Violence campaign. We also shared these messages directly with participants in our Zero Tolerance Meath working groups and trainings.



Our 6-part podcast series – Close to Home – which brings women's voices to the fore was launched in mid-2024 and continues to be accessed as a resource for educating on and raising awareness of domestic abuse. We are prioritising strengthening our current channels and building further opportunities to actively partner with survivors to amplify their voices in 2026.

We participated in the consultation process in October with the National Observatory of Violence Against Women to discuss how Ireland might introduce an effective national framework for conducting victim survivor engagement to inform national strategy delivery, and Government and Cuan's work on domestic, sexual and gender-based violence. We are committed to developing these opportunities locally in Co. Meath during the lifetime of our strategic plan.

3.2 Champion the voices and rights of children and young people

The Child and Youth team has continued to engage with the community through CFSN and CYSPY groups, and other local network meetings. In 2025, we delivered presentations to the Meath Child and Family Support Network, Louth and Meath Education Board, and local Transition Year students to inform the local community about the work we do with children and young people staying in refuge, as well as the support we offer to children and young people within the community. Community engagement gives us an opportunity to listen and respond to the needs of the local community.

We collaborate with the Children's Rights Alliance throughout the year on issues that affect children and young people to ensure children's voices and concerns are heard. This year, two members of our team attended the 'Tackling Food Poverty' Budget Day in Dublin in October 2025 which gave the team a chance to speak to politicians on the difficulties families are facing daily. The Children's Rights Alliance also invite us to input on policy recommendations to be put forward to government.





Members of our Child & Youth team attending the Children's Right's Alliance **'Tackling Food Poverty'** Budget Day 2025 held in Dublin.

Sharing the findings from the 'Truly Be Me' evaluation

Our 'Truly Be Me' evaluation launch in June 2025 was an opportunity to share the voices of children and Dr Eleanor Hollywood presented the report to Cuan staff, including Dr Stephanie O'Keeffe, CEO. We also met and briefed Niall Muldoon, Ombudsman for Children, on the contents of the report. We were invited to speak on the report and the experiences of children affected by domestic violence at a Katharine Howard Foundation panel discussion in September 2025 in Dublin.

We were proud to receive a Merit Child & Youth Participation Award from Tusla in October for our contribution to improving child and youth participation through our 'Truly Be Me' evaluation.



Pictured, Dr Stephanie O'Keeffe, CEO, Cuan, Frances Haworth, CEO Willow Domestic Abuse Services, Katie Carry, Child & Youth Team Leader, Willow Domestic Abuse Services, at the report launch.

3.3 Influence and mobilise key partners across Co. Meath

KEY ACHIEVEMENT:

ESTABLISHMENT OF ZERO TOLERANCE MEATH INTERAGENCY GROUP

The establishment and facilitation of the Zero Tolerance Interagency Group was a key achievement this year. The primary purpose is to identify and implement a cohesive, localised strategy to preventing and responding to domestic, sexual and gender-based violence (DSGBV) in Co. Meath, including oversight of the roll out of the Zero Tolerance Meath community mobilisation project. The Group met twice in 2025 and brings together multiple stakeholder systems in Co. Meath which have contact with and/or indirectly impact victim/survivors of DSGBV. The group includes participation from TUSLA, An Garda Síochána, Cuan, Meath County Council, The Department of Education and the GAA.



The first **Zero Tolerance** Meath Interagency Steering Group held in Buvinda House, Navan, in April 2025.

Go Purple Day

A national initiative led by An Garda Síochána, Go Purple Day in May raises awareness of domestic abuse and the supports available to those affected. We take part in events across Co. Meath alongside An Garda Síochána, sharing information about our services and engaging with local communities. We hosted our annual Community Champion Awards in the Newgrange Hotel, Navan, recognising individuals, organisations and community groups whose commitment and action have helped support survivors and challenge domestic abuse across Co. Meath.



Go Purple Day winners with Minister Helen McEntee, Cllr Sharon Tolan and Willow Domestic Abuse Services CEO, Frances Haworth

The 2025 awardees were:

Organisation Award: Credit Union Plus

Credit Union Plus have been a long-term partner to Willow Domestic Abuse Services for many years, raising funds and opening a dedicated account for the charity. The whole organisation has committed at the highest level to supporting victims of domestic violence and economic abuse.

Individual Award: Aoife Bradley

Aoife took a lead role during the Covid pandemic to ensure funds were raised by local businesses to keep critical refuge and support services open during the lockdowns. She is recognised for her activism and belief in bringing the community together for work for the common good.

Youth Award: Christina Cullen

Christina is a 5th year student at Coláiste de Lacy, Ashbourne who created a very successful campaign called 'Gifting Joy at Christmas' where community members could gift a new toy to children staying in refuge.

The winners were presented with a glass award, sponsored by RS Awards, Athboy, by Cathaoirleach Cllr Sharon Tolan at a ceremony in Navan on 30th May 2025.



Engagement with **Cultúr** interagency networking event in 2025



Dr. Stephanie Holt and team members speak to the **Bar Association** of Meath in Summer 2025



Members of the **Women's Caucus** at Meath County Council visit Refuge to mark International Women's Day 2025

FOCUS ON: LOCAL COMMUNITY SAFETY PARTNERSHIP MEATH

The objective of the Local Community Safety Partnership (LCSP) Meath is to bring the relevant bodies together with communities in a collaborative manner, by focusing on the concerns identified and prioritised by local people. The Policing Security and Community Safety Act 2024, which came into operation on 2 April 2024, places the LCSPs on a statutory footing. Under the Act, 36 Partnerships will be rolled out nationwide covering each Local Authority area.

Our Partnership in Meath was established in November 2025 and Willow Domestic Abuse Services was nominated as a member. We look forward to working to develop the Community Safety Plan for Meath in 2026 and ensuring the voices of women and children affected by domestic violence are heard.



First meeting of the **Local Community Safety Partnership Meath** at Buvinda House, Navan in December 2025.

3.4 Advocate for structural change in regional and national spaces

We continue to actively engage in national spaces to highlight changes needed and to call for action on domestic violence. Our national network representation includes Safe Ireland, the National Women's Council, Barnardos National Advisory Committee for Childhood Domestic Violence and Abuse and the Children's Rights Alliance.

In early 2025 we were invited to join the National Observatory on Violence Against Women, hosted by the National Women's Council Ireland and attended these periodic meetings. In February, Amanda Alty, Community and Outreach Team Leader prepared a comprehensive submission for the Sentencing Guidelines and Information Committee (SGIC) of the Judicial Council as part of the consultation to draft Guidelines on the Application of Section 40 of the Domestic Violence Act 2018.

We attend the Family Justice Development Forum and the DSGBV Forum hosted by the Department of Justice, Home Affairs and Migration, the Safe Ireland Legal & Policy Clinic and consultations with the Irish Banking Culture Board.

In February, our CEO met with Mr Ciaran Mullooly MEP, Vice Chair of the European Union Housing Committee, to speak on the housing needs of women and children affected by domestic violence in Co. Meath as part of a community consultation process.

We continue to advocate for the economic empowerment of women and a national non-means tested flexible cash payment for survivors, based on our 2024 report 'No Safety Net – The Cost of Survival'.



CEO, Frances Haworth, and colleagues attending the **DSGBV Forum** hosted by Minister for Justice Jim O'Callaghan.

STRATEGIC ENABLERS

A strong organisational structure is required to deliver this ambitious strategy. We continuously strive to be a sustainable organisation with the right people, delivering the right services, funded appropriately to meet the needs of the ever-growing population of women, children and young people experiencing domestic violence and abuse across Co. Meath.

We are committed to continued investment in our five foundational strategic enablers:



GOVERNANCE

Our governance and compliance meet highest possible standards.



FUNDING

We have sustainable, diverse funding streams to support our core work and support innovation.



PEOPLE

Our services are delivered by a skilled and committed staff aligned and supported with our purpose and values.



INFRASTRUCTURE

Our systems, processes and physical infrastructure create efficiencies and are fit for purpose.



COMMUNICATION

Maximise clear and consistent communication across all channels to build engagement and trust.

GOVERNANCE

Structure

Meath Women's Aid Housing Association Company Limited by Guarantee (known by its trading name Willow Domestic Abuse Services) is constituted as a Company Limited by Guarantee as set out under parts 1-15 of the Companies Act 2014 (company number 127494). 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 company is also a registered charity (CRA 20021634) and an approved housing body (AHB-03011).

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 abuse within the community. To promote a zero tolerance of domestic abuse 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. Further training and development for directors is encouraged for all board members.

Board directors do not receive remuneration in respect to their services to the charity. In 2025, 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. The CEO is not a member of the Board. 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 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.

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



Sinéad Gogan

Chairperson
and Chair of the HR Subgroup

Sinéad stepped down as Chairperson in May 2026.

Sinéad is a Partner and Chief Human Resources Officer with Deloitte Ireland. She 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 Willow Domestic Abuse 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 was appointed Chairperson in May 2026.

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 relations, 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.



Sinéad Christian

Chair of Fundraising and Communications Subgroup

Sinéad has served on our board since 2018 and is undertaking her third 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 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 Co. 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 a Communications Manager 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 Willow Domestic Abuse Services since March 2021.



Ruth Keegan

Member of the HR Subgroup

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

Michelle is Director with Opperman Associates, Architects. Michelle 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

John is Financial Controller at Rycroft Homes Group, having previously worked for over a decade as a Portfolio Manager with NAMA. 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 2025 up to year end with no resignations or additions. Where they arise, board vacancies are advertised through Boardmatch.ie and recruitment is managed by the current board.

The board met 6 times including the AGM on the 26th of May 2025 after which an ordinary board meeting took place. All meetings record whether there is any conflict of interests. In 2025 no conflict of interests were recorded in relation to agenda items arising. There were two items noted on the Register of Interests for CEO/Directors. The organisation has a Board Conflict of Interest Policy and a Code of Conduct and this is documented in the Board Governance Handbook.

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 governance policies, 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 of Director Meetings Attendance

Board Director	Attendance	Jan 25	Mar 25	May 25	Sept 25	Nov 25	Dec 25
Sinéad Christian	5/6		✓	✓	✓	✓	✓
John Dunne	6/6	✓	✓	✓	✓	✓	✓
Sinéad Gogan (Chairperson)	6/6	✓	✓	✓	✓	✓	✓
Liam Keane	6/6	✓	✓	✓	✓	✓	✓
Ruth Keegan	6/6	✓	✓	✓	✓	✓	✓
Richelle Manning (Treasurer)	6/6	✓	✓	✓	✓	✓	✓
Michele Sweeney	4/6		✓		✓	✓	✓
Claire Sheeran	4/6	✓	✓	✓			✓
Meabh Smith (Secretary)	3/6		✓			✓	✓

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 (Treasurer), Liam Keane and John Dunne.

The Finance, Risk & Governance Subgroup, which met four times in 2025 (in February, April, October and December), consists of three directors including the Treasurer. The CEO and Finance 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.

Finance, Risk & Governance Subgroup Attendance	Director	Attendance	Feb 25	Apr 25	Oct 25	Dec 25
	Richelle Manning (Treasurer)	3/4	✓	✓	✓	
	John Dunne	3/4	✓	✓	✓	✓
	Liam Keane	4/4	✓	✓	✓	✓

Directors on the Fundraising and Communications Subgroup:

Sinéad Christian (Chairperson), Meabh Smith (Company Secretary) and Claire Sheeran

The fundraising and communications subgroup is made up of three directors with the Development & Communications Manager reporting into this group, as well as the CEO in attendance. This group met on three occasions in 2025 and is chaired by a director of the board who has expertise in this area. The subgroup provided oversight of the rebrand process and advocacy activities in 2025.

Fundraising & Communications Subgroup Attendance	Director	Attendance	Mar 25	May 25	Sept 25
	Sinéad Christian	3/3	✓	✓	✓
	Meabh Smith (Secretary)	3/3	✓	✓	✓
	Claire Sheeran	1/3		✓	

Directors on the Human Resource Subgroup:

Sinéad Gogan (Chairperson) and Ruth Keegan

This subgroup is made up of directors with HR expertise and focuses on providing advice on the development, review and monitoring of HR policies and procedures. The Human Resources Subgroup met on three occasions in 2025, in February, May and October. This group supports the HR functions in the organisation and the Chairperson sits on and chairs this group. The People & Change Manager reports to this subgroup since joining the organisation in August 2025.

Human Resources Subgroup Attendance	Board Director	Attendance	Feb 25	May 25	Oct 25
	Sinéad Gogan	3/3	✓	✓	✓
	Ruth Keegan	3/3	✓	✓	✓

Governance

In 2025, our annual report to the Charities Regulator Authority (CRA) was submitted as fully compliant with the CRA Governance Code. 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 Cuan Agency was completed as per requirements of our Service Level Agreement and fully completed as per requirements of other funders.

In 2025, the board reviewed and approved the following policies:

- Reserves Policy and Reserves Statement 2025
- Health and Safety Statement 2025-26
- Risk Register 2025
- Employee Handbook (updated May 2025)
- Child Consent Policy (updated September 2025)
- Child Protection Policy (updated November 2025)
- Longer Working Policy (new from November 2025)

A full GDPR compliance review was carried out in 2025 by Ambit Consultants and an implementation plan put in place, including to update policies in 2026.

In 2025 we received a report from independent auditors KOSI who conducted a review on behalf of Cuan Agency which included a number of recommendations that we have started to implement. We aim to conclude the implementation of the KOSI recommendations by mid-2026. The board began the implementation of the KOSI recommendations during the year which included a number of Governance recommendations, such as a review of our Constitution (last updated in 2016) as well as a board effectiveness review. Evelyn Fitzpatrick, consultant, was retained to review and update our Constitution which should be completed in early 2026.

We entered the Carmichael Good Governance Awards in September 2025, and while not short listed in our category we improved our score and achieved an overall mark of 95%.

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
- Reputation Risks

Quarterly reviews are undertaken by the subgroup of the key identified risks and mitigants in the risk register. Key risks and mitigations in 2025 included:

- **Recruitment, retention and wellbeing of staff**, which is an acute issue across the domestic violence services sector. A WRC pay agreement for Section 40 workers valued at 9.5% over two years was implemented and funded by Cuan. Arrears were paid in December 2025 for the first three increments. A new People & Change Manager is now in place (part time) since August 2025 and has made considerable progress already in reviewing policies and procedures towards our goal of recruiting and retaining committed, skilled and supported staff.
- **Fire, health and safety** in our current refuge building given the age and historic nature of the building. A Health and Safety assessment in 2023 led to a series of required fire safety upgrades over the following years which concluded in 2025 when a fire curtain was installed over the residential area. New emergency exit floor plans were also commissioned and installed in the building in 2025. Phoenix Health and Safety were retained in 2024 for a three-year contract to oversee and implement fire safety remedial works. An internal Health & Safety Committee meets bi-monthly to review and mitigate operational risks arising.
- **Managing inflation and higher running costs** including our community offices and refuge accommodation units on and offsite. A full business plan was submitted to Cuan in June 2025 to seek additional overhead funding. Through the Cuan Open Call funding in 2025 we were awarded an additional €15,00 per year for overhead costs. A fundraising and communications role is in place to ensure grant and community income is maintained.
- **Technology/Cyber security** - ensuring the organisation has the resources to implement adequate technology infrastructure and cyber security measures. EVAD Technology was commissioned to upgrade any end-of-life hardware in 2025 across all three office sites. Nine laptops were replaced and new screens supplied where needed. A high-level systems review was carried out in 2025 which identified a key priority to streamline suppliers and ensure high quality technology infrastructure. Print management supplier was changed to EVAD Print Management and our EVAD IT services contract was renegotiated and renewed.
- **New refuge development** - Cuan funding enabled us to recruit a People & Change Manager to support the significant organisational change process involved in the new refuge development. A part-time People & Change Manager was recruited in August 2025 to oversee the people and change management required as the organisation scales. Meath County Council also agreed to take on a Client Representative role for the new refuge project. This has provided considerable support in progressing the project and helped to reduce risk throughout its development.

Employee Remuneration

The organisation had 47 employees during the year ended 31st December 2025, 28 of which are full time employees.

The number of employees whose total employee benefits (excluding employer social security contributions and pension costs) was greater than €60,000 in 2025 is as follows: 1.

Salary bands	2024	2025
Salary Range: €60,000 to €69,999	1	1

The CEO (appointed at .8 FTE) was paid a gross salary of €65,387 before PRSI and pension contributions.

FUNDING

Willow Domestic Abuse 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 2025 were utilised in the advancement of our charitable objectives, supporting women and children who experience domestic violence.

Our Financial Statements 2025 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 14th of April 2025 and approved at the AGM on 26th May 2025. The accounts show an income of €2,276,160 and a surplus of €48,076 was recorded. The auditors noted the prudent management of funds in the organisation during 2025 and noted continued 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, Selina Comaskey.

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 2025.

We were delighted to be approved for additional core funding from Cuan in 2025, specifically to fund a second weekend worker and for the appointment of a new Outreach Worker focused on migrant and rural communities, as well as an increase of €15,000 towards overhead costs. The organisation had 47 staff (including the relief panel) at the end of 2025, up from 38 staff in 2024.

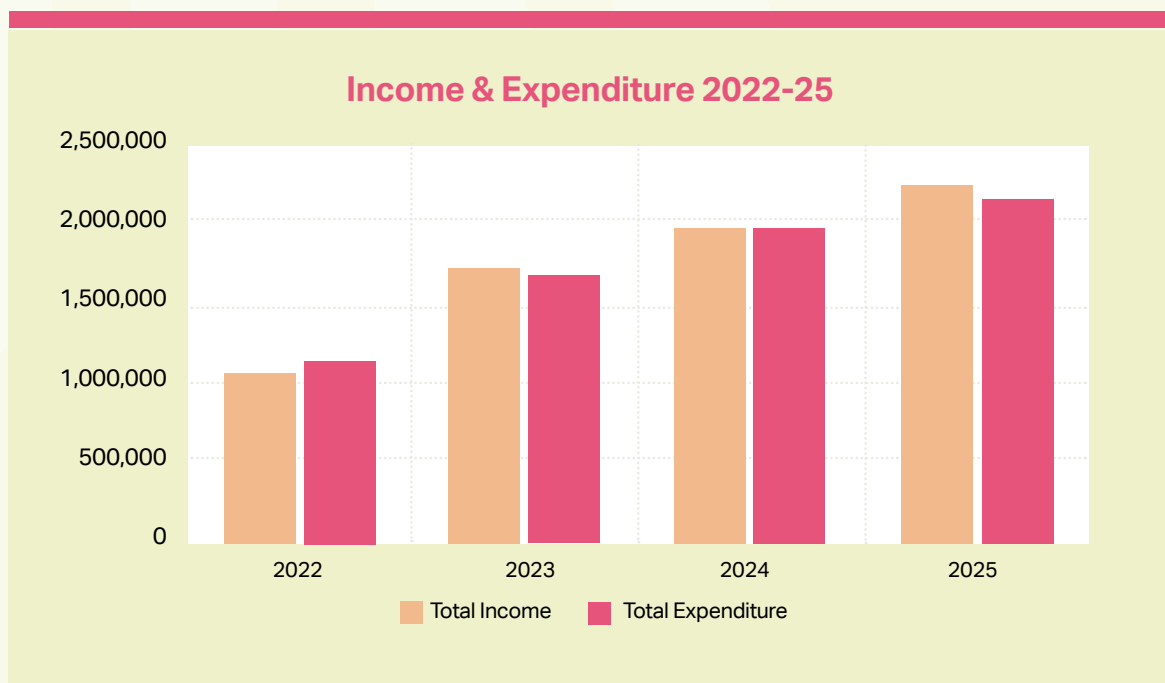
We continued the implementation of our business plan to support the growth and development of the organisation, which included ongoing work on our new refuge building development. We benefitted from a wide range of donations and grants from community stakeholders and partners which has enabled us to maintain and enhance the quality of our service, including essential health and safety works at refuge.

As a larger organisation, the increasing volume of service delivery requires a highly functioning management and governance structure, supported by the board of directors. In 2026 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, such as a Director of Services, as well as ensuring our operational and programme costs are covered through core funding. We continue to prioritise the goal of a sustainable model of funding for the organisation, with secure and robust systems to support staff and manage organisation growth.

Financial Results

In 2025, we had a total income of €2,276,160 compared to €1,960,821 in 2024, an increase of 16%. At the end of the financial year the charity had gross assets of €1,403,997 (2024 - €1,369,293) and gross liabilities of €237,000 (2024 - €250,372). The net assets of the charity have increased by €48,076. The total assets of the company includes property with a net book value of €720,136 at the year-end 31 December 2025. The majority of our expenditure (74%) was on salary costs for our 47 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 unrestricted reserves as per the 2025 audit financial statements is €408,776 which has increased from the 2024 figure. The three-month reserve target is currently €513,440 this includes €442,719 for budgeted wages, €66,014 in budgeted overheads as well as €4,707 for a sink fund for building repairs. A drawdown from the Operating Reserve Fund must be approved by the Board.



Income Generation 2025

Our core funding goal is 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.

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.

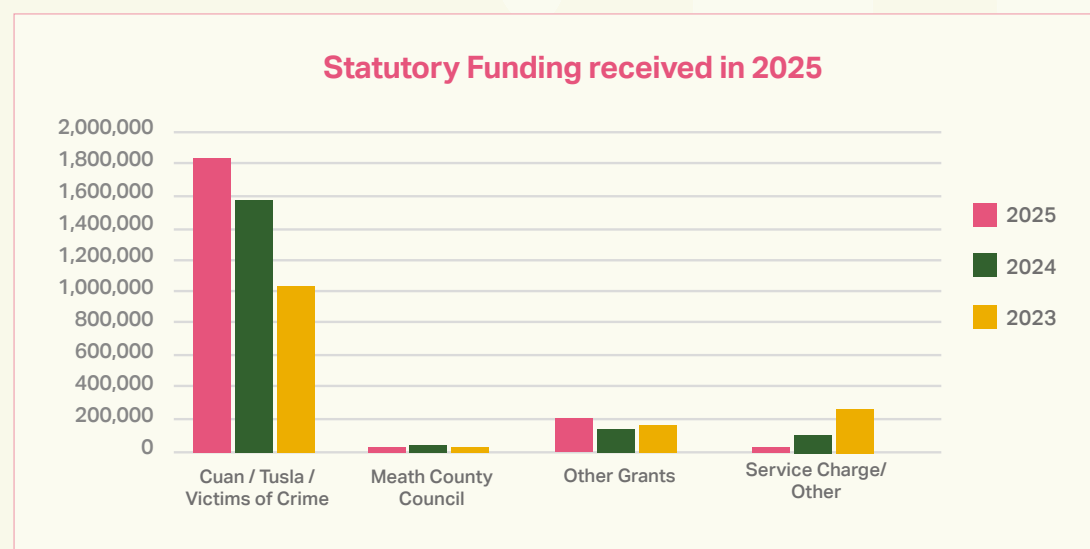
A business plan was submitted to Cuan in June 2025 seeking a phased three-year programme of investment to more fully cover overhead and programme costs, as well as expand staffing to appropriate levels to meet the needs presenting ahead of the new refuge development. We submitted an application to the Cuan Open Call in July 2025 and received news later in the year that we received funding for a second Weekend Worker, a new Outreach Inclusion Worker and an increase of €15,000 per annum to our overhead costs which is to be welcomed but is still below the level of what is required to fully fund the organisation's operational costs.

We were pleased that Cuan moved from an annual funding agreement to a two year SLA for 2025 and 2026 which brings a greater level of stability and ability to plan ahead.

Funding Sources

The diversity of funders can be seen below, with core funder Cuan providing 81% of funding and the remaining 19% made up of reimbursed building costs in relation to new refuge development and other grants (12%), as well as donations and fundraising (7%).

	2023	2024	2025	YoY % change
Donations and Legacies	€ 163,712	€145,308	€174,423	+20%
Grant funding	€ 1,239,748	€1,697,640	€2,057,270	+21%
Other	€ 306,623	€117,873	€44,467	-62%
Overall Income	€1,710,083	€1,960,821	€2,276,160	+16%



Cuan (Department of Justice, Home Affairs and Migration) - we received core funding of €1,834,778 for staff funding and service delivery of refuge, outreach, helpline, children's services and prevention/ education programme.

Meath County Council

- New refuge development costs reimbursement – €27,675
- Refund of rent paid to Tuath Housing for community-based refuge units – €10,218
- Councillor discretionary funds received in 2025 for counselling services – €9,250
- Local Enhancement Programme (2025) grant - €3,600 for new laptops for staff.
- Meath County Council also provides an annual supply of women's menstrual products through their Period Poverty programme.

HSE National Lottery Fund - we received €6,530 towards new IT equipment for staff, as well as equine coaching for women in our outreach programme.

Erasmus+ EU funding received for Equal Steps programme – €1,707 (remainder referred until 2026).

We gratefully acknowledge the support of FEAD EU Food Aid for the Most Deprived which provided a regular stock of dry food goods for women and children accessing our services.

Other grants received in 2025

- **Meta** - we received €20,000 towards IT upgrades including website refresh and for emergency grants for women.
- **Community Foundation Ireland** – (total €87,237 including deferred income from 2024). We were grateful to receive €40,000 in June from the RTÉ Toy Show Appeal to fund a new pilot project to provide healthy relationships education in schools. We received €10,000 from OLC Fund to support direct support for women in refuge including transport and essential items like clothes and furniture, as well as provide a library of books for women and staff. We received €10,000 from an anonymous donor in April to provide counselling hours and pilot life coaching for women.
- **Mason Hayes & Curran** – in year two of our vital partnership with Mason Hayes & Curran we received €16,500 to fund our children's activities and play therapy for the year.
- **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 167 counselling hours for survivors.
- **Women's Aid** – we received €10,000 (deferred from 2024) to fund emergency grants for women staying in refuge and engaged with our outreach services.
- **ESB Energy for Generations Fund** – we received €12,500 to fully upgrade our communal bathroom in refuge. Versatile Navan generously donated the units for the new bathroom.
- **Children's Rights Alliance** – we receive €5,440 to fund supermarket vouchers for families to bridge food poverty over Christmas.
- **Alex Women's Charity** – we received a grant of €4,000 towards emergency costs like transport and food for women.
- **Edmund Rice Trust** – we received €3,200 towards emergency grants for women.
- **Knights of Columbanus** – we received €2,000 towards toy vouchers for children at Christmas.

Fundraising & Donations

Fundraising income continues to be a critical source of support, and we raised a fantastic €174,423 in 2025, our highest ever amount from community donations in one year. The organisation employs a part-time Development & 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.

Thank you to our amazing community in Meath and beyond who continue to raise funds and support our mission.



Staff from **DwyerOmega, Navan**, presenting a cheque to Willow Domestic Abuse Services in November.



Meath Chamber of Commerce partnered with other Chambers to host an event called 'She Leads', hosted at the Fairways Hotel Dundalk on 5th September 2025, which raised over €8,900 to support women and children experiencing domestic abuse across the border region. The funds were split equally among four charity partners: Women's Aid Armagh & Down, Women's Aid Dundalk, Drogheda Women's and Children's Refuge, and Willow Domestic Abuse Services.



Credit Union Plus continue their strong support by presenting a Christmas cheque to Claudia Hegarty, Zero Tolerance Meath Project Lead.



Thank you to **Delia Heneghan** from Kilcloon who raised funds by making and selling over two thousand St. Brigid's Crosses in February 2025.



A fantastic team of volunteers from the new **B&Q store** in Navan transformed an unused covered courtyard into a relaxing wellbeing space for women and children at refuge.

The Transition Years at St. Patricks' School Navan raised an incredible €17,500 from their Boyne Camino walk in 2025.



PEOPLE

Our staff are at the heart of Willow Domestic Abuse Services. We employ social care, social work, early childhood education specialist and community development professionals across our core services: Refuge & Helpline, Outreach and Community and Child and Youth services, in addition to staff with specialist finance, administration, facilitates management, people and communication skills.

In recent years, the organisation has experienced considerable growth, with staffing increasing to 47 employees by the end of 2025, equivalent to 28 FTE. This is a significant increase from 38 staff in 2024.

Senior Management Team

Since 2023, the organisation has established and strengthened its Senior Management Team, comprising:

- **Chief Executive Officer (CEO)** – the chief accountable officer to the Board, responsible for the overall operation of the organisation.
- **Finance Manager** – responsible for financial management and governance, the preparation of monthly management accounts, and coordination of the annual external audit.
- In 2025, we hired a **People and Change Manager** to the senior management team, responsible for leading the organisation's people function, supporting staff development and wellbeing, strengthening organisational culture, and driving organisational change.

The organisation has identified the need for a Director of Services to complete the Senior Management team and will continue to seek funding to establish this role in 2026.

Middle Management Team

The Middle Management Team, in place since 2023, consists of the managers of the organisation's three frontline programmes:

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

This team is supported by the Development & Communications Manager, who is responsible for organisational communications, stakeholder engagement, fundraising support, and development initiatives.

The purpose of the management team is to provide leadership, foster a positive organisational culture, support the implementation of the strategic plan, and act as a key link between the organisation and the Board of Directors.

Managers play a central role in representing the organisation, reporting to funders and regulatory bodies, and ensuring the effective coordination of the organisation's work.

The Senior Management Team and Middle Management Team meet collectively monthly. A Team Charter is in place, outlining the distinct responsibilities of each team as well as their shared responsibilities in supporting the delivery of the organisation's mission and strategic objectives.

Introduced in 2023, the Performance Management Policy provides a fair and transparent framework to support employee development, performance, and ongoing communication. The main elements of the organisation's performance management cycle include:

- Q1 goal setting including the identification of training and development needs.
- Performance conversations throughout the year, both formal and informal.
- Annual year-end appraisals in Q4.

The CEO is the chief accountable officer to the board and is responsible to the board for the overall operation of the organisation.

Management Team Profile



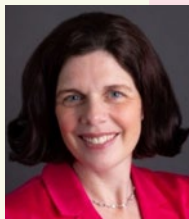
Frances Haworth | CEO

Frances joined Willow Domestic Abuse 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, a Postgraduate Higher Diploma in Social Policy & Rights from Maynooth University and is a former board member of Trim Family Resource Centre.

Selina Comaskey | Finance Manager

Selina joined Willow Domestic Abuse Services in November 2023 as Finance Manager. Selina is responsible for managing financial systems, processes, administration and internal controls. Selina has worked in the non-profit sector since 2011. Prior to joining Willow Domestic Abuse 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.





Helen Cahill | People and Change Manager *(appointed August 2025)*

Helen joined Willow Domestic Abuse Services in August 2025 in the newly created People and Change Manager role. Helen holds a BA in Applied Psychology and an MA in Occupational Psychology and HRM from UCC, a Postgraduate Diploma in Law from the Law Society of Ireland and a Postgraduate Certificate in Workplace Wellness from TCD. Helen has over 30 years' experience in HR management and organisational consulting, working with Deloitte Ireland, Pinta Consulting and independently. Helen is a Board Director of Dublin South MABS and is on the People and Corporate Services Committee of Depaul Ireland and has previously volunteered for several years with Community Law and Mediation and Irish Girl Guides.

Aileen Flood | Team Leader, Helpline and Refuge *(appointed May 2025)*

Aileen Flood joined the organisation in May 2025 as Refuge & Helpline Team Leader. She brings over 12 years of frontline experience across Ireland and Canada, supporting and advocating for marginalised individuals experiencing complex challenges. Her practice is grounded in dignity, choice and evidence-informed support, underpinned by a strong commitment to continuous improvement, collaboration and community partnership. Aileen holds a Bachelor's degree in Social Care from DIT and is passionate about delivering high-quality, person-centred services that empower women and families to rebuild their lives.



Amanda Alty | Team Leader, Outreach and Community

Amanda joined the organisation in 2023 as the Team Leader for the Community & Outreach programme. Amanda has over 10 years' 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 Masters 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, Children and Youth

Katie joined Willow Domestic Abuse Services in 2019 as a Child Development and Support Worker. In 2023, Katie progressed into the Children & Youth Team Leader role and is committed to ensuring that children and young people are recognised as victims and survivors of domestic violence, and to developing service responses that reflect their unique experiences. She is passionate about ensuring their voices are heard and their experiences are recognised. Katie has an MA in Child, Family and Community Studies and has over 10 years' experience working with children and young people, including early years and family homelessness. In the second half of 2025 Katie availed of extended leave and her role was covered by Cheriece Corrigan from our Children and Youth Team. Cheriece has an extensive background in delivering services to children and has previously held staff supervisory roles. We look forward to Katie's return during 2026 and are grateful to Cheriece for stepping into the Team Leader role during this time.



Training and Development

We continue to prioritise investment in staff skills with an emphasis on core training in service delivery and regulatory compliance.

In 2025, the management team supported staff to register with CORU before the deadline of 30th November, 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. Management team coaching was provided by Sinéad Gaynor, who also facilitated a session to review and strengthen the joint working model for the refuge and children's teams. We were grateful for a pro-bono Equine Coaching session for staff in July 2025 provided by Martins-town Lodge in Athboy. One manager completed the National College of Ireland Certificate in Non-Profit Leadership and Management.

External staff supervision is provided by Deirdre Redmond to the Outreach and Refuge teams monthly and the Children's team receive supervision from Melissa Moore. 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.

In 2025, we enabled staff to avail of specialist sector training as outlined in 1.4 above as well as specific skills training including:

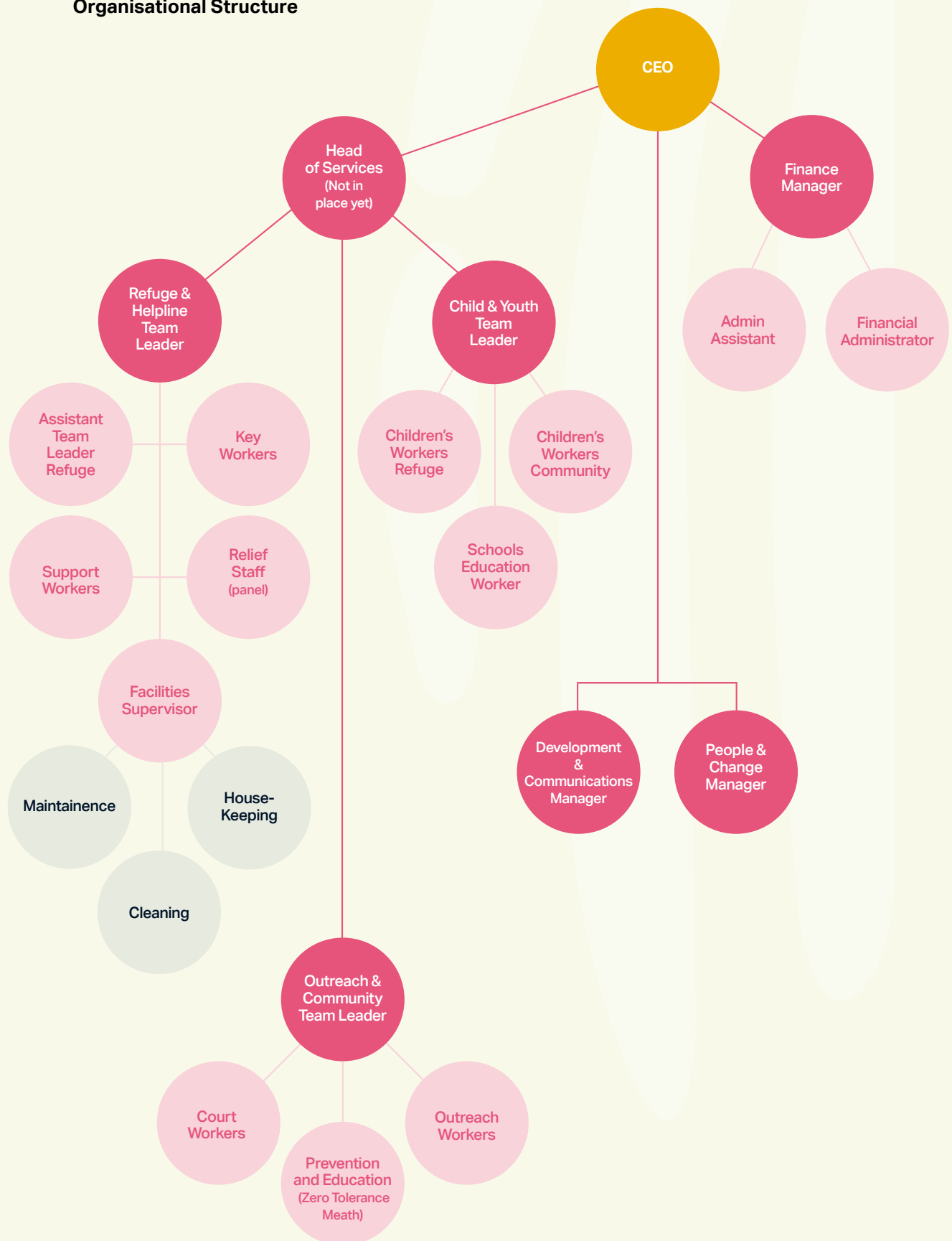
- Effective Record Keeping training with La Touche for all front line staff
- Group facilitation training for three staff members
- DLP training from Barnardos for on call team and managers
- Mandatory Health and Safety training including First Aid, Manual Handling and Fire Safety
- SharePoint and Performance Management training for managers
- Our Finance & Admin team trained in Excel Intermediate, Financial Management e-learning and SORP Requirements for Charities and The Charities Governance Code

In 2026, we will continue to invest in our people through the development of a workplace wellbeing initiative and the delivery of trauma-informed practice training for all staff. We held 4 all staff meetings in 2025 and introduced a new internal monthly newsletter for staff from July which has been well received and helps share news and updates.

Workplace Relations Commission (WRC) Pay Agreement

During 2025, the organisation implemented the first phases of the Workplace Relations Commission (WRC) pay agreement, ensuring eligible staff benefited from nationally agreed pay increases in line with the Community and Voluntary Sector agreement.

Organisational Structure



INFRASTRUCTURE

This enabler focuses on building our physical and digital infrastructure to support the development of our services. Our goal is for our systems, processes, physical and digital infrastructure to create efficiencies and be fit for purpose.

In terms of physical infrastructure, we own our communal refuge building in Navan and rent three community refuge units from Tuath Housing, with one more community unit provided by Meath County Council. We rent two office spaces for our community and support staff in Navan town centre and Kells.

New refuge development in Navan



CGI Image of **new 12-unit refuge facility** in Navan

Planning for a new refuge development for Co. Meath has been underway since a feasibility study was conducted in 2017 to look at future options. The new purpose-built refuge will provide 12 self-contained accommodation units, together with dedicated children's facilities, counselling rooms, office space and safe outdoor areas. Once completed, it will significantly increase refuge capacity in Co. Meath while providing a modern, accessible and trauma-informed environment for women and children seeking safety and support.

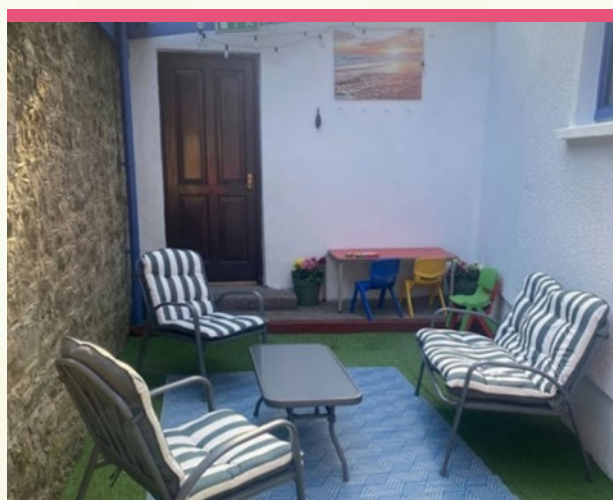
Co. Meath has been identified as one of the Government's priority locations for refuge development under Zero Tolerance: The Third National Strategy on Domestic, Sexual and Gender-Based Violence, reflecting the national commitment to doubling refuge accommodation across Ireland.

In 2025, we worked closely with Meath County Council who have taken on a project management role with the development and were pleased to publish the Part 8 Planning Application in December 2025. The next stage in 2026 is to submit our Stage 3 CAS

application and proceed to recruit contractors. Construction is expected to begin in 2027 with a completion date in late 2028. The new development will provide the quality, accessibility and capacity of refuge services that women and children in Co. Meath urgently need and deserve.

Upgrades at refuge

The facilities and house-keeping team completed refuge upgrades in 2025 to make sure that our refuge units are as warm and welcoming for women and their families as possible. The exterior doors, fire escape and exterior window frames and handrails were painted to modernise and soften the look. Inside refuge, the entrance and hallways were painted. A trauma informed approach was taken when updating the aesthetic of the refuge. New art was hung in the hallways and community houses. A quiet room to offer holistic massage was decorated and equipped and a computer was installed and made available for residents' use. Staff from B&Q Navan renovated an unused courtyard area in March 2025, creating a relaxing space for the women and their children staying in refuge.



New courtyard area renovated by **B&Q Navan**

Refurbished bathroom with thanks to a grant for **ESB Energy for Generations Fund** and donation of materials from **Versatile Navan**

Fire safety upgrades were completed in refuge to ensure the safety of families and staff, including new floor plans and a fire curtain over the residential bedrooms. A full bathroom renovation was completed in October 2025, which meant refuge had to close for seven days. This renovation was made possible thanks to a grant from ESB Energy for Generations Fund and donation of materials from Versatile Navan. The works completed ahead of schedule, with every effort made to reduce impact on residents and reopen refuge as quickly as possible.

The costs for the upgrade and maintenance of our communal refuge and community-based refuge units are part 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. eSAFE developments in 2025 include:

- The development of a Zero Tolerance Meath portal to record activities
- Safety plans form developed
- Transactions process developed to ensure accurate recording of vouchers, emergency grants etc.
- Counselling portal developed so that our external counsellors and play therapists now log on to e-Safe to receive referrals and records sessions
- Development of management dashboards

EVAD IT manages our IT systems and security on behalf of the organisation and we renewed our contract with them in October 2025, including print management services. Upgrades to end-of-life hardware we carried out across all three office sites, part funded by HSE National Lottery grant and Meath County Council Local Enhancement Programme 2025. DocuSign was introduced to the organisation to manage external and staff contracts more efficiently.



COMMUNICATIONS

Communications play a vital role in connecting women and children with the support they need by ensuring they know our service is available, understand how to access it, and are aware of the supports we provide. Beyond service promotion, our communications work seeks to raise awareness of domestic abuse across our communities, challenge misconceptions, and promote greater understanding and more informed responses at both local and national levels.

Media Reach

Social media, local media, our website and printed information about our services are key communication channels for reaching women who may need our support, while also raising awareness of domestic abuse and our services within the wider community. We had an active social media presence on LinkedIn, Facebook and Instagram in 2025 with a total of 5,474 social media followers. Our total reach was 52,560 across all active channels and we had 7,900 website visitors. We also had considerable media coverage during the year featuring in the Meath Chronicle, RTÉ , and The Independent as well as taking part in a number of LMFM interviews.



Claudia Hegarty, **Zero Tolerance Meath** project leader and winners of the **Go Purple Day** Community Champion awards with Gerry Kelly at the LMFM studios.

CAMPAIGNS

Throughout the year, we mark key international days that shine a light on the realities of domestic, sexual and gender-based violence. This provides us with opportunities to engage our communities, challenge myths and stigma, promote prevention, and encourage everyone to play a role in creating safer communities.

- **International Women's Day**

We attend events, deliver presentations to corporate and community partners, and engage across our social media channels to highlight the ongoing work needed to achieve equality and end gender-based violence as we celebrate the achievements and resilience of women.

- **Go Purple Day**

An initiative led by An Garda Síochána, Go Purple Day raises awareness of domestic abuse and the supports available to those affected. We take part in events across Co. Meath alongside An Garda Síochána, sharing information about our services and engaging with local communities. We also host our annual Community Champion Awards, recognising individuals, organisations and community groups whose commitment and action have helped support survivors and challenge domestic abuse across Co. Meath.

- **16 Days of Activism Against Gender-Based Violence**

Each year, we participate in the global 16 Days of Activism campaign, running from 25 November to 10 December. Throughout the campaign, we share information, stories, educational resources and opportunities for community engagement to raise awareness of domestic abuse, advocate for change, and reinforce the message that violence against women and girls is preventable and unacceptable.

- **Christmas Campaign**

The Christmas period can be one of the most challenging times of the year for women and children experiencing domestic abuse, and this is reflected in the demand for our services during this time. Our annual Christmas campaign raises awareness that support is available throughout the Christmas season, encouraging those who need help to access our services, while also generating vital fundraising income to enable us to continue providing the wraparound supports that women and children need to recover and move on from abuse.

Rebranding to Willow Domestic Abuse Services

In 2025, we made the decision to rebrand the organisation to Willow Domestic Abuse Services following an extensive consultation with staff, stakeholders, board members and the women and children who use our services. We contracted Mantra Strategy and TAP Design Agency to develop the new brand identity for the organisation based on the consultation and Emily Maguire, Consultant, to develop the rebrand plan for the organisation. The organisation will formally become known as Willow Domestic Abuse Services on March 11th, 2026.

FINANCIAL STATEMENTS 2025

Meath Women's Aid Housing Association Company Limited by Guarantee

Annual Report and Audited Financial Statements

for the financial year ended 31 December 2025

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

Meath Women's Aid Housing Association Company Limited by Guarantee

REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Sinead Christian Meabh Smith Claire Sheeran Michele Sweeney Richelle Manning Ruth Keegan Liam Keane Sinead Gogan John Dunne
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 Flowerhill, 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.
Solicitors	Noonan & Son Solicitors Unit 1A Old Cornmarket Townparks Navan Co Meath

Meath Women's Aid Housing Association Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

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 2025.

Meath Women's Aid Housing Association Company Limited by Guarantee traded as Meath Women's Refuge & Support Services in 2025 and Willow Domestic Abuse Services since 2026. The annual and financial report serves the purposes of a directors' report under company law. The Directors confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 October 2019).

Message from Our Chairperson and Director

Meath Women's Aid Housing Association Company Limited by Guarantee provided a wide range of services to women and children experiencing domestic violence in Co. Meath in 2025. We experienced high demand for services during the year. In 2025 we provided refuge to 188 women and children (104 children and 84 women) and worked with 588 women in the community. Through fundraising and grants we provided over 800 counselling sessions and 104 sessions of play therapy and our helpline received 1,661 incoming calls. We were unable to provide refuge to a further 516 women who requested it because we were full.

A core piece of work was completed in 2025 with the development of our new strategic plan which will guide our work until 2030. By the time this report is published in 2026, we will have launched our plan and our new name – Willow Domestic Abuse Services. This marks a significant moment for the organisation, coming after close to 40 years of service in the county. The new name reflects strength, growth and renewal – qualities we see in the families we work with every day and better reflects our breadth of services for women and children. We are ambitious for change for the women and children we work with and to achieve excellence in how we work.

We continue to work closely with our core funders, Cuan Agency, set up under Section 40 legislation to fund domestic, sexual and gender-based violence services in Ireland and work towards implementing a zero tolerance approach. In 2025, Cuan Agency provided 80.6% of our funding, while the rest was raised through donations and other specific purpose grants. In 2025, we secured an increase in our core operational funding from Cuan, as well as permanent funding for a second weekend worker and a new Outreach & Inclusion Worker role to target more marginalised women. We launched a new schools education project – Athrú Project – funded by the RTE Toy Show Appeal which is focused on the prevention of domestic and gender based violence through education and engagement with young people, parents and teachers in school communities in Navan.

We continue to work in close partnership with Meath County Council, the Department of Housing and Cuan to progress the development of our 12-unit refuge building in Windtown, Navan. Meath County Council published the Part 8 planning pack in December 2025 which is a significant step on our refuge development journey. We look forward to the new refuge being operational in 2028 and being able to provide the highest quality accommodation service for families seeking refuge.

On behalf of the Board, I would like to take the opportunity to thank Frances Haworth, CEO and her exceptional team for the impact they make and their individual personal dedication in service of women and children. I also wish to acknowledge the time and professionalism of my fellow board members who serve in an entirely voluntary capacity to provide strategic and governance oversight for the vital work of the organisation. We are grateful to receive a wide range of donations and grants from community stakeholders and partners which enables us to provide additional supports to families who need it most.

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 Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2025.

Meath Women's Aid Housing Association Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

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.

Vision Objectives and Strategy

Our vision is to work towards a future free from domestic, sexual and gender-based violence and abuse.

Our Constitution clearly outlines the main objective of our company.

Our principal objective is: 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.

Our subsidiary objectives are:

- 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.

Purpose and activities

We work towards a society free from domestic, sexual and gender-based violence and abuse by:

1. Supporting women and children on their journey towards safety, wellbeing and recovery through a range of specialist services, including:
 - Refuge accommodation (8 units)
 - Outreach and court support services
 - Child and youth services, in refuge and in the community
 - Counselling and play therapy
 - Education and personal development
2. Promoting a culture of zero tolerance of domestic, sexual and gender-based violence through:
 - Our Zero Tolerance Meath community-based programme
 - Primary prevention and community education
 - School and youth-based education
3. Working to influence long-term societal and systemic change at local, regional and national level by:
 - Collaborating with peer organisations to advocate for change
 - Strengthening the voice of the community in Co. Meath through leadership and partnership

Strategy

Meath Women's Aid Housing Association Company Limited by Guarantee spent time developing a new strategic plan in 2025 to guide our work until 2030. We achieve our vision through focus on three strategic pillars:

Strategic Pillar 1: Listen

We actively seek the insights, knowledge and lived experience of women, children, young people and the wider community to inform all aspects of our work.

Meath Women's Aid Housing Association Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

Strategic Pillar 2: Respond

We provide high quality, evidence-based services to respond to domestic violence and abuse.

Strategic Pillar 3: Collaborate

We work closely with partners to challenge and change attitudes, systems and structures that enable DSGBV.

All our work is underpinned and informed by a commitment to human rights and gender equality, and the values of Respect, Trust, Empathy and Hope.

Achievements & Performance

The organisation continued to deliver a high-level of support services to women and children, despite the ongoing challenges of the housing and 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 core funder Cuan Agency, and a range of other funders and donors.

- In 2025, we delivered refuge accommodation for 188 women and children and provided community-based support services to a further 665 women and children in our community. At the heart of our purpose is listening and responding to support victim/survivors – to meet them with empathy, respect and high quality, evidence-based services.

The year in numbers

- 84 women and 104 children provided with emergency refuge accommodation
- 588 women and 77 children supported in the community across Meath
- 1,661 helpline calls (average of 32 per week)
- 800+ hours of adult counselling provided
- 106 hours of play therapy/ adolescent counselling provided
- 25 women attended group education programmes

- We launched our “Truly Be Me” evaluation report with Trinity College Dublin in June 2025. The report evaluated our work with children in the community and ensures our work is evidence based. The evaluation found a high value was placed on our services by children and mums we work with in supporting them on their journey to safety, wellbeing and recovery.

- Zero Tolerance Meath community prevention project has grown from strength to strength. We began delivering a series of educational modules, as well as ‘In Their Shoes’ interactive activity in the community. We initiated a Zero Tolerance Meath Interagency Steering Group which is bringing together key interagency partners in Meath (including Meath County Council, Tusla, HSE, An Garda Síochána and others to enhance pathways to safety for victims/ survivors. This interagency group met twice in 2025. A total of 52 education and awareness sessions were held in the county.

- We launched *Athrú* – our schools education project which has engaged three schools in Navan in its initial year. This vital work with young people, parents and teachers on healthy relationships education is funded by the RTE Toy Show Appeal.

- We welcomed a new team leader to refuge and continued our ongoing process of service enhancements including a full bathroom renovation, installation of fire curtain in the attic area, and the introduction of exit interviews with women leaving refuge to learn and enhance our services. We focus on providing the best possible choice based, trauma informed refuge service for women and children arriving in crisis.

Organisational development and enablers

- We developed our new strategic plan 2026-2030 through a six month process of engagement and input with an external consultant. We talked to service users, staff, board members, funders and external stakeholders to develop a comprehensive plan and clear map for the future. We also made a clear collective decision to move to a new name and rebrand (Willow Domestic Abuse Services) in 2026, which staff, board and service users have collaborated on developing for the past 18 months.

- We recruited a part-time People & Change Manager which is a senior management role and has made considerable progress in enhancing our people management and support processes and functions. We also secured a new Outreach & Inclusion Worker role for our community based services, to enable specific responses to minority and rural women. We were pleased to implement a WRC pay increase worth 5.5% for our hard-working and dedicated staff in December 2025.

- Meath County Council published the Part 8 Planning pack for our new 12-unit refuge in Windtown, Navan on a site donated by the Council in December 2025. We expect the planning to be approved in 2026 and construction to begin work in 2027.

- We entered the Carmichael Good Governance Awards again in September, and while not short listed in our category we improved our score and achieved an overall mark of 95%. We reviewed and updated a number of organisation policies, including a full Data Protection review.

Meath Women's Aid Housing Association Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

Structure, Governance and Management

Structure

Meath Women's Aid Housing Association Company Limited by Guarantee (known by its trading names Meath Women's Refuge & Support Services, and more recently Willow Domestic Abuse 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 a registered charity and hence the report and results are presented in a form, which complies both with the requirements of the Companies Act 2014 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)).

Legal Status

The organisation is a company registered in Navan, 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.

The company is also an Approved Housing Body (AHB-03011) and submits annual returns to the Approved Housing Body Regulatory Authority.

The organisation is funded under Section 40 (Domestic, Sexual and Gender Based Violence Agency Act, 2023) by Cuan Agency, under the auspices of the Department of Justice, Home Affairs and Migration.

Governance

We reported full compliance with the Charities Governance Code for Community and Voluntary organisation in Ireland in 2025 and are compliant with 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 2025.

Appointment of Directors

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 2025 (in February, April, October 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.

Finance, Risk & Governance Subgroup attendance					
Director	Attendance	February 25	April 25	October 25	December 25
Richelle Manning (Treasurer)	3/4	✓	✓	✓	
John Dunne	3/4	✓		✓	✓
Liam Keane	4/4	✓	✓	✓	✓

The Fundraising and Communications Subgroup which oversees income generating activities and communications is made up of three directors with the Communications & Development Manager reporting into this group, as well as the CEO in attendance. This group met on three occasions in 2024 in March, May and September and is chaired by a director of the board who has expertise in this area.

Meath Women's Aid Housing Association Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

Fundraising & Communications Subgroup attendance				
Director	Attendance	March 25	May 25	September 25
Sinead Christian	3/3	✓	✓	✓
Meabh Smith	3/3	✓	✓	✓
Claire Sheeran	1/3		✓	

The Human Resources Subgroup met on three occasions in 2025, in February, May and October. This group supports the HR functions in the organisation and the chairperson sits on and chairs this group. The People & Change Manager reports to this sub group since joining the organisation in August 2025.

Human Resources Subgroup attendance				
Director	Attendance	February 25	May 25	October 25
Sinead Gogan	3/3	✓	✓	✓
Ruth Keegan	3/3	✓	✓	✓

Attendance at Board meetings

There were 9 board directors in 2025 up to year end. The board met 6 times (including an additional ad hoc meeting in December 2025) and the AGM was held on the 26th of May 2025. See attendance chart below.

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

Sinead Christian
Sinead Gogan (Chairperson)
Meabh Smith (Company Secretary)
Claire Sheeran
Michele Sweeney
Richelle Mannin (Treasurer)
Liam Keane
Ruth Keegan
John Dunne

Board of Director meetings attendance							
Board Director	Attendance	Jan 25	Mar 25	May 25	Sept 25	Nov 25	Dec 25
Sinéad Christian	5/6		✓	✓	✓	✓	✓
John Dunne	6/6	✓	✓	✓	✓	✓	✓
Sinéad Gogan (Chairperson)	6/6	✓	✓	✓	✓	✓	✓
Liam Keane	6/6	✓	✓	✓	✓	✓	✓
Ruth Keegan	6/6	✓	✓	✓	✓	✓	✓
Richelle Manning (Treasurer)	6/6	✓	✓	✓	✓	✓	✓
Michele Sweeney	4/6		✓		✓	✓	✓
Claire Sheeran	4/6	✓	✓	✓			✓
Meabh Smith (Secretary)	3/6		✓			✓	✓

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.

Meath Women's Aid Housing Association Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

Financial Review

Meath Women's Aid Housing Association Company Limited by Guarantee 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. 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 2025 comprising 19.4% of our overall funding, with 80.6% contributed by our core funder Cuan Agency. The directors submit their report together with the audited financial statements for the financial year ended 31 December 2025.

The results for the year, the balance sheet and the cash flow statement are set out in these accounts. In 2025, we had a total income of €2,276,160 compared to €1,960,821 in 2024, an increase of 16%.

Financial Results

At the end of the financial year the charity had gross assets of €1,403,997 (2024 - €1,369,293) and gross liabilities of €237,000 (2024 - €250,372). The net assets of the charity have increased by €48,076.

Financial Position

The total assets of The Company includes Property with a net book valued of €720,136 at the year end 31 December 2025.

Reserves Policy

The Board of Directors updated our reserves policy and developed a separate reserves statement also in 2025, and this was signed off by the board of directors on the 26th May 2025. 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 2.4 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. Our reserves were not utilised in 2025.

The current level of total reserves as per the 2025 audit financial statements is €1,166,977 comprised of €720,136 restricted (non liquid) capital reserves as well as unrestricted reserves of €446,861.

The current level of unrestricted reserves as per the 2025 audit financial statements is €408,776, which is comprised of 'non-capital' unrestricted reserves of €446,861 less the restricted reserves of €35,085. The three-month reserve target is currently €513,440 this includes €442,719 for budgeted wages, €66,014 in budgeted overheads as well as €4,707 for a sink fund for building repairs. A drawdown from the Operating Reserve Fund must be approved by the Board..

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 2025 and approved our updated risk register in April 2025, 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.

Plans for the Future

2025 was an important year for the organisation as we managed some key personnel transitions, with a new team leader and assistant team leader in refuge and our new CEO in place. The process of developing our new strategic plan and our new name – Willow Domestic Abuse Services - and the necessary consultation that that included has been beneficial in enabling the organisation to solidify its vision, purpose and values. We had a very busy year in terms of front-line service provision as well as substantive progress in our education and interagency work in Meath, including the establishment of a new Interagency Steering group in the county. We look forward to launching our new strategy and name in 2026, strengthening our collaboration with interagency partners and working to enhance our services and systems to ensure we are listening and responding appropriately. In 2026, we plan to secure Part 8 planning permission for our new refuge development and submit our Stage 3 application to the Department of Housing to progress state of the art refuge accommodation provision for Co. Meath. Finally, we continue to work closely with Cuan Agency and our sector colleagues to ensure we have a sustainable model of funding for the organisation and secure and robust systems to support staff and manage organisation growth.

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 Company Limited by Guarantee subscribes to and is compliant with the following:

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

Meath Women's Aid Housing Association Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

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) 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.

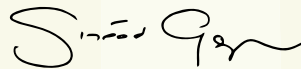
Accounting Records

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 25th May 2026 and signed on its behalf by:



Richelle Manning | Director



Sinéad Gogan | Chairperson

Meath Women's Aid Housing Association Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

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.

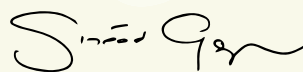
In so far as the directors are aware:

- 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 25th May 2026 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 Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Meath Women's Aid Housing Association Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2025 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 2025 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 Company Limited by Guarantee

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

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.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 11, 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 scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 Company Limited by Guarantee

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

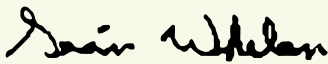
Our report is made solely to the charity's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To 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

25th May 2026
.....



Sean Whelan | Auditor

Meath Women's Aid Housing Association Company Limited by Guarantee

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)

for the financial year ended 31 December 2025

	Notes	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €
Income							
Donations and legacies	4.1	172,213	2,340	174,423	142,022	3,286	145,308
Charitable activities							
Grants from governments and other co-funders	4.2	-	2,057,270	2,057,270	-	1,697,640	1,697,640
Other income	4.3	16,792	27,675	44,467	11,199	106,674	117,873
Total income		189,005	2,087,285	2,276,160	153,221	1,807,600	1,960,821
Expenditure							
Charitable activities	5.1	57,466	2,170,748	2,228,084	87,685	1,868,981	1,956,666
Net income/(expenditure)		131,539	(83,463)	48,076	65,536	(61,381)	4,155
Transfers between funds		-	-	-	2,841	(2,841)	-
Net movement in funds for the financial year		131,539	(83,463)	48,076	68,377	(64,222)	4,155
Reconciliation of funds:							
Total funds beginning of the year	16	1,083,789	35,132	1,118,921	983,232	131,534	1,114,766
Transfer between opening Funds		(86,416)	86,416		32,180	(32,180)	
Total funds at the end of the year		1,128,912	38,085	1,166,997	1,083,789	35,132	1,118,921

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 25th May 2026 and signed on its behalf by:

Richelle Manning

Richelle Manning | Director

Sinéad Gogan

Sinéad Gogan | Chairperson

Meath Women's Aid Housing Association Company Limited by Guarantee
BALANCE SHEET
as at 31 December 2025

	Notes	2025 €	2024 €
Fixed Assets			
Tangible assets	10	720,136	730,098
Current Assets			
Debtors	11	22,184	48,911
Cash at bank and in hand	12	661,677	590,284
		683,861	639,195
Creditors: Amounts falling due within one year	13	(237,000)	(250,372)
Net Current Assets		446,861	388,823
Total Assets less Current Liabilities		1,166,997	1,118,921
Total Net Assets		1,166,997	1,118,921
Funds			
Restricted trust funds		38,085	35,132
General fund (unrestricted)		1,128,912	1,083,789
Total funds	16	1,166,997	1,118,921

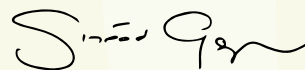
The total unrestricted funds includes a revaluation reserve of €(465,981) (2024 - €(465,981))

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 25th May 2026 and signed on its behalf by:



Richelle Manning | Director



Sinéad Gogan | Chairperson

Meath Women's Aid Housing Association Company Limited by Guarantee
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Net movement in funds		48,075	4,156
Adjustments for:			
Depreciation		9,962	9,962
		58,037	14,118
Movements in working capital:			
Movement in debtors		26,727	(27,387)
Movement in creditors		(13,363)	172,446
		71,401	159,177
Cash generated from operations			
		71,401	159,177
Net increase in cash and cash equivalents		590,276	431,099
Cash and cash equivalents at the beginning of the year			
		661,677	590,276
Cash and cash equivalents at the end of the year	12	661,677	590,276

Meath Women's Aid Housing Association Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

1. GENERAL INFORMATION

Meath Women's Aid Housing Association Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the company is 39 Flowerhill, 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 2025 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.

Meath Women's Aid Housing Association Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

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

- 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 2026 and 2027 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 2025 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 2025 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.

Meath Women's Aid Housing Association Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

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	2025	2024
	€	€	€	€

Fundraising & Donations	172,214	2,340	174,423	145,308
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4.2 CHARITABLE ACTIVITIES

Unrestricted Funds	Restricted Funds	2025	2024
€	€	€	€

Grants from governments and other co-funders:

AWC	-	4,000	4,000	-
Bord na Mona	-	-	-	1,000
Childrens Rights Alliance	-	5,440	5,440	5,200
Community Foundation Ireland	-	87,237	87,237	10,000
CUAN	-	1,834,778	1,834,778	-
Edmund Rice	-	3,200	3,200	-
Erasmus	-	1,707	1,707	-
ESB	-	12,500	12,500	12,991
Hospital Saturday Fund	-	-	-	2,732
HSE Lottery	-	6,530	6,530	5,858
Ireland Fund	-	-	-	5,000
Kingspan	-	10,000	10,000	10,000
Knights of Columbanus	-	2,000	2,000	3,000
Mason Hayes & Curran	-	16,500	16,500	-
Meath County Council	-	23,078	23,078	50,787
Meta	-	20,000	20,000	5,773
Protestant Aid	-	300	300	-
Safe Ireland	-	-	-	5,000
Sisters of Mercy	-	20,000	20,000	20,000
TOMAR	-	-	-	25,000
TUSLA	-	-	-	1,375,678
Victims of Crime	-	-	-	159,622
Womens Aid	-	10,000	10,000	-
	-	2,057,270	2,057,270	1,697,641

4.3 OTHER INCOME

Unrestricted Funds	Restricted Funds	2025	2024
€	€	€	€

Other income	-	27,675	27,675	106,674
Service Charge	7,925	-	7,925	10,130
Other	8,867	-	8,867	1,069
	16,792	27,675	44,467	117,873

5. EXPENDITURE

5.1 CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2025	2024
	€	€	€	€	€

AWC 2025	-	-	3,549	3,549	-
BOI Cost of Living - CFI	-	19,859	-	19,859	4,265
Bord na Mona-Fundraising	-	300	-	300	749
Buddist Temple	-	-	-	-	500

Meath Women's Aid Housing Association Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

CFI - OLC	4,261	-	2,748	7,009	-
CFI - Toyshow	22,237	-	-	22,237	-
CFI BOI Financial Wellbeing	632	-	15,398	16,029	-
CFI Private Donor	-	-	5,820	5,820	-
Childrens Programme (Tusla)	-	-	-	-	3,594
Childrens Rights Alliance	-	-	5,422	5,422	5,622
CIlr Emer Tobin - New Unit	-	-	-	-	2,996
CIlr Funds - Outreach	-	-	-	-	3,802
CIlr Funds - Programme Costs (Taxi)	-	-	-	-	2,000
CIlr Funds Household	-	4,324	4,630	8,953	7,901
CUAN – Wages	1,613,570	-	-	1,613,670	-
CUAN- Overheads	211,275	61,132	34,276	306,683	-
Digitwell	2,340	-	-	-	2,786
Edmund Rice – Client fund	-	-	3,336	3,336	413
Erasmus – Equal steps	-	1,706	-	1,706	-
ESB - EFG	12,502	-	-	-	13,994
Expenditure on charitable activities	-	20,132	4,470	24,602	62,478
Hospital Saturday Fund	-	-	-	-	2,732
HSE Lottery	-	5,763	1,000	6,763	5,881
HSF Mattresses	-	-	-	-	2,700
Katherine Howard Foundation	-	-	-	-	10,000
Kingspan	11,360	-	-	-	8,640
Knights of Columbanus	-	-	2,300	2,300	3,200
Mason Hayes Curran- Children's Programme	-	-	14,280	14,280	16,319
MCC Additional funds 2024	5,861	-	-	5,861	1,271
MCC CAS 2024	-	-	-	-	15,000
MCC Community Grant Scheme 2024	-	-	-	-	480
MCC Community Houses	-	-	-	9,408	4,936
MCC LEP 2024/2025	3,610	-	-	-	4,970
Meath County Council - Community Houses	-	-	9,408	9,408	9,792
Meta 2025	2384	2208	-	4,592	-
META Client Fund	-	-	-	-	5,041
META Community Fund	-	-	-	-	14,138
META Community Fund 2024	1,570	-	-	-	4,224
META Survivors Voices	-	-	-	-	9,234
National Lottery	-	-	-	-	12,630
National Lottery -Counseling	19,790	-	-	19,790	19,963
New Building Costs -MCC	-	27,675	-	27,675	106,674
OLC - Community Foundation - 2025	475	-	3,106	3,581	3,033
Protestant Aid	-	-	300	300	-
Safe Ireland	813	-	500	1,313	3,705
Service Charge – R&M	8,414	-	-	8,414	9,219
Sisters of Mercy- Counselling	-	-	20,120	20,120	20,000
The Ireland Funds	-	-	-	-	5,000
TOMAR	-	18,853	-	18,853	6,957
Tusla - Overheads	-	-	-	-	200,403
Tusla- Wages	-	-	-	-	1,167,442
Uppercuts - Pheonix	4,360	-	-	-	2,775
Victims of Crime	-	-	-	-	70,488
VOC - Overheads	-	-	-	-	2,726
VOC Community Mobilisation	-	-	-	-	86,194
Womens Aid - Client Fund	-	-	10,017	10,017	9,800
	1,925,454	161,952	140,678	2,228,084	1,956,666

Meath Women's Aid Housing Association Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

5.2	SUPPORT COSTS	Charitable Activities €	2025 €	2024 €
	Support	140,678	140,678	177,681
6.	ANALYSIS OF SUPPORT COSTS		2025 €	2024 €
	Support		140,678	177,681
7.	NET INCOME		2025 €	2024 €
	Net Income is stated after charging/(crediting):			
	Depreciation of tangible assets		9,962	9,962
	Operating lease rentals			
	- Office equipment		2,310	-
	Auditor's remuneration:			
	- audit services		5,500	5,735
8.	EMPLOYEES AND REMUNERATION			
	The staff costs comprise:		2025 €	2024 €
	Wages and salaries		1,412,591	1,171,036
	Social security costs		153,621	127,577
	Pension costs		82,630	72,826
			1,648,842	1,371,439
9.	EMPLOYEE BENEFITS			
	The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:		2025 Number of Employees	2024 Number of Employees
	€60,000 - €70,000		1	1

During the year The CEO received a gross salary of €65,387.

The organization had 47 employees during the year ended 31st December, 28 of which are full time employees.

Meath Women's Aid Housing Association Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

10. TANGIBLE FIXED ASSETS

	Land and buildings freehold €	Fixtures, fittings and equipment €	Motor vehicles €	Total €
Cost				
At 31 December 2025	785,819	212,246	32,575	1,030,640
Depreciation				
At 1 January 2025	64,221	212,246	24,075	300,542
Charge for the financial year	5,712	-	4,250	9,962
At 31 December 2025	69,933	212,246	28,325	310,504
Net book value				
At 31 December 2025	715,886	-	4,250	720,136
At 31 December 2024	721,598	-	8,500	730,098

11. DEBTORS

	2025 €	2024 €
Trade debtors	8,140	32,766
Other debtors	7,953	7,953
Prepayments	6,091	8,192
	22,184	48,911

12. CASH AND CASH EQUIVALENTS

	2025 €	2024 €
Cash and bank balances	40,131	18,407
Bank overdrafts	-	(8)
Cash equivalents	621,546	571,877
	661,677	590,276

13. CREDITORS

Amounts falling due within one year	2025 €	2024 €
Amounts owed to credit institutions	-	8
Trade creditors	6,135	6,425
Taxation and social security costs	89,915	37,034
Other creditors	74,130	-
Accruals	9,363	13,889
Deferred Income	57,457	193,016
	237,000	250,372

Meath Women's Aid Housing Association Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

14. STATE FUNDING

Agency	CUAN
Government Department	Department of Justice, Home Affairs and Migration
Grant Programme	Provision of Domestic Violences Services
Purpose of the Grant	Restricted to Salaries & core costs
Term	1 Year
Total Fund	€1,908,908
Expenditure	€1,834,778
Fund deferred or due at financial year end	€ 74,130
Received in the financial year	€1,788,091
Capital Grant	No
Restriction on use	Yes
State Funding	
Agency	Meath County Council
Department	Department of Housing, Local Government & Heritage
Purpose of the Grant	Reimbursement of New Building Costs
Term	Ongoing
Total Fund	€27,675
Expenditure	€27,675
Fund deferred or due at financial year end	Nil
Received in the financial year	Yes
Capital Grant	No
Restriction on use	Yes

Meath Women's Aid Housing Association Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

State Funding

Agency	Meath County Council
Department	Department of Housing, Local Government & Heritage
Purpose of the Grant	Refund from Tuath Housing
Term	Ongoing
Total Fund	€10,218
Expenditure	€7,683
Fund deferred or due at financial year end	€2,535
Received in the financial year	Yes
Capital Grant	No
Restriction on use	Yes

State Funding

Agency	Meath County Council
Department	Department of Housing, Local Government & Heritage
Purpose of the Grant	Local Enhancement Project (LEP) 2025
Term	Ongoing
Total Fund	€3,600
Expenditure	€3,600
Fund deferred or due at financial year end	Nil
Received in the financial year	Yes
Capital Grant	No
Restriction on use	Yes

Meath Women's Aid Housing Association Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

State Funding

Agency	Meath County Council
Department	Department of Housing, Local Government & Heritage
Purpose of the Grant	Councilor Discretionary Funds 2025
Term	Ongoing
Total Fund	€9,250
Expenditure	€9,250
Fund deferred or due at financial year end	Nil
Received in the financial year	Yes
Capital Grant	No
Restriction on use	No

State Funding

Agency	HSE
Department	HSE
Grant Programme	HSE National Lottery Grant Scheme 2025
Purpose of the Grant	
Term	1 Year
Total Fund	€6,530
Expenditure	€6,530
Fund deferred or due at financial year end	€0
Received in the financial year	€6,530
Capital Grant	Project Grant
Restriction on use	Yes

Meath Women's Aid Housing Association Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

15. RESERVES

	Revaluation reserve	Funds	Total
	€	€	€
At the beginning of the year	931,962	186,959	1,118,921
Surplus for the financial year	-	48,076	48,076
At the end of the year	931,962	235,035	1,166,997

16. FUNDS

16.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2024	983,232	131,534	1,114,766
Movement during the financial year	100,557	(96,402)	4,155
At 31 December 2024	1,083,789	35,132	1,118,921
Movement during the financial year	45,123	2,953	48,076
At 31 December 2025	1,128,912	38,085	1,166,997

16.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2025 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2025 €
Restricted funds					
Restricted	35,132	2,084,945	2,081,991	-	38,085
Unrestricted funds					
Unrestricted General	1,083,789	191,215	146,092	-	1,128,912
Total funds	1,118,921	2,276,159	2,228,083	-	1,166,997

Meath Women's Aid Housing Association Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

16.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Restricted trust funds	-	172,023	(133,938)	38,085
Unrestricted general funds	720,136	511,839	(103,063)	1,128,912
	720,136	683,862	(237,001)	1,166,997

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 Company has approved a capital commitment to support the development and construction of a new 12-unit refuge in Windtown, Navan.

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

In 2026 the Company formally terminated its contract with the original design team for the design and build of a new residential unit. This decision followed a requirement to retender the project's professional design team due to substantial changes in the size and nature of the project.

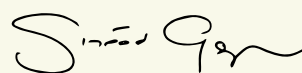
Subsequent to the financial year-end, a request for costs totalling €315,349 (ex VAT) was received from the outgoing design team representing outstanding fees and termination costs. Meath Women's Aid Housing Association Company Limited by Guarantee is disputing the claim with the supplier.

22. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 25th May 2026



Richelle Manning | Director



Sinéad Gogan | Chairperson

MEATH WOMEN'S AID HOUSING ASSOCIATION COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

NOT COVERED BY THE REPORT OF THE AUDITORS

Meath Women's Aid Housing Association Company Limited by Guarantee

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS OPERATING STATEMENT

for the financial year ended 31 December 2025

	Schedule	2025 €	2024 €
Income			
- Donations & Fundraising Activities		174,423	145,308
- Reimbursement of Building Costs		27,675	106,674
- Service Charge		7,925	10,130
- Other Income		8,867	1,069
- Government Grants and other funders		2,057,270	1,697,640
		<u>2,276,160</u>	<u>1,960,821</u>
Charitable activities and other expenses	1	(2,228,084)	(1,956,666)
Net surplus		<u><u>48,076</u></u>	<u><u>4,155</u></u>

Meath Women's Aid Housing Association Company Limited by Guarantee

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES

for the financial year ended 31 December 2025

	2025 €	2024 €
Expenses		
Wages and salaries	1,412,591	1,171,036
Social security costs	153,621	127,577
Staff defined contribution pension costs	82,630	72,826
Staff training	21,726	16,745
Client Funds	37,239	16,804
Rent payable	27,723	28,107
Service charges	15,157	11,853
Insurance	12,954	12,012
Leasing of office equipment	2,310	-
Light and heat	31,752	34,502
Repairs and maintenance	38,699	46,117
Printing, postage and stationery	7,994	6,490
Advertising	4,008	9,509
Telephone	21,717	18,867
Computer & Office equipment costs	84,074	80,515
Hire of equipment	7,060	2,834
Motor & Travel expenses	6,567	8,402
Travelling and entertainment	11,957	7,999
Room Hire	4,558	1,051
Consultancy fees	59,017	19,765
Counselling costs	71,600	53,470
Programme Costs	40,829	54,350
Auditor's/Independent Examiner's remuneration	5,500	5,735
Bank charges	803	567
Building Costs	27,675	106,674
General expenses	21,378	28,352
Subscriptions	6,983	4,545
Depreciation	9,962	9,962
	2,228,084	1,956,666



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