



Annual Report 2024

FOCUS
Ireland

Challenging
homelessness.
Changing lives.

A woman with long brown hair and sunglasses on her head is sitting on a large, weathered log. She is wearing a green and white striped t-shirt and camouflage pants. She is smiling at the camera. The background is a blurred green field. A large yellow graphic element is on the right side of the image.

**Challenging
homelessness.
Changing lives.**

Annual Report **2024**

Struggling to afford the mortgage, Marian and her son were forced into emergency accommodation when their house was repossessed.

Marian is pictured on the front cover with her nine-year-old son Kieran and three-year-old grandson Alex.

Contents

7	Foreword
10	Company information
11	Our values
12	Messages from Chairpersons
14	CEO's 2024 overview
18	Focus on 2024: Our impact in numbers
21	Focus Ireland 2021–2025 Strategy: Overview of 2024

25 Family homelessness

31	Marian's Story
35	Gemma's story

39 Youth homelessness

49 Adult-only homelessness

55	Des's Story
----	-------------

59 Focus Housing Association

67 Research and policy submissions

Annual Report 2024

Focus on:

- 32 Bord Gáis Energy support
- 33 Energy efficiency
- 36 Rock Against Homelessness
- 37 LEAP 'Thank You' event
- 42 Voter Registration Drive
- 43 Ending homelessness by 2030 event
- 43 European Homelessness Count
- 46 Involve project
- 47 Policy change for lone parents
- 56 Legacies
- 57 Thank you
- 57 Tax reclaim guidance
- 68 The Big Busk
- 69 Partnership with Iarnród Éireann

Focus on staff:

- 64 Julia Lisowska
- 65 Osazuwa Peter Olabiyi
- 116 Meagan Tucker
- 117 Aisling Curran

71 Reports and Consolidated Financial Statements

164 Our partners



**Homelessness is not only a housing issue;
it is a social justice issue, a child welfare issue
and an educational crisis all at once.**

Photo courtesy of Steve Humphreys/
Mediahuis Ireland.

Foreword

A growing crisis and the hope that endures

We all know, in our hearts, what a home means. It is more than shelter; it is safety, stability and the foundation for a good life. For children, it is where they grow and thrive. For adults, it is the base from which everything else becomes possible. But for over 15,000 people in Ireland today, that foundation is missing. A home remains out of reach.

Sr Stanislaus Kennedy

Life President and Founder, Focus Ireland

When I founded Focus Ireland 40 years ago, I believed that homelessness could be ended in ten years. That was not a dream; it was a real possibility. Back then, the numbers were small, and the problem was manageable. But, repeatedly, Governments have failed to deliver on housing. In the 1990s, the construction of social housing slowed dramatically and, ever since, the number of people without a home has grown and grown.

Today, the homelessness crisis has deepened to an unprecedented level. As I write, there are a record-breaking 15,580 people officially homeless in Ireland. Among them are more than 4,775 children. These are not just statistics. They are families in hotel rooms, children without stability and parents who feel invisible and powerless. Homelessness is not only a housing issue; it is a social justice issue, a child welfare issue and an educational crisis all at once.

Focus Ireland changing lives in 2024

And yet, in the face of this growing emergency, our work at Focus Ireland in 2024 has never been more vital or more impactful. We stood with those who needed us most. Approximately 18,000 people engaged with our services, each one seeking support, advice or simply a lifeline in a moment of crisis. Each of those lives mattered. Each one reminds us why we must keep going.

We helped 587 families to leave homelessness behind, an increase of 21% compared to 2023 (486). These families are no longer waiting for something better in emergency accommodation. They are living in secure homes, rebuilding their lives and beginning again with dignity.

Our work with children continued to grow. Over 4,500 children received support through our services, 7% more than in 2023. We know how important this is. In many cases, our support helped families to stay together, kept children in school and protected their right to a childhood.

The current scale of this crisis requires a radical shift in thinking. If the Government's commitment to end homelessness by 2030 is to be achieved, we need bold action, not broken promises.

Just as important, we continued to prevent homelessness and helped 276 households to keep their homes.

These successes are built on partnership, between our staff, volunteers, supporters and, most importantly, those with lived experience of homelessness. Their insight, leadership and resilience continue to shape how we respond. They remind us every day of the difference a home makes.

The current scale of this crisis requires a radical shift in thinking. If the Government's commitment to end homelessness by 2030 is to be achieved, we need bold action, not broken promises. We need to urgently build different kinds of housing to meet different kinds of need. And we must give priority to those who have been homeless the longest, offering them real pathways out of emergency accommodation.

We know what works – prevention, social and affordable housing, strong collaboration and housing with support. These are not radical ideas; they are proven solutions. What is needed now is the courage and political will to deliver them at scale.

Homelessness is not inevitable. It is the result of choices made. And it can be ended by making different, better choices. We cannot allow another year to pass where record numbers of children grow up without a home. Let 2025 be the year we finally turn the tide, with compassion, yes, but also with urgency and action.

Hope remains, not as a vague idea, but as a proven force. We see it in the families who find stability, in the children who return to school and in every person who finds safety, support and a future through our work.

Let us hold on to that hope, and let it drive us forward.

Focus on 2024: Our impact in numbers

Approximately

18,000

people engaged
with our services.





The new home has also allowed her to reconnect with her three-year-old grandson Alex, who regularly stays over; this was a common occurrence before they entered homelessness but wasn't allowed in emergency accommodation.

Read Marian's story on page 31.

Company information

Directors

Focus Ireland Board

Sr Stanislaus Kennedy
(Founder and Life President)
Mr Michael Layde
(Chairman, retired 28 March 2025)
Mr Tony Fahey
Mr Conor Jones
Mr Andrew Gunne (resigned 23 July 2024)
Ms Susan O'Connell
(retired 28 March 2025)
Mr Niall Keane (resigned 19 April 2024)
Ms Katie Burke (appointed 29 Sept. 2023,
appointed Chairperson 28 March 2025)
Ms Orla O'Connor (appointed 11 Sept. 2024)

Focus Housing Association Board

Mr Diarmuid Burke (Chairman)
(retired 26 March 2024)
Mr Fergal O'Dwyer (Chairman)
(appointed 26 March 2024)
Ms Patricia Crisp
Mr Mark Dunleavy (resigned 7 April 2025)
Ms Anne Fletcher
Mr Lonan McDowell
Ms Gloria Kirwan (appointed 27 Jan. 2024)
Mr Pdraig Breen (appointed 23 Aug. 2024)

Members of both Boards

Mr David Kelly (appointed 27 Jan. 2024)
Ms Anna Lee (resigned 29 Sept. 2023)
Ms Fionnuala Meehan
(resigned on 26 July 2024)
Mr Lonan McDowell
(appointed 23 Aug. 2024)

Chief Executive Officer

Mr Pat Dennigan

Secretary and Registered Office

Ms Pamela Branagan
9–12 High Street
Dublin 8
D08 EIWO

Registered Nos:

Focus Ireland CLG: 106149
Focus Housing Association CLG: 133953

Independent Auditors

PricewaterhouseCoopers
Chartered Accountants and Statutory
Audit Firm
1 Spencer Dock
North Wall Quay
Dublin 1

Solicitors

McCann FitzGerald
Mason Hayes & Curran
MM Halley & Sons
Byrne Wallace
HOS Partners LLP
J.W. O'Donovan LLP
Eversheds Sutherland LLP

Bankers

Bank of Ireland
Allied Irish Bank plc
Housing Finance Agency
Swissquote Bank Europe SA

Company

Focus Ireland
Focus Housing Association
Excellent Common Areas

Revenue Registered Charity No.

CHY 7220
CHY 9040
Not registered

CRA Registered Charity No.

20015107
20022624
Not registered

Our values

Our values guide our actions and ensure that our attitudes and behaviour reflect the ethos of Focus Ireland.

We expect every employee to embody these values in their work, communications and relationships – with colleagues, customers, tenants, volunteers, partners, donors, funders and the wider public. Our customers' needs shape our services, and the quality of service delivery is central to our mission. These values underpin our behaviour and commitment to all stakeholders.



Dignity

Treating people equally, with respect, kindness and compassion; valuing people's experiences, promoting relationships of care, and recognising individual capacities, values and beliefs.

Quality

Upholding professionalism, accountability and effectiveness; striving for excellence, maintaining high standards, encouraging collaboration and supporting continuous learning and environmental sustainability.



Social Justice

Advocating for positive change by addressing social exclusion and inequality; promoting independent living, securing safe housing and challenging structural inequalities.

Empowerment

Supporting independence and autonomy; fostering understanding of personal power, enabling informed decision-making and helping individuals to reach their potential.



Messages from Chairpersons

Focus Ireland and Focus Housing Association work together to provide integrated housing and support for those facing, or at risk of, homelessness. While they appear as a single service, they are legally and financially independent, each with separate governance and regulation.

Focus Housing Association manages large capital investments to purchase and build homes, while Focus Ireland focuses on employing skilled staff to deliver essential support services. This structure ensures that resources are used effectively and sustainably.

At the core of our work are the customers and tenants we serve. Their stories and the impact of our integrated approach are shared throughout this report.

Michael Layde

Chairperson of Focus Ireland



Reflecting on 2024, it is clear that homelessness remains a deeply complex issue. Many individuals face a range of challenges that require specialist, focused support. At the core of our work is a simple but powerful aim: to help people to get and keep a home and to end homelessness for good.

We firmly believe that homelessness can be ended. Every day we see lives changed as people move from crisis into secure, stable housing. But this vital work cannot be done in isolation; we rely on strong partnerships, collaboration and the continued support of our community.

We are proud that our services, housing and support staff rose to new challenges, achieving remarkable results. This year stands out for the record number of customers we supported and the significant impact we made in helping to end homelessness for 1,209 households.

The Focus Ireland Board deeply values the dedication and expertise of our staff. At a governance level we are committed to ensuring that the necessary structures, supports and conditions are in place for our team to continue delivering high-quality services.

In 2024, the rising cost of living and increasing rents placed added pressure on both our customers and staff. Additionally, public sector recruitment, while welcome, offered new career opportunities for some of our experienced team members. These challenges were a priority for the Board throughout the year.

A key concern during this period of high inflation has been the State underfunding of essential services, an issue that has become even more urgent. We are actively working to address this through positive engagement with the Department of Housing, Local Government and Heritage, and the Dublin Region Homeless Executive (DRHE).

We remain committed to supporting our staff and advocating for sustainable funding to ensure that we can continue to provide vital services to those who need them most.

Fergal O'Dwyer

Chairperson of Focus Housing Association



As we move through the third year of our 2021–2025 Strategic Plan, Focus Housing Association continues to respond with purpose to the growing demand for secure, affordable homes. But our work goes further – this year we strengthened collaborations, advanced sustainability and broadened our services to reflect the realities facing the people and communities we support.

During the year we also made significant progress on large projects, with the impact of this work set to emerge in the years ahead. These include the first social housing development delivered in Co. Kerry by Focus Housing Association, with 67 homes in Castleisland in partnership with Co-operative Housing Ireland (CHI). In addition, there were five new homes launched at Prussia Street, Dublin, on a site that has been transformed from a once-derelict, urban infill site into a wonderful living space for families and individuals. Also, in this Annual Report (page 61) you will read about the 13 high-quality, refurbished Focus Housing Association apartments in Mallow, Co. Cork.

A key focus again was advancing our Meascán housing model, which uses an 'intentional social mix' approach to new tenant projects. This model allows us to provide homes for the most vulnerable (those who need ongoing support), while fostering integration into diverse, sustainable communities. Our commitment to this model is supported by a rolling evaluation, funded by a Housing Agency research grant, ensuring continuous learning and improvement.

Our dedicated and skilled staff have played a crucial role in achieving new housing targets while maintaining a professional management system for our existing stock. The development team's year-on-year success has increased the number of homes we manage, with improved processes for filling vacant units and collecting rents, reflecting our growing efficiency. The Focus Housing Association Board has also approved a rolling programme to upgrade our existing housing stock, ensuring quality homes for our tenants.

The Focus Housing Association model is a unique, integrated approach that combines housing management with social care to support people with long-term, complex needs. This year's work and the renewal of shared values across both organisations have strengthened our collective purpose.

By the end of 2024, Focus Housing Association was in a strong position to meet growth targets while addressing the challenges of housing management and community development. We also remain firmly committed to putting our customers at the heart of everything we do, delivering safe homes and person-centred services.

CEO's 2024 overview

Despite a stable economy and a government pledge to end homelessness by 2030, 2024 saw near-constant increases in homelessness, ending with 14,864 people affected, a 12% rise from 2023 (13,318) and one of the worst years on record.

Pat Dennigan

CEO Focus Ireland



Amid worsening conditions, Focus Ireland still managed to help nearly 1,500 households to secure homes by the end of 2024, preventing or ending their homelessness. This achievement was shared with partners in local authorities, Tusla, other organisations and donors.

Taking a broader view of our work, an extraordinary 18,000 people used our services across the country and were helped in some way to deal with the challenges that confronted them.

Election 2024 – A new Government

2024 saw European and local elections in March, and a general election in November. Focus Ireland contributed to all of these elections, proposing evidence-based solutions to the political candidates and parties, encouraging people who are homeless to register to vote and asking all of our supporters to make their voices heard.

We were committed to working collaboratively to tackle homelessness with whatever Government was formed, calling for dedication, urgency and the resourcing of evidence-based solutions. One of the highlights of the year was when all of the organisations working to end homelessness came together through the Irish Homeless Policy Group to propose ten actions on homelessness for the new Government.

These actions are:

- 1 Develop collaborative structures to end homelessness
- 2 Build enough homes
- 3 End long-term homelessness by 2030
- 4 Prioritise homeless prevention measures
- 5 Ensure that nobody has to sleep rough, regardless of legal status
- 6 Develop a strategy for the private rental sector
- 7 Fully implement the Youth Homelessness Strategy
- 8 Introduce a range of measures to tackle issues facing families who are homeless
- 9 Improve mental health services for people experiencing homelessness
- 10 Improve the transparency of access to homeless services.



Former Uachtarán na hÉireann Mary McAleese being shown the *Journey Home* photo exhibition in City Assembly House, Dublin. The photos were displayed as part of an event to celebrate the achievements of Focus Ireland's first-ever Lived Experience Ambassadors.

While the National Homeless Action Committee (NHAC) has not delivered all that it hoped, I have been honoured to continue my involvement with the committee, and we will encourage the new Minister to continue our meetings, making greater use of the problem-solving capacity they bring together.

Services supporting families, children, young people and single adults

Focus Ireland continued to be the leading agency supporting the most vulnerable families and children who were homeless in 2024. Despite the challenges of rising homelessness in 2024, Focus Ireland's dedicated family support services helped 587 families to exit homelessness. On page 25 you will read about how these services developed over the year and about some of the people we helped.

Focus Ireland continued to contribute to the delivery of the National Youth Homelessness Strategy (NYHS), which we campaigned for over several years. We are a member of the Irish Coalition to End Youth Homelessness, representing the Coalition's 19 member organisations on the NYHS Steering Group. We were also delighted to be chosen to deliver the Supported Housing for Youth (SHY) pilot programme with our partners Clúid Housing, an approach we hope to see mainstreamed (see page 44).

As homelessness increases, we must stay focused on early intervention and prevention. In 2024, our Advice and Information services, including the Coffee Shop, phone service and nationwide centres, supported a record number of people with vital help. See pages 18–19 for some of these key statistics and the incredible overall impact we made.

2024 was an important milestone in Housing First delivery, with a number of services across the country coming up for renewal. Focus Ireland is committed to remaining one of the leading providers of Housing First, and I look forward to seeing our team supporting new Housing First tenancies across the country next year.

Housing – a place to call home

Over the first four years of our current five-year strategy, Focus Ireland has grown by 635 homes, now renting homes to over 1,700 households, with support to help sustain the tenancy whenever this is needed. As we move towards larger building projects, our Meascán model of building inclusive communities is increasingly central to delivering on our values.

Our housing strategy is further reinforced by our commitment to reducing our carbon footprint and by producing environmentally conscious housing and living spaces. We believe that there is huge potential to deliver much-needed housing by repurposing existing sites and building in urban areas. We have demonstrated this in several examples of urban renewal projects and upcycling of historic buildings in 2024. You can read about successful projects such as Castleisland, Co. Kerry, on page 61, as well as see great images of new homes, of which we are proud.

Not only do these initiatives promote environmental sustainability, they also strengthen social networks, enhance inclusion for vulnerable groups and help to transform communities affected by housing challenges.

Fundraising

Focus Ireland could not provide the quality, innovative services that are our trademark, or maintain our independent, evidence-based voice, without the effectiveness of our hard-working fundraising team. They run a variety of compelling campaigns all year, each conveying the unique story of our customers and their successes, navigating a constantly demanding environment.

Supporting our people

As recognised leaders in social care, our staff are key to our success. We continue to identify their support, development and training needs so that we can deliver trauma-informed services for our customers.

**As recognised leaders
in social care, our staff are
key to our success.**

We have become increasingly concerned that State funding for services has lagged behind wage rates in the broader public sector, and we have been active in discussions with the Department of Housing, Planning and Local Government, the City and County Managers Association, the HSE and others to provide long-term sustainable funding arrangements that reflect the qualifications of our staff. During the year, our HR team attended colleges and recruitment fairs, used digital campaigns to attract the right candidates and held a successful open evening for social care workers to meet with a range of our colleagues from services.

In 2024, we used service reviews and customer feedback to expand training, delivering 172 internal and external sessions on topics from mental health and first aid to cyber security and management.

We are proud of the professionalism in our graduate programme. With backgrounds in social care, psychology and related fields, these graduates strengthen Focus Ireland and help to develop future leaders in the sector.

We still believe that homelessness can be solved

Rising homelessness and the Government's failure to put in place policies that bring it under control have not shaken us in our belief that homelessness can be solved. With the right policies and resources, like those highlighted in '10 key actions on homelessness for new Government', it is possible to bring homelessness to an end.

2025 will see the incoming Government publish its new Housing and Homeless Plan and will be the final year of our own strategy, *Restating our Vision*. To prepare for this new phase, we started to formulate our thinking for 2026–2030 with a series of regional meetings with all of our staff across the country. We have started extensive stakeholder consultations and independent evaluations of key services. A vital part of our planning includes reflecting on how we communicate our story, values and vision. In 2025, I look

One central element of our current strategy that we plan to keep is the relentless focus on the real circumstances of the people with whom we work.

forward to uniting this work in a new strategic plan that will guide us towards the symbolic milestone of 2030.

One central element of our current strategy that we plan to keep is the relentless focus on the real circumstances of the people with whom we work. We will continue to focus our attention on vulnerable families, single people and couples with complex support needs and young people at risk of homelessness. The needs of these people shape our services and inform our strategic approach.

Focus Housing, our housing arm, will continue to be a key element of our work, providing homes in its own right but also operating as a pathfinder in initiatives such as our Meascán model, in-fill development, urban renewal and utilisation of European funding.

In conclusion

To conclude, I want to thank our skilled and loyal staff for the professionalism, character and care they exhibit in continually carrying out the difficult work of supporting our customers.

I want to thank our LEAP participants and Peer Support workers whose leadership and extraordinary contribution enhances our work and communicates our message to all of our stakeholders. I also thank our two Boards and their Chairs, whose generous dedication and expertise are critical to safeguarding the structures we have in place to provide quality services.

I want to sincerely thank our funders in the public sector, individual and corporate donors, and our incredible partnership with Bord Gáis, which, to date, has committed €4.6m to help our work towards ending family homelessness.

I especially want to acknowledge our collaborative partnership work with local authorities, the Department of Housing, Tusla, HSE, state agencies, regulators and everyone with whom we work to achieve our goals.

I am convinced that by working together we can achieve the goal of ending homelessness in Ireland. Please join us in this task.

Focus on 2024: Our impact in numbers

Over

10,000

customers engaged with our Advice and Information (A&I) services, an 11% increase compared to 2023 (9,000).



Focus on 2024: Our impact in numbers

Approximately
18,000
people engaged with our services.



2,053
families engaged with our services, an increase of 11% from 2023 (1,851).



Over
10,000
customers engaged with our Advice and Information (A&I) services, an 11% increase compared to 2023 (9,000).



587
families were supported out of homelessness, an increase of 21% compared to 2023 (486).



4,502
children were supported across our services, an increase of 7% on the 2023 figure (4,223).



1,209

households were supported out of homelessness, an increase of 10% from 2023 (1,100).



276

households were supported to keep their homes.



597

adult-only households were supported out of homelessness, an increase of 33% from 2023 (450).



474

young people were supported by our Youth and Aftercare Services, a 25% increase from 2023 (379).



778

adults were supported by the Preparation for Education, Training and Employment (PETE) service, an increase of 31% compared to 2023 (593).



167

homes were delivered in 2024. Since 2021, Focus Housing Association has built 635 homes.



523

children were supported by Focus Ireland child support workers.





Former Lived Experience Ambassador
Paul Geoghegan at a special 'Thank You'
event at City Assembly House, Dublin.

Focus Ireland 2021–2025 Strategy: Overview of 2024

This Annual Report for 2024 covers the penultimate year of Focus Ireland and Focus Housing Association's five-year organisational strategy, *Restating Our Vision 2021–2025*.

A strategy tested by reality

As we approach the end of the strategy, it seems increasingly at odds with the realities facing Focus Ireland and the experiences of those we serve. In drafting *Restating Our Vision*, we knew we were setting an ambitious path, not only in our objectives, but in our hopes for Ireland. Few five-year strategies remain intact after four years, but the gap between what 'might have been' and today's reality is striking.

When *Restating Our Vision* was drafted, Government policy in *Rebuilding Ireland* (2016) no longer viewed homelessness as solvable. In contrast, Focus Ireland reaffirmed its commitment to ending homelessness, outlined our contribution and called on the then new Fianna Fáil/Fine Gael/Green Government to match our ambition.

Policy promises vs. practical outcomes

To some degree, the Government's subsequent strategy, *Housing for All*, responded to our call for vision. It committed to the Lisbon Declaration goal of ending homelessness by 2030 and introduced Ireland's first Youth Homelessness Strategy in 20 years. However, these rhetorical commitments lacked concrete action plans or milestones. The Youth Strategy, while containing useful proposals, did not set out how youth homelessness would actually be reduced.

These policy failures contributed to the almost 80% increase in homelessness we have seen since. From 8,212 people in homelessness when *Housing for All* launched in 2021 to 14,864 at the end of 2024.

Progress and paradox: Our 2024 impact

Despite this deteriorating national context, Focus Ireland is on its way to achieving many of the goals we set ourselves in *Restating Our Vision*. Like all homeless organisations, what we can achieve always depends on whether Government policy is working with us or making things harder. We could have achieved so much more if a fairer proportion of social housing had been allocated to households that are homeless, if policy changes had not led to mass landlord exits, or if housing delivery were not tortuously slow.

This section of the report looks at how we adapted our approach to deliver on our strategy goals in circumstances which were much more challenging than we had predicted.

Our primary performance indicator remains the number of people who avoided or exited homelessness due to our intervention. In our strategy, we set a target of supporting 1,000 households out of homelessness each year and preventing 600 a year from becoming homeless in the first place. Over the lifetime of the strategy that would mean 8,000 fewer households experiencing homelessness as a result of our work.

Of course, these successes are often shared. Complex cases require collaboration with local authorities, the HSE, Tusla and other NGOs. Cooperation, not competition, is at the heart of ending homelessness, and this principle guides our approach. Still, what we aim to track is each case where a Focus Ireland intervention, whether through skilled casework or providing housing, makes a crucial difference for a family or an individual.

Challenges in prevention and measurement

In 2024, Focus Ireland supported 1,209 households out of homelessness, our highest number to date.

This included:

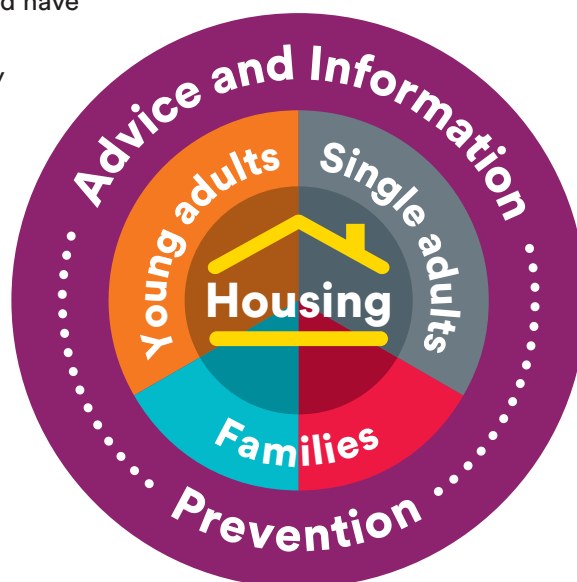
- › 587 families
- › 597 individuals or couples
- › 25 young adults.

This achievement was supported by several local authorities allocating a fairer proportion of social housing to households that are homeless, a change Focus Ireland has long advocated. While social housing supply remains insufficient, this policy shift allowed more households that are homeless to benefit from available housing. Over the first four years of our strategy, we have supported 3,642 households out of homelessness, bringing us close to our 4,000-household target.

Prevention, however, remains more difficult. In 2024, we recorded 276 successful homelessness prevention outcomes through our Advice and Information services, which fell short of our 600 target. Due to a revised tracking method, this figure is not directly comparable to the 2023 figure of 657. Using the new method, the comparable 2023 figure would be 409, indicating a broader challenge in preventing homelessness in the current housing crisis. To reach more people at risk of homelessness, we ran a series of radio campaigns (supported by Bord Gáis Energy), urging early engagement.

By the end of 2024, a total of 1,485 households were in stable homes; without our support, these households would have become or remained homeless.

Our impact goes well beyond these narrowly defined measurements. For example, over 200 people lived in our short-term residential services in 2024, accommodation that likely prevented them from entering emergency homelessness. However, we do not count these as ‘preventions’ because they are part of ongoing support. Similarly, hundreds of young people lived in our residential care services during the year. These services clearly prevent homelessness, but we no longer count them under our prevention KPI.



By the end of 2024, a total of 1,485 households were in stable homes; without our support, these households would have become or remained homeless.

Rising demand, expanding service

The overall growth in service demand is striking:

- › In 2021, roughly 12,000 people used our services.
- › By 2024, this had grown to 18,000, reflecting rising need and increased pressure on staff.
- › A major contributor to this growth was our Advice and Information services, which supported over 10,000 people in 2024, more than double the number in 2021.

These challenges in measurement reflect both the increasing complexity of homelessness and the breadth of services we now offer. As we look towards our next strategy for 2026–2030, our outcome indicators must evolve to reflect this reality more accurately.

Housing delivery: Shortfalls and strategic shifts

The most significant impact of external conditions was on Focus Housing Association's ability to meet its ambitious housing delivery goals.

- › In 2024, the target was to deliver 250 homes; 167 were delivered.
- › This brought the total delivered over the strategy period to 635 homes.
- › This represents a 60% increase in housing stock since 2021 but remains short of the initial target.

In response, Focus Housing Association has diversified its development strategy, with increased focus on in-fill construction and converting non-residential buildings into homes. These approaches are now bearing fruit, with several significant projects in progress. We expect that these will help to close the gap in our housing delivery targets by the strategy's end.

Conclusion: Learning and looking ahead

In conclusion, while the context in which we have worked has become significantly more challenging, the impact of our efforts has grown. We have helped thousands of people to move out of or avoid homelessness, expanded service capacity and delivered hundreds of new homes. As we prepare our next organisational strategy, we are committed to applying the lessons of this period: adapting our measurement tools, deepening partnerships and continuing to advocate for policies that reflect the urgency of ending homelessness in Ireland.



**Lone parent households now
account for 57% of all families
who are homeless.**

Family homelessness

Focus Ireland has been a leading organisation supporting families experiencing homelessness since 1985. We help families to secure lasting homes to break the cycle of homelessness. Despite the challenges of rising homelessness in 2024, Focus Ireland's dedicated family support services helped 587 families to exit homelessness, with an additional 260 families supported to keep their homes through Tenancy Support and Settlement. Also in 2024, 2,053 families engaged with our services, an 11% increase from 2023, when 1,851 families were helped.

Critical support for families

While homelessness has risen across all groups in 2024, there was a particularly sharp increase in adult female and child homelessness, driven by rising family homelessness. Lone parent households now account for 57% of all families who are homeless.

Focus Ireland's Family Homeless Action Team (FHAT)

Focus Ireland's FHAT continues its partnership with the Dublin Region Homeless Executive (DRHE) to support families in Private Emergency Accommodation (PEA). In 2024:

- › 540 families were supported with moving into stable housing
- › a dedicated team of child support workers provided one-on-one support to children, helping to mitigate the trauma of homelessness
- › 4,502 children received support across Focus Ireland's services, including 468 children supported by Tenancy Support and Settlement services outside of Dublin.



The Family Centre organised a day trip with some of our families to the Butler's Chocolate Experience.

Rising challenges in family homelessness

The increase in child and family homelessness is mainly due to the difficulty in securing new homes. In Dublin, where 72% of families who are homeless reside:

- › the number of families entering emergency accommodation has risen steadily
- › new family presentations increased from 58 in 2023 to 79 in 2024.

The Focus Ireland Family Centre

The Focus Ireland Family Centre in Dublin plays a key role in preventing and addressing homelessness.

- › 111 families received support while at risk of becoming homeless or transitioning out of emergency accommodation.
- › Services provided include advice and information, intensive case management and child support through a dedicated team.
- › In total, 523 children received support from Focus Ireland child support workers in 2024.

Longer stays in emergency accommodation

- › Families are spending longer in emergency accommodation than before.
- › The proportion of families staying over two years in emergency accommodation increased from 20% in November 2023 to 25% in November 2024.

Homelessness has severe effects on children and families. Using decades of experience, Focus Ireland remains committed to providing proactive, tailored support to help families to secure stable housing and prevent homelessness.



Our Family Centre Lego Club provides children with a safe, calm space outside of their emergency accommodation to have fun and be children.

Tenancy Support and Settlement

Our Tenancy Support and Settlement (TSS) services continue to work with local authorities nationwide, providing vital advice and information to prevent homelessness. In 2024, our SLI (Support to Live Independently) service helped 169 families to settle into their new homes. Tenancy Support and Settlement covers key issues such as landlord relationships, rent arrears, waste management and budgeting. Early intervention through these services can make a significant difference, preventing challenges from escalating into crises for families at risk. The number of households supported by TSS Dublin was 785 in 2024, and 468 children were supported by the same service outside Dublin.

Supporting families across the country

In 2024, Focus Ireland continued its mission to prevent families from experiencing homelessness nationwide. In the face of many challenges, our prevention work was more critical than ever, as the shortage of suitable emergency accommodation placed immense pressure on services across the sector.

Throughout 2024, Focus Ireland, through our collaborative partnership with local authorities, provided vital support to families in communities across the country, including:

- › **Cork:** 42 families who were homeless or at risk of losing their homes
- › **Sligo:** 41 families facing homelessness or at risk of becoming homeless
- › **Limerick:** 111 families who were either homeless or at risk of losing their homes
- › **Waterford:** 94 families, through our partnership with local authorities
- › **Wexford:** 26 families who received support during their time of need.

Through our dedicated teams and partnerships, we continued to make a real difference, offering families the support they need to find stability and a path towards secure housing.

In addition, Focus Ireland continued its Childer's Road Family Initiative (CRFI) in Limerick, specifically serving families in emergency homeless accommodation. We offer support to both the families and their children through case management or support workers.

Focus on 2024: Our impact in numbers

2,053

families engaged with our services, an increase of 11% from 2023 (1,851).



Family homeless research

A crucial part of our work is to publish evidence-based research to increase our understanding of the main issues associated with homelessness, so that we can influence worthwhile policy and change people's lives.

During 2024, Focus Ireland's 'Insights into Family Homelessness in Dublin during 2022 and 2023' research highlighted the experience of families that became homeless in the aftermath of the COVID pandemic. The 52 families who participated provide important insights into the experiences of families becoming homeless during this period and their efforts to move back into secure homes. The report also highlighted the systemic inequalities faced by lone parents, particularly single mothers, in Ireland's housing system.



Laurie O'Donnell, Focus Ireland Research Officer and co-author of 'Insights into Family Homelessness in Dublin during 2022 and 2023', pictured at its launch in Buswell's Hotel.



Bord Gáis Energy CEO David Kirwan, TV Presenter Brendan Courtney and Focus Ireland CEO Pat Dennigan taking part in Shine A Light night 2024. An incredible overall figure of €1,262,781.50 was raised.

Bord Gáis Energy continued support

In 2024, Bord Gáis Energy maintained their high level of support by continuing to fund both staffing within our Advice and Information services, as well as programmes and activities centred on children and families.

The Bord Gáis Energy empowerment fund was used as follows in 2024: half of the fund helped families and children to access vital therapeutic supports that they would ordinarily have to wait months and even years for; the other half helped over 500 children to gain access to programmes and activities that supported them in building stronger social skills, increasing confidence and learning and development initiatives.

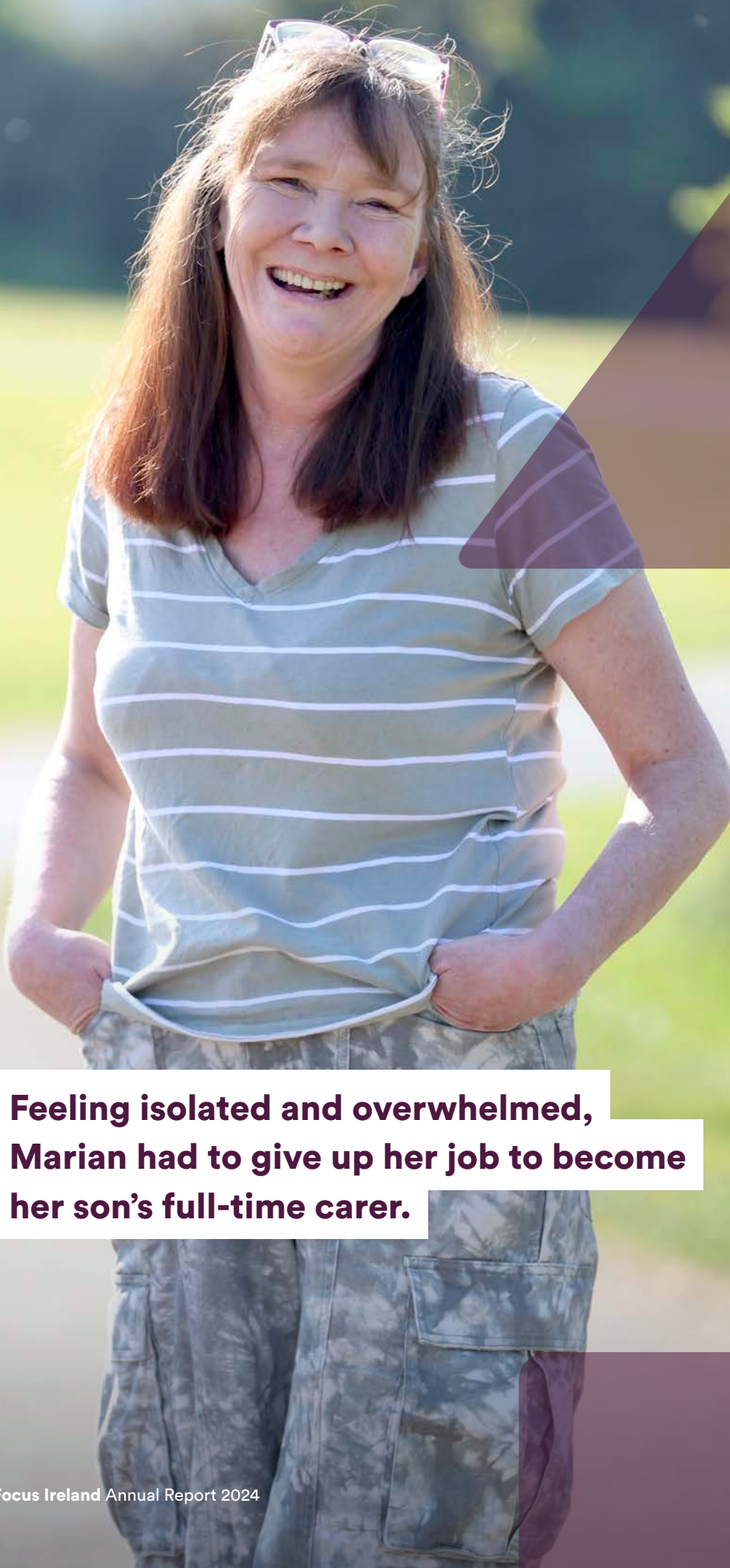
2024 saw a new achievement for Bord Gáis Energy employees and customers. As the corporate sponsor for Focus Ireland's flagship fundraising campaign Shine A Light, they raised an astounding €142,300 – a record level of fundraising from one event, throughout the ten years of partnering together. This incredible effort contributed to the overall 2024 figure of €1,262,781.50.

Focus on 2024: Our impact in numbers

587

families were supported out of homelessness, an increase of 21% compared to 2023 (486).





**Feeling isolated and overwhelmed,
Marian had to give up her job to become
her son's full-time carer.**

Marian's story

Marian is a mother of four who lives with her nine-year-old son Kieran and eighteen-year-old daughter Jessica. Her life took a challenging turn after her partner passed away. Struggling to afford the mortgage, Marian and her son were forced into emergency accommodation when their house was repossessed.

The small space and lack of basic amenities in the hotel they were staying in made things even harder. She couldn't cook proper meals for herself or her son Kieran, and she says that they were 'living on top of each other'. Kieran's autism, coupled with the instability of their living situation, led to his anger issues. Feeling isolated and overwhelmed, Marian had to give up her job to become her son's full-time carer.

Focus Ireland stepped in to provide ongoing support, offering play therapy to help manage Kieran's anger issues. With this help, Marian began to see improvements in Kieran's behaviour. Despite their hardships, Marian's strength and optimism carried the family through. She did her best to keep a brave face for her children, although, as she admits, 'inside I was torn apart'.

Moving into their new, permanent home brought a sense of relief and freedom. Marian described the simple joy of standing at the kitchen sink or walking from room to room, activities many take for granted. She could finally cook for her family, create a routine and regain a sense of normality. Kieran is now thriving and attending a local school. They live close to Marian's family, who have been a big support.

The new home has also allowed her to reconnect with her three-year-old grandson Alex, who regularly stays over; this was a common occurrence before they entered homelessness but wasn't allowed in emergency accommodation. Kieran can now also have friends over, adding to the sense of normalcy. Marian's daughter Jessica is currently preparing for her Leaving Cert and will be attending college to study music. She comes from a musical family, with Marian herself playing the piano. Overall, Marian and her family have embraced the stability of a home they had long hoped for.

Looking ahead, Marian plans to return to work part-time in payroll, her previous profession, while Jessica prepares to travel to Canada to visit her older sister. Marian hopes to visit soon as well, marking a new chapter for their family. Focus Ireland continues to support Marian and Kieran as they move forward.

Focus Ireland stepped in to provide ongoing support, offering play therapy to help manage Kieran's anger issues.

Focus on: Bord Gáis Energy Support

Watch Denis
via the
QR code:



Denis O'Sullivan, Director of Assets, Bord Gáis Energy



'The services that Focus Ireland provide help people through the trauma and distress of homelessness, and help them on a pathway back into a home.'



For over two years, residents of Aylward Green in Finglas, Dublin, have benefited from upgraded heating systems, thanks to the support of Bord Gáis Energy.

Focus on: Energy efficiency

Focus Ireland, through its housing arm Focus Housing Association, is committed to sustainability. For over two years, residents of Aylward Green in Finglas, Dublin, have benefited from upgraded heating systems, thanks to the support of Bord Gáis Energy. This overhaul has enhanced energy efficiency, offering families more comfortable, eco-friendly homes in our Family Supported Accommodation facility. Aylward Green is one of many Focus Ireland properties that provide much-needed accommodation for those impacted by homelessness. Launched in 2001, it was the first supported family accommodation service of its kind in Ireland.



It was during their time in emergency accommodation that Gemma felt the true weight of their situation. 'It was awful,' she recalls.

Gemma's story*

Gemma is a mother of two young daughters, aged 7 and 11. She became homeless after leaving her family home to shield her children from the negative impact of addiction in the household. Over the next four years, Gemma and her daughters moved between couch-surfing and emergency accommodation.

It was during their time in emergency accommodation that Gemma felt the true weight of their situation. 'It was awful,' she recalls. 'There was no privacy, no space for my children to play and nothing felt like home. I worried about what they might witness, and it broke my heart.' The instability and lack of space had a profound effect on her daughters, who did not have the opportunity to have friends over or experience a normal childhood.

At the same time, Gemma worked as a carer, but the long commutes between emergency accommodation and work were draining. 'I relied on my family for childcare, and, eventually, I had to give up my job. I felt like I was failing them,' she says, speaking about the guilt she carried during those years.

Things began to change when a friend connected her to Focus Ireland. 'From the moment I reached out, I felt supported. My Project Worker at Focus Ireland helped me get through the tough times. They advocated for me and helped me with appointments and other important steps towards securing a home,' she says.

In 2024, Gemma and her daughters were finally housed in their 'forever home'. 'Every tear and every fight was worth it,' she reflects. The stability they now have has made all the difference. Her children now have space to play, can invite friends over and enjoy a routine. Gemma has also been able to return to work in a local shop, giving her the chance to spend more quality time with her daughters.

One of the happiest moments came when she surprised her daughters with a dog, something they had always had before their experience of homelessness. 'It felt like I was finally able to give them some of the normalcy they had lost,' she says.

Looking ahead, Gemma has plans to buy a car, take her daughters on holiday and celebrate her youngest daughter's communion. Through it all, her children remain her motivation, and she is immensely proud of their strength. 'They've been through so much, but they've been so strong'.

*The name in this story has been changed as the person wishes to remain anonymous.

Grammy winner Corinne Bailey Rae was the headline act for the gig in the Olympia Theatre.



Focus on: Rock Against Homelessness

We were delighted to announce in 2024 that Rock Against Homelessness raised €20,000. This was the ninth year of the *Sunday Independent* annual fundraiser for Focus Ireland, which has raised over €200,000 during this time. This money has really helped our work to combat and prevent homelessness over the years.

Focus Ireland is very grateful to Barry Egan for his great work organising the concert each year. Grammy winner Corinne Bailey Rae was the headline act for the gig in the Olympia Theatre. Thanks also to all the music lovers who have made this such a great event every year to raise vital funds, while increasing awareness of the issues and putting forward solutions.

Focus on: LEAP ‘Thank You’ event

A special event was held in October 2024 to celebrate the achievements of Focus Ireland’s first-ever Lived Experience Ambassadors. Focus Ireland was joined by a very special guest, Mary McAleese, former Uachtarán na hÉireann, at City Assembly House, Dublin. The Lived Experience Ambassador Programme (LEAP) is proudly supported by Bord Gáis Energy.



LEAP participant Des Murphy, former LEAP participant Kellyanne Byrne, Focus Ireland CEO Pat Dennigan, former Uachtarán na hÉireann Mary McAleese and LEAP participants Keile Danza and James Flanagan.



From December 2023 to December 2024, the number of 18–24-year-olds in emergency accommodation rose by 12%, reaching a record 1,775.

Youth homelessness

At Focus Ireland, we are deeply committed to ending youth homelessness through early intervention, prevention and secure housing solutions. Research conducted by Focus Ireland consistently highlights the youth-specific triggers of homelessness, revealing that a significant proportion of those who experience homelessness later in life first faced it as children or adolescents.

Homelessness increasing

From December 2023 to December 2024, the number of 18–24-year-olds in emergency accommodation rose by 12%, reaching a record 1,775. This alarming increase underscores the urgent need to address the complex and varied causes of youth homelessness, including family breakdown, poverty and challenges faced by vulnerable groups such as care leavers, young parents and LGBTQ+ youth.

Focus Ireland's dedicated youth services aim to break these cycles, offering developmentally informed support that fosters well-being, builds life skills and ensures that young people transition to adulthood in a safe, stable home.

Focus Ireland youth services in 2024

In 2024, Focus Ireland provided direct support to 474 young people through our Youth Housing and Aftercare Services (this excludes our five under-18s services).

Our youth services include:

- › Aftercare Support and Settlement and Residential Aftercare
- › Youth housing, Housing First for Youth and Supported Housing for Youth
- › Under-18 residential care
- › Crisis intervention services
- › Day services
- › Family mediation.

Many of these services are delivered in partnership with Tusla, the HSE, local authorities and other State agencies. Our work is also supported by public fundraising, particularly through Focus Ireland's Women's Philanthropy Circle.

Under-18 residential care services

Pathways into homelessness often begin in childhood or adolescence. Recognising this, Focus Ireland provides specialist residential care services for young people under 18, all of which are funded by Tusla. The objective of Children's Residential Services is to create a safe environment – physically, emotionally and psychologically – where children and young people can recover, grow and progress in their lives.

Our services include:

- › Dalkey and Templeogue medium-to-long-term placements for 13–17-year-olds
- › The Haven in Clonmel, Co. Tipperary, offering supported accommodation for separated children seeking international protection
- › Caretakers Project, providing emergency placements for 16–17-year-olds through the National Emergency Out-of-Hours Service as part of Tusla's Crisis Intervention Services
- › Grange Lodge, which offers short-term accommodation for 15–17-year-olds as part of Tusla's Crisis Intervention Services.

In 2024, these services supported 101 young people, offering them stability and an opportunity to move away from homelessness.

Aftercare

Research shows that young people leaving State care are at higher risk of homelessness. Focus Ireland provides tailored aftercare services to care leavers across Ireland, helping them to develop essential independent living skills and secure stable housing.

- › In North and South Dublin, residential aftercare and settlement support services assisted 143 young people, including 27 housed at Chéad Chéim and Greenhills.
- › In the South-East, we provided aftercare in Waterford, Wexford, Carlow, Kilkenny and Tipperary, supporting 104 young people in 2024.

High-quality aftercare services are critical in ensuring that care leavers have a pathway to secure housing and independence.

Youth housing

Focus Ireland's Youth Housing programme provides safe, supported housing for young people using Housing First for Youth principles. This approach prioritises rapid access to housing, followed by intensive, person-centred support.

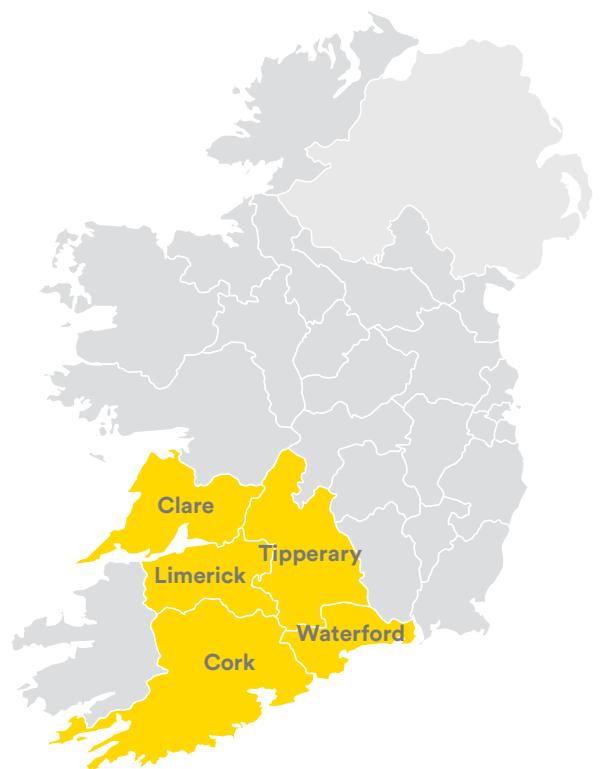
In 2024, we supported:

- › 33 young people in Limerick
- › 31 in Waterford
- › 20 in Clare
- › 20 in North Tipperary
- › 26 in Cork.

Additionally, 33 young families were supported, including:

- › 22 in Waterford
- › 5 in Limerick
- › 4 in Clare
- › 2 in North Tipperary.

These programmes are delivered in partnership with Tusla and local authorities, ensuring that young people receive the support they need.





Adam Spollen (Policy Officer, Focus Ireland) contributed to an important discussion on ‘Housing, Homelessness and Ageing in LGBTQIA+ Communities’ at an event organised in partnership with Trinity College, Dublin. Also pictured are Prof. Jo-Hanna Ivers, Associate Professor in Addiction, Trinity College Dublin and Prof. Clóna Ní Cheallaigh, Clinical Lead, St James’s Hospital Inclusion Health Service.

LGBTQ+ youth homelessness

Focus Ireland, in partnership with LGBTQ+ youth organisation Belong To, has developed a comprehensive three-year training programme to help frontline workers better understand and address the needs of LGBTQ+ youth experiencing homelessness.

This initiative stems from Focus Ireland’s 2020 research in partnership with Belong To, which identified the need for specialised training for staff in key access points and services. As a result of this work, LGBTQ+ youth homelessness has been formally recognised in the Youth Homelessness Strategy and the Dublin Region Homeless Executive (DRHE) Regional Action Plan.

Throughout 2024, Belong To and Focus Ireland worked closely to develop a training programme consisting of e-learning modules and in-person sessions. Funded by the HSE and additional contributions from participating organisations, this initiative will establish clear quality standards for how homelessness services engage with LGBTQ+ youth.

The first phase of training will begin in 2025, with 13 organisations in Dublin, including Focus Ireland, signed up. This programme will ensure that frontline workers are equipped to meet the unique needs of LGBTQ+ young people experiencing homelessness and encourage greater engagement with available services.

Throughout 2024, Belong To and Focus Ireland worked closely to develop a training programme consisting of e-learning modules and in-person sessions.

Focus on: Voter Registration Drive

Focus Ireland launched its Voter Registration Drive Campaign earlier in 2024 at the GPO in Dublin with support from An Post. The campaign sought to mobilise individuals who are homeless, young people, minority communities and others to actively participate in the democratic process.



The campaign sought to mobilise individuals who are homeless, young people, minority communities and others to actively participate in the democratic process.

Focus Ireland Advocacy Director Mike Allen pictured with LEAP participant James Flanagan and Irish Electoral Commission CEO, Art O'Leary.

Focus on: Ending homelessness by 2030 event

In October 2024, our Director of Advocacy Mike Allen (pictured) presented a detailed proposal for ending long-term homelessness by 2030 at our 'End Homelessness' conference.

This provided a valuable platform for leaders in the housing and homelessness sectors to discuss the scale of the challenge, examine international best practices and explore potential solutions. The plan calls for prioritising individuals currently experiencing long-term homelessness through targeted support measures, including a dedicated stream of social housing.



Focus on: European Homelessness Count

Focus Ireland is leading the Irish dimension of the European Homelessness Count, a two-year pilot project that aims to develop a common counting methodology based on ETHOS (European Typology of Homelessness Ethos and Housing Exclusion) Light.

The project is funded by the European Commission under EPOCH (European Platform on Combatting Homelessness). A harmonised homelessness count took place in 15 European cities in 2024, and over 30 cities will be involved in 2025. Cork and Dublin are participating in both years.

Day services and case management

Focus Ireland Extension Youth Service in Dublin City is a drop-in service for 18–26-year-olds at risk of or experiencing homelessness. The service is funded by City of Dublin Youth Services and it provides:

- › advice and information
- › advocacy and case management
- › youth-appropriate support.

In 2024, 384 young people accessed this service. Additionally, our Youth Case Management service supported 62 young people, helping them to move out of homelessness.

Supported Housing for Youth (SHY)

In 2024, Focus Ireland and Clúid Housing secured approval from the Dublin Regional Homeless Executive (DRHE) for the Supported Housing for Youth (SHY) pilot, part of the National Youth Homelessness Strategy 2023–2025.

The SHY model, based on Housing First for Youth (HF4Y) principles, prioritises immediate access to housing, combined with flexible, tailored support.

- › The pilot offers 20 housing spaces across Dublin.
- › Focus Ireland provides support services, including independent living skills programmes.
- › Clúid Housing manages the accommodation.
- › The first residents moved in during September 2024, and by the end of the year, 15 young people had been housed.

If successful, this model could lead to a wider rollout of youth-specific housing supports nationwide.

Mediation

Our Youth Mediation service prevents homelessness by working with 12–18-year-olds at risk due to family conflict. It also supports young people in State care whose placements are at risk of breaking down.

- › In 2024, the service supported 87 young people.
- › Mediation is facilitated by three trained professionals, one funded by Tusla.

This service plays a critical role in preventing youth homelessness before it begins.

Focus on 2024: Our impact in numbers

474

young people were supported by our Youth and Aftercare Services, a 25% increase from 2023 (379).





Focus Ireland Advocacy team and LEAP participant Keile O'Danza launching the General Election Voter Registration Drive, which aimed to mobilise individuals who are homeless, young people, minority communities and others to actively participate in the democratic process.

Youth Homelessness Strategy 2023–2025

In November 2022, after years of advocacy by Focus Ireland, the Government launched the Youth Homelessness Strategy. A Steering Group, including State agencies and NGOs, oversees its implementation.

Throughout 2024, Focus Ireland's policy officer represented the Irish Coalition to End Youth Homelessness, ensuring that the strategy's actions meet the needs of young people at risk.

Irish Coalition to End Youth Homelessness

The Coalition consists of 19 organisations focused on housing, homelessness and youth issues. Focus Ireland serves as the secretariat, coordinating monthly meetings and collaborating with FEANTSA (European Federation of National Organisations Working with the Homeless) at a European level.

In 2024, the Coalition:

- › shaped the Youth Homelessness Strategy
- › promoted best practices
- › advocated for youth homelessness to be a priority in local and national elections.

Leap to Brussels!

During the year, Focus Ireland's two youngest LEAP participants, James Flanagan and Keile O'Danza (included in picture to the right), joined the EPOCH Practice 'Experts by Experience' (EPOCH: European Platform for Combatting Homelessness).

James was also appointed to the EPOCH Practice Expert's Committee and is working with academics, practitioners and politicians on strategies to end homelessness.



The project seeks to drive real change in how key social services support the participation of marginalised groups in policy formation.



Involve participant speaking about her experiences as a lone parent at the UNESCO Child and Family Research Conference in Galway.

Focus on: Involve project

Focus Ireland is a partner of a Horizon Europe EU-wide research project on democratic participation of marginalised groups. The project, named Involve, has enabled Focus Ireland to co-produce recommendations with a group of lone parents who have experience of homelessness to improve policy for lone parents in the areas of childcare and housing. The project seeks to drive real change in how key social services support the participation of marginalised groups in policy formation.

Focus on: Policy change for lone parents

During 2024, Focus Ireland achieved a significant change so that all contributions to housing costs will be treated as payments for child maintenance and therefore not taken into account when means-testing welfare payments.

Our key role in promoting this change was recognised in the Pre-legislative Scrutiny Report and in the Dáil debate. As a direct result of our advocacy, even where a separated spouse is paying their housing costs, a family will now be entitled to keep their full social welfare entitlement. As a result, they are more likely to be able to remain in the family home and avoid homelessness and housing insecurity.

As a direct result of our advocacy, even where a separated spouse is paying their housing costs, a family will now be entitled to keep their full social welfare entitlement.



Speaking at a Joint Committee on homelessness, Campaigns Coordinator Louise Bayliss played a key role in this important policy change.

A middle-aged man with short grey hair is sitting in a light-colored armchair, smiling at the camera. He is wearing a blue and red plaid button-down shirt. The background shows a balcony railing and green foliage. A large yellow graphic element is on the right side of the image.

Al Leahy is one of many adults helped by Focus Ireland. He lives in Focus Housing Association long-term accommodation in Dublin.

Adult-only homelessness

While we have seen significant fluctuations in the number of families experiencing homelessness over the last four years, the number of homeless adult-only households, sometimes referred to as single adult or couple households, has consistently increased year-on-year. In October 2023, the number of adult-only households in emergency accommodation rose above 6,000. This figure has unfortunately continued to rise in 2024, now surpassing 7,000. Despite these challenges, we have guided 597 adult-only households out of homelessness.

It is acknowledged that pathways into homelessness can be more complex for individuals and couples, some of whom have challenges such as mental health issues and addiction. Since Focus Ireland's establishment 40 years ago, individuals who are homeless and couples with complex needs have been central to our mission. We have an international reputation as a pioneer of Housing First and continue to prioritise single adults with complex support needs in our 2021–2025 strategy. To achieve this, in partnership with State bodies and organisations across Ireland, we provide a range of services, including:

- › long-term supported housing
- › Tenancy Support and Settlement
- › Housing First.

Permanent housing, with long-term support for those who need it, continues to be a core element of Focus Ireland's approach to ending homelessness.

Focus on 2024: Our impact in numbers

597

adult-only households were supported out of homelessness, an increase of 33% from 2023 (450).



Housing First provides long-term housing solutions with intensive, time-unlimited support, moving beyond traditional, hostel-based approaches.

Housing First

In 2024, Focus Ireland continued its Housing First work with local authorities in Cork, Kerry, Limerick, Clare, Waterford, Wexford, Carlow, Tipperary and Kilkenny, supporting 271 people. Housing First provides long-term housing solutions with intensive, time-unlimited support, moving beyond traditional, hostel-based approaches.

As part of our 2021–2025 strategy, Focus Ireland committed to delivering 52 additional Housing First units but has already exceeded this goal, with 84 units delivered in the first three years. Our advocacy emphasises:

- › flexibility in housing sizes, particularly for non-custodial parents
- › close collaboration with tenants to ensure tenancy sustainment
- › improved well-being and reduced reliance on Housing First support over time.

Housing First in the Mid-West

2024 marked a significant milestone for Housing First in Limerick and Clare, as the programme achieved a full complement of wraparound supports for the first time. The team was also expanded to include the following:

- › Health Inclusion Worker
- › Outreach Worker
- › Community Integration Worker
- › Drug and Alcohol Worker.

Working alongside the Housing First Case Manager has enhanced service delivery and improved outcomes for customers. As a result, tenancy sustainment rates reached:

- › 100% in Clare
- › 88% in Limerick (an increase of 3%).

In 2024:

- › 13 first-time tenancies were secured in Limerick, with 11 of these properties acquired through Limerick City and County Council
- › 6 first-time tenancies were secured in Clare through Clare County Council.

Housing First in the South-East

Focus Ireland has been delivering its housing-led approach to homelessness across the South-East since 2015. In 2019, as part of the National Housing First Implementation Plan, we commenced a close working partnership with:

- › South-East Simon
- › Kilkenny Voluntary Housing Association
- › five local authorities.

We currently provide Housing First services in:

- › County Waterford (as a landlord to tenants)
- › Kilkenny, Wexford, South Tipperary and Carlow (as a service provider).

In 2024, Focus Ireland and its partners:

- › supported 79 households, with 68 maintaining successful tenancies by December
- › implemented healthy life-skills programmes funded by HSE Social Inclusion, focusing on well-being, managing a tenancy, as well as healthy eating and personal care
- › facilitated deep cleaning of properties in Tipperary and Carlow
- › supported daily home visits to assist tenants in maintaining their homes.

Several tenants have also engaged in training and employment, including a customer successfully working on a Community Employment (CE) scheme at a local community centre while pursuing a horticultural course.

Housing First in the South-West

In the South-West Region, Focus Ireland, in partnership with Cork Simon and the HSE, has been providing a Housing First approach for the past six years. At the end of 2024:

- › 47 customers availed of the service in Cork City, with 38 in active tenancies
- › 19 tenancies were in place in Cork County
- › 20 tenancies were in place in County Kerry.

In April 2024, our new social-rented development, Riverside, in Castleisland, Kerry, was launched by the then Minister for Housing, Local Government and Heritage, Darragh O'Brien, TD. This new social housing development consists of:

- › 67 homes, with 31 managed by Focus Housing Association and eight supported in collaboration with Approved Housing Bodies (AHBs), Co-operative Housing Ireland and Focus Housing Association.

This project is particularly significant as it marks our first supported tenancies in County Kerry and continues our work to provide homes in the South-West Region.

Focus Ireland continued its Housing First work with local authorities in the highlighted counties.



Advocacy and Housing First

As a founding member of the European Housing First Hub, Focus Ireland draws on international best practices to enhance services. In November 2024, we co-organised the Housing First Europe Hub Conference in Dublin Castle. This joint venture between Focus Ireland, the Irish National Housing First Office and the European Housing First Hub brought together experts, practitioners and stakeholders dedicated to advancing the Housing First model across Europe (see picture below).

Key elements of the event included:

- › plenary sessions
- › 11 interactive workshops
- › discussions on facilitating engagement between Housing First and other sectors, addressing the needs of specific populations as well as sharing innovative practices and success stories.

A lighter moment from the Housing First Europe Hub Conference in Dublin Castle.





Focus Ireland was delighted to launch our evaluation of the Women's Outlook Programme at LinkedIn's Dublin Community Space office in June 2024.

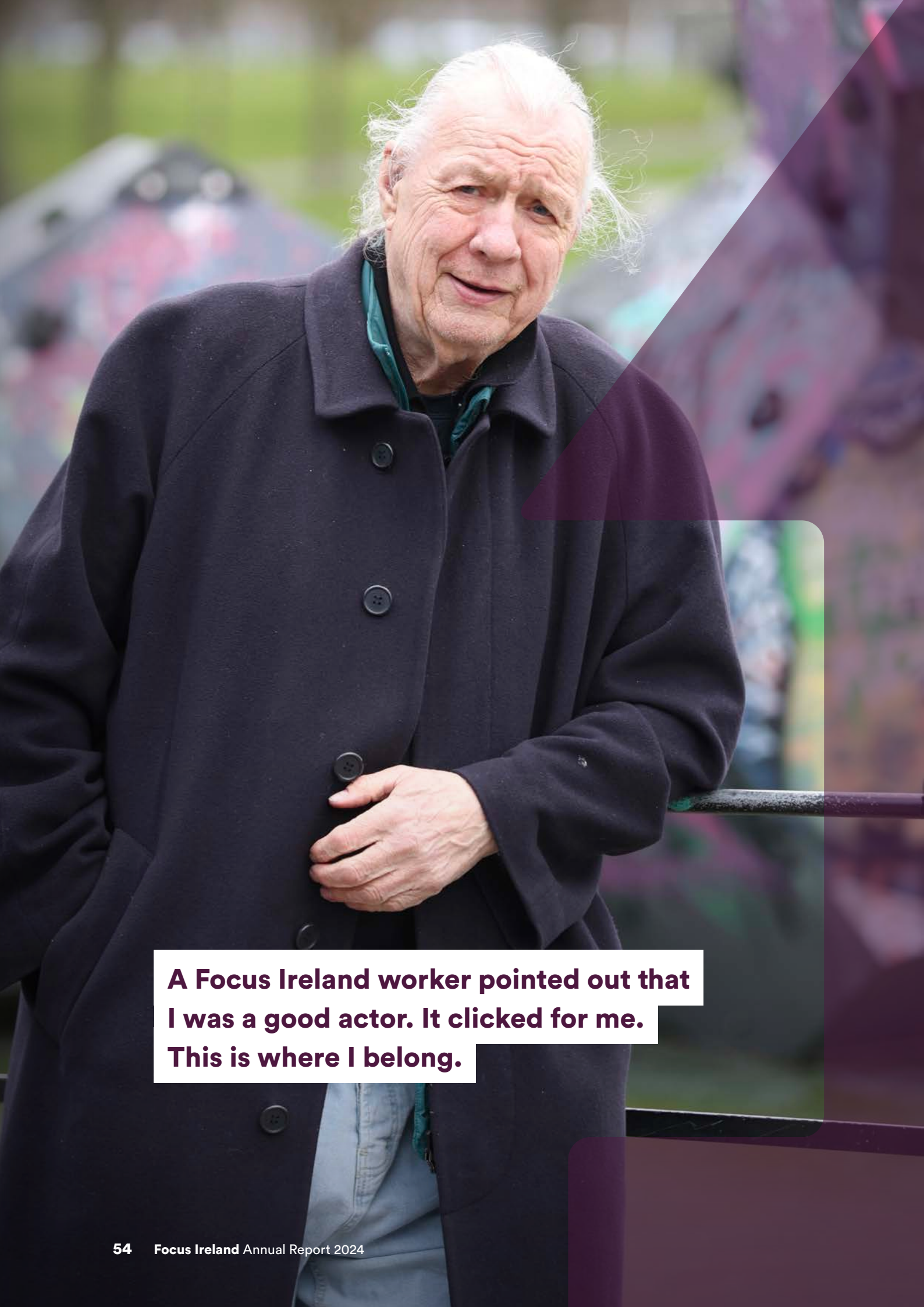
The Women's Outlook Programme

Focus Ireland is funded by the Probation Service and the Irish Prison Service to operate the Women's Outlook Programme. The programme responds to the need for alternative community-based transitional services for women offenders assessed as being at low risk of re-offending and a low risk to society. It also recognises the intertwined nature of homelessness and recidivism and the importance of secure accommodation in achieving a stable and independent life. Case Managers work collaboratively with Probation Officers to support women subject to probation supervision.

Key elements of the programme include:

- › family reintegration support
- › education, training and employment assistance
- › alternative accommodation and support for women still serving sentences
- › assistance in meeting probation conditions while developing life skills.

The programme's positive outcomes and strengths were showcased in an evaluation completed in June 2024. Following this evaluation, the project secured further funding from St Stephen's Green Trust, allowing Focus Ireland to implement a key recommendation from the report – to expand evening supports for women in the programme. These supports will be co-designed with current participants to ensure they are tailored to their needs, with a year-long pilot scheduled to begin in June 2025.



A Focus Ireland worker pointed out that I was a good actor. It clicked for me. This is where I belong.

Des's story

Our Lived Experience Ambassador's journey from addiction and homelessness to hope reveals the power of support, self-discovery and finding true belonging.

For Des Murphy, the feeling of not belonging started early. 'I never felt at home in myself,' he reflects. Growing up, bullying pushed him to run away at just 13 years old, leaving behind school and the possibility of a stable future. Without the safety of home, Des found himself struggling to cope with the pain and isolation.

As a teenager, Des turned to gambling as a way to escape. 'I sold my football boots and record collection. I even lost my stamp collection in a poker game,' he recalls. What started as a distraction soon became a consuming addiction, stealing pieces of his youth. By the time he was 17, alcohol had taken over his life.

'Within a few months of my first drink, my GP contemplated hospitalising me,' Des shares. As alcohol became his primary coping mechanism, his gambling diminished, not because he recovered, but because he feared losing the money he needed to keep drinking.

After his first marriage ended, Des was hospitalised and taken from his family home by the Gardaí, as he struggled under the weight of addiction. The emotional toll of his personal struggles, combined with his addiction, left him feeling lost and isolated. After an overdose, he was transferred to St Brendan's psychiatric facility, then to St Ita's in Portrane.

Later in life, Des was diagnosed with autism. Growing up at a time when diversity was not appreciated, he often felt misunderstood and out of place. 'I knew there was something I wasn't receiving,' he reflects. The world around him did not accommodate his differences, which compounded his feelings of isolation.

After many years of homelessness, the turning point came when Des connected with Focus Ireland. Through their support, he found a Key Worker who stood by him. 'When you're out there on your own, having someone to help you navigate the system is a breakthrough,' he says. Filling out forms and managing daily tasks were daunting while coping with trauma, but his Key Worker's guidance gave him a foothold to start rebuilding.

Des also discovered a hidden talent: acting. 'A Focus Ireland worker pointed out that I was a good actor. It clicked for me. This is where I belong,' he says. This realisation was more than just a hobby; it was a path to reclaiming his identity and confidence.

Now Des uses his experience to inspire others. 'Focus Ireland gave me the opportunity to express my creativity and, more importantly, to give others hope,' he says. 'Homelessness doesn't end the day you're housed. It's about finding a home within yourself.'



To watch more of Des's story, scan the QR code:

Focus on: Legacies

Everyone deserves a safe, secure place to call home.

When someone becomes homeless, their world falls apart. It is difficult to rebuild hope and dignity. At Focus Ireland, we stand with people as they fight to secure and keep a home; we will never give up on them.

Gifts in Wills from people like you change lives. With a gift in your Will, you can provide new homes and long-term support, preventing the trauma of homelessness and offering a path to stability and independence.

Thank you to everyone who included a gift to Focus Ireland in their Will in 2024. Your kindness brings hope and a brighter future to those who need it most.

Please visit our website (www.focusireland.ie/get-involved/leave-a-lasting-legacy), where you can find out more about gifts in Wills, and writing or updating your Will for free through the Free Wills Network.

Elizabeth Moynihan, Focus Ireland donor, pictured with Assia Buono and Abbie Costigan from Focus Ireland's fundraising team.



Watch Elizabeth via the QR code:



Focus on: Thank you

Community Foundation Ireland

In 2024, Focus Ireland was delighted to receive funding through various innovative Community Foundation Ireland grants to support our charitable works.

Little Company of Mary

In 2024, we were grateful to the Little Company of Mary for their continued support of our work with adults and children with multiple support needs on the margins of society.

SSJG grant scheme

In 2024, we deeply appreciated the funding towards our PETE and Aftercare Services in the South-East and the support in renovating the communal kitchen in Aylward Green, Dublin.

The Ireland Funds Japan

We are so grateful for the generous grants from The Ireland Funds Japan, awarded in November 2024, in support of the Childer's Road Family Initiative, a service that provides emergency accommodation for families experiencing homelessness in Limerick.

Focus on: Tax reclaim guidance

Through the Charitable Donation Scheme, Focus Ireland can claim tax relief on donations of €250 or more in a year, boosting the donation by 44.9%. For example, a €250 donation could be worth €362 at no extra cost to the donor. It only takes 30 seconds to complete the form and will help to provide crucial support for families, children and young people.

Learn more at:

www.focusireland.ie/tax-effective-giving/

**For example, a €250 donation could be worth €362
at no extra cost to the donor.**



In 2024, Focus Housing Association strengthened its commitment to sustainability and social inclusion by partnering with like-minded AHBs, developers and builders to deliver greener homes.

Focus Housing Association

Focus Housing Association, Ireland's seventh largest Approved Housing Body (AHB), has provided high-quality, affordable social housing for 39 years. In 2024, it continued expanding to 1,701 sustainable homes across local authorities, supporting individuals and families nationwide, including in Dublin, Kildare, Carlow, Wexford, Kilkenny, Waterford, Cork, Limerick, Tipperary, Clare Kerry, Mayo, Sligo and Monaghan.

Continued building in 2024

As part of our Strategic Plan (2021–2025), Focus Housing Association set out to deliver over 1,000 homes through direct builds, partnerships with developers and acquisitions.

635 homes delivered to date:

- 167 homes delivered in 2024
- 130 homes delivered in 2022
- 168 homes delivered in 2023
- 170 homes delivered in 2021

This was achieved despite challenges such as rising construction costs, labour shortages and continued demand under the Government's *Housing for All* plan.

Building a greener future and adopting a collaborative approach

In 2024, Focus Housing Association strengthened its commitment to sustainability and social inclusion by partnering with like-minded AHBs, developers and builders to deliver greener homes. We prioritised urban renewal through renovation, adaptive reuse and preservation, surpassing previous years' efforts. This approach aligns with our Energy Masterplan and strategy to promote environmental sustainability while enhancing community resilience.

Through the Meascán housing model, we foster intentional social integration, combining tenants with varying support needs. This inclusive model reduces stigma, improves social cohesion and helps to transform communities facing housing challenges into supportive, thriving environments.



Focus on 2024: Our impact in numbers

167

homes were delivered in 2024. Since 2021, Focus Housing Association has built 635 homes.



Projects delivered

Prussia Street, Dublin



Former Minister for Housing Darragh O'Brien cutting the ribbon at Prussia Street.

The development at Prussia Street highlights Focus Housing Association's commitment to reducing its carbon footprint in 2024. This regeneration project transformed a once-derelict urban infill site in Stoneybatter, Dublin 7, into high-quality, long-term homes for five individuals and families with complex needs. Located in one of Dublin's most historic neighbourhoods, the project demonstrates the smart use of city-centre space, close to transport links, amenities and green areas.

Delivered in partnership with Dublin City Council, the Housing Finance Agency, the Housing Agency, Marcton Properties Limited and CJH Construction, the development reflects a shared vision for inclusive, sustainable communities.

Each apartment features an A-rated BER, private open space, built-in wardrobes, double-glazed windows, intercom access and a mechanical exhaust heat pump system. Sustainability measures include Insulated Concrete Form (ICF) construction for thermal and acoustic efficiency, rainwater planter boxes, permeable paving and roof-mounted solar PV panels, setting a benchmark for future-focused urban living.

This regeneration project transformed a once-derelict urban infill site in Stoneybatter, Dublin 7, into high-quality, long-term homes for five individuals and families with complex needs.

Castleisland, Co. Kerry

In April, Focus Housing Association proudly delivered 31 high-quality homes at Riverside, Castleisland, Co. Kerry, as part of a larger 67-home development. This project reflects our commitment to creating sustainable, affordable housing while integrating green and blue spaces that promote dignity, well-being and community for our tenants.

These new, NZEBs (Nearly Zero Energy Buildings) are 70% more energy efficient and emit 70% less carbon than homes built under 2005 regulations. They offer healthier, more comfortable living, with lower heating costs and improved air quality.

This marked our first housing development in Co. Kerry and our first collaboration with another Approved Housing Body, Co-operative Housing Ireland (CHI). Together, we addressed a critical need in the area; at the time, 159 approved applicants on Kerry County Council's housing list were waiting for 2–3 bed homes.

Delivered in partnership with Kerry County Council, the Department of Housing, the Housing Finance Agency and the Housing Agency, Riverside represents Kerry's largest social housing scheme to date.



Distinguished guests and residents at the launch of 31 new homes in Castleisland.

Mallow, Co. Cork

In July, Focus Housing Association delivered 13 high-quality, refurbished B1-rated apartments at West End in Mallow, Co. Cork. Formerly Dairygold Agri Division offices, the centrally located building was redeveloped into social housing through a turnkey acquisition from Sayvale Group, designed by Meitheal Architects and built by KDC Construction.

This development provided homes for 16 individuals on Cork County Council's housing list, offering them the chance to build a stable future. The project also created a new central hub for Focus Housing Association's regional support teams, enhancing service delivery across the South-East and South-West.

Aligning with our Meascán housing model, the West End development integrates housing with wraparound supports, reflecting our commitment to community-focused, sustainable living. The project was delivered with the support of Cork County Council, Cork City Council, the Housing Finance Agency, the Housing Agency and the Department of Housing, Local Government and Heritage.

Also in Mallow, Focus Housing Association delivered six two-bedroom B-rated apartments at Shambles Lane, Mallow, Co. Cork, through a turnkey acquisition funded by a Capital Advance Leasing Facility (CALF) and a Payment and Availability Agreement (PAA). Supporting six tenants from Cork's housing list, the centrally located development offers excellent access to transport links, services and amenities in this well-connected, vibrant town.

Camden Wharf, Cork City

In 2024, Focus Housing Association delivered eight turnkey one- and two-bedroom apartments at Camden Wharf, Cork City. Part of a regeneration area led by Cork City Council, this centrally located development supports our Housing First commitments and was funded through CALF, P&A and the Housing Finance Agency (HFA).

Limerick

At Brú Na Gruadán, Castletroy, Focus Housing Association delivered 37 one- and two-bedroom homes in partnership with Limerick City and County Council. This mixed-income, mixed-tenure development supports both social housing and private right-sizing needs in a highly sought-after area, aligning with the council's affordable housing and long-term housing strategy.

Also in Limerick, Focus Housing Association delivered six A-rated, three-bedroom homes at Shannon View, Limerick City, a turnkey development built with Derrin Group, supporting families at risk of homelessness in partnership with Limerick City and County Council.



37 one- and two-bedroom homes were delivered at Brú Na Gruadán, Castletroy, Limerick.



In May 2024, Nadia Calviño, the President of the European Investment Bank (EIB), visited our Connaught Street Apartments in Dublin 7 and met distinguished guests, including Focus Ireland residents Al Leahy and Jackie, Focus Housing Association Director Jan Mingle, Focus Ireland Head of Communications Roughan Mac Namara and Minister for Finance Paschal Donohoe TD.

Clare

In Scarriff, Co. Clare, Focus Housing Association delivered four A2-rated, two-bedroom apartments through the redevelopment of a former office block. Funded via CALF, PAA and HFA, this rural, turnkey project supports local housing needs, offering high-quality homes near Clare County Council's regional offices and within walking distance of town amenities.

Tipperary

In June, Focus Housing Association delivered six B2-rated apartments at The Glove Factory, Tipperary Town, a restored, once-vacant building now providing vital Housing First and Youth homes in the town centre.

Projects in the pipeline for 2025

Limerick

Fifteen A-rated apartments will be developed on Ballysimon Road. This compact 0.35-acre site will meet urgent demand for one- and two-bedroom homes, supporting the Housing for All strategy. The scheme is being developed with CALF/HFA funding in collaboration with Limerick City and County Council and the Department of Housing. It will include modern air-to-water heating systems and will be fully accessible for individuals with physical, mental or visual disabilities.

Cork

Focus Housing Association is delivering a 30-unit apartment development on a 1.46-acre site at East Cliff Road, Glanmire. The scheme includes three three-storey blocks with a mix of one-, two- and three-bedroom apartments. It will have 33 car parking and 30 bicycle spaces.

Dublin

The landmark Blackbird Park project in Cabra will see 95 homes developed, forming part of a larger plan to meet housing needs in the North Inner City.

Focus on staff: Julia Lisowska

Watch Julia
via the
QR code:



Project Worker, Tenancy Support and Settlement, Sligo



'It can sometimes be heartbreaking but obviously you have to be strong for the person you work with.'



'My role is to give them as much information as possible to support them.'

Focus on staff: Osazuwa Peter Olabiyi

Project Worker, Advice and Information, Sligo

Watch
Osazuwa via
the QR code:





Research and policy submissions

The outstanding research conducted by Focus Ireland's dedicated team strengthens and informs our housing and support services for individuals facing homelessness. It also reinforces our work in advocacy, campaigning, policy development and education. In 2024, the team produced the following impactful research publications and policy submissions.

Research publications

- › 'An Evaluation of the Focus Ireland Women's Outlook Programme'
- › 'Fathers who are homeless and do not live with their children: experiences, challenges, and responses'
- › 'Insights into Family Homelessness in Dublin during 2022 and 2023'

You can read the above publications via the QR code:

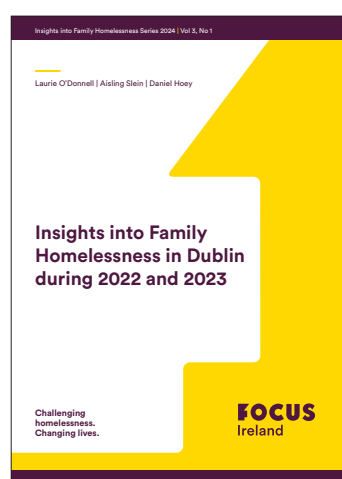


Publications and papers

- › 'Housing First and Structural Change in Ireland', originally published in the *European Journal of Homelessness*, Volume 17, Issue 2
- › 'Focus on Homelessness: Adult-Only Homelessness', published in January 2024
- › 'Focus on Homelessness – A decade of homelessness data: Significant developments in homelessness 2014–2023', published in June 2024

Policy submissions

- › Focus Ireland Pre-Budget Submission to Government for Budget 2025
- › Proposals to Political Parties – General Election 2024/25
- › The Focus Ireland proposal to tackle long-term homelessness



Focus on: The Big Busk

The Big Busk for Focus Ireland, in partnership with Today FM, took place on Friday, 12 April, raising over €430,000 for Focus Ireland.

Buskers across the country took to shopping centres, streets, schools, businesses and community spaces to use their voices and instruments to drive real change. In partnership with Today FM, 2024 marked a significant milestone for The Big Busk, with funds raised surpassing an incredible €1 million over three years.



In partnership with Today FM, 2024 marked a significant milestone for The Big Busk, with funds raised surpassing an incredible €1 million over three years.

Today FM presenters Matt Cooper and Louise Cantillon with Busker Saibh Skelly.

Focus on: Partnership with Iarnród Éireann

Over the past eight years, Iarnród Éireann has been a dedicated and invaluable partner to Focus Ireland, contributing to a wide range of initiatives aimed at supporting Focus Ireland in our mission to end homelessness in Ireland. In 2024, their support helped us to raise over €90,000.



Community Fundraising Officer Cian Dalton, Corporate Fundraising Officer Julia Purcell, Iarnród Éireann Regional Manager, Customer Experience (South – Cork and Kerry) Stephen Hackett, Jesse Wiesblatt, Acting Director of Fundraising and Marketing.



**At Focus Ireland, we are driven by
the fundamental belief that
homelessness is wrong.**

Reports and Consolidated Financial Statements

for the financial year ended 31 December 2024
Company Number: 106149

Contents

Directors and Other Information	72
Directors' Report	73
Independent Auditors' Report	124
Consolidated Statement of Financial Activities	129
Consolidated Balance Sheet	130
Company Balance Sheet	131
Consolidated Statement of Changes in Reserves	132
Company Statement of Changes in Reserves	133
Consolidated Statement of Cash Flows	134
Company Statement of Cash Flows	135
Notes to the Financial Statements	136
Appendix to the Financial Statements	160

Directors and Other Information

Directors

Focus Ireland Board

- Sr Stanislaus Kennedy
(Founder and Life President)
- Mr Michael Layde
(Chairman, retired 28 March 2025)
- Mr Tony Fahey
- Mr Conor Jones
- Mr Andrew Gunne (resigned 23 July 2024)
- Ms Susan O’Connell
(retired 28 March 2025)
- Mr Niall Keane (resigned 19 April 2024)
- Ms Katie Burke (appointed 29 Sept. 2023,
appointed Chairperson 28 March 2025)
- Ms Orla O’Connor (appointed 11 Sept. 2024)

Focus Housing Association Board

- Mr Diarmuid Burke (Chairman)
(retired 26 March 2024)
- Mr Fergal O’Dwyer (Chairman)
(appointed 26 March 2024)
- Ms Patricia Crisp
- Mr Mark Dunleavy (resigned 7 April 2025)
- Ms Anne Fletcher
- Mr Lonan McDowell
- Ms Gloria Kirwan (appointed 27 Jan. 2024)
- Mr Pdraig Breen (appointed 23 Aug. 2024)

Members of both Boards

- Mr David Kelly (appointed 27 Jan. 2024)
- Ms Anna Lee (resigned 29 Sept. 2023)
- Ms Fionnuala Meehan
(resigned on 26 July 2024)
- Mr Lonan McDowell
(appointed 23 Aug. 2024)

Chief Executive Officer

Mr Pat Dennigan

Secretary and Registered Office

Ms Pamela Branagan
9–12 High Street
Dublin 8
D08 EIWO

Registered Nos:

Focus Ireland CLG: 106149
Focus Housing Association CLG: 133953

Independent Auditors

PricewaterhouseCoopers
Chartered Accountants and Statutory
Audit Firm
1 Spencer Dock
North Wall Quay
Dublin 1

Solicitors

McCann FitzGerald
Mason Hayes & Curran
MM Halley & Sons
Byrne Wallace
HOS Partners LLP
J.W. O’Donovan LLP
Eversheds Sutherland LLP

Bankers

Bank of Ireland
Allied Irish Bank plc
Housing Finance Agency
Swissquote Bank Europe SA

Company	Revenue Registered Charity No.	CRA Registered Charity No.
Focus Ireland	CHY 7220	20015107
Focus Housing Association	CHY 9040	20022624
Excellent Common Areas	Not registered	Not registered

Directors' Report

The Directors present their annual report together with the audited financial statements of the company and of its subsidiaries, together 'the Group', for the financial year ended 31 December 2024.

About Focus Ireland

Founded in 1985 by Sr Stanislaus Kennedy, Focus Ireland is a housing and homeless charity that works to prevent people becoming or remaining homeless, or returning to homelessness, through the provision of quality services, supported housing, research and advocacy.

Mission

At Focus Ireland, we are driven by the fundamental belief that homelessness is wrong. Wrong because it is a failure of society that creates victims out of ordinary people and robs them of their potential. Wrong because it can be prevented, it can be solved, but is allowed to continue, thereby undermining society. We need to challenge our society to think and act differently. We are committed to challenging everything about homelessness: the causes, systemic failures, people's perceptions and how it is tackled.

It can be different.



Sr Stan pictured at a 'Thank You' event for our Lived Experience Ambassadors at City Assembly House, Dublin.

Objectives and activities

Focus Ireland is principally concerned with preventing homelessness and with the provision of support services to people who are homeless, as well as providing homes to secure their exit out of homelessness.

The organisation developed and rolled out its strategy in 2021: *Strategy 2021–2025: Challenging homelessness. Changing Lives.*

We will continue to build on our achievements from our previous strategy and remain dedicated to our two key pillars:

- › preventing homelessness and
- › supporting people who are homeless to move on into secure homes.

We understand that homelessness remains a blight on individuals, families and our society as a whole. But homelessness cannot be ended by working just at the individual level, important as that is. Always, our challenge to homelessness is based on the lived experience of the people we work with and support. Over the period of this strategy, we will continue to draw evidence-based inspiration from all our sources, both domestic and international, and share them with our partners to help change the practices and policies that sustain homelessness.

Homelessness happens when people slip through the gaps in our society. Under this strategy, Focus Ireland commits itself to closing these gaps by working in ever closer partnership with the whole range of organisations, departments, authorities, agencies, donors and citizens who share our commitment to tackling homelessness.

Because our work is fundamentally concerned with people – the challenges they face and how we can support them to secure their existing home or move out of homelessness – this strategy is built around the household circumstances in which people live. Over the 2021–2025 period, Focus Ireland will concentrate its resources in four key work streams, reflecting the lives of the people we support:

- 1 Families who are homeless or at risk of homelessness and have complex support needs
- 2 Families who are at risk of homelessness due to economic reasons
- 3 Young people who are homeless or at risk of homelessness with complex support needs
- 4 Single adults who are homeless or at risk of homelessness with complex support needs.

We are also committed to providing 1,152 new properties over the lifetime of the strategy, which will be acquired through our approved housing body, Focus Housing Association CLG ('Focus Housing'). Focus Housing Association is an Approved Housing Body with the Department of Housing, Planning, Community and Local Government and has attained certified body status with the Housing Finance Agency, providing accommodation nationwide.

We understand that homelessness remains a blight on individuals, families and our society as a whole.



Active organisational structure

Focus Ireland CLG

Registered no.: 106149
Revenue charity no.: CHY 7220
CRA registered no.: 20015107

Focus Housing Association CLG

Registered no.: 133953
Revenue charity no.: CHY 9040
CRA registered no.: 20022624

The financial statements consolidate the results of Focus Ireland CLG and its subsidiary, Focus Housing Association.

Focus Housing Association became a subsidiary of Focus Ireland in 1998. Since then, consolidated financial statements have been prepared. During 2019, Focus Housing Association underwent a change to its governance structure, and a separate Board of Directors for this organisation was set up. This Board is made up of nine members, two of whom sit on the Focus Ireland Board. This ensures that while both organisations remain independent, the overall strategic goal is maintained and aligned.

During 2016, Focus Housing Association acquired Excellent Common Areas Owner Management Limited, which is a dormant company.

Governing document

Focus Ireland is a charitable company limited by guarantee, incorporated under the Companies Act.

Each of the Group companies is governed by their constitution, which was last amended at the AGM (Annual General Meeting) in June 2024.

In compliance with Financial Reporting Standard 102, the company, as a registered charity and public benefit entity, has adopted the Statement of Recommended Practices (SORP): Accounting and Reporting by Charities 2015, as issued by the Charities Commission (for England and Wales).



Dignity



Quality



Social Justice



Empowerment

Values

Focus Ireland's models for service provision are dictated by the needs of our customers. We believe that the quality of service delivered is as important as the kind of service we provide. We continue to embed our values in how we carry out our work. We created a shared platform where staff could share examples of where they have seen the values being lived in the work of Focus Ireland. The four primary values that underpin our models of service delivery, both to our staff and our customers, are:

- › **Dignity** is about treating people equally, with respect, kindness, compassion and empathy. It involves valuing people's diversity, engaging in relationships of care and having regard for people's capacities, values, feelings and beliefs.
- › **Quality** is about professionalism, effectiveness, accountability and integrity. It involves setting, achieving and maintaining high standards; collaborative approaches and continuous learning; and ensuring environmental sustainability.
- › **Social Justice** is about the achievement of positive outcomes to address social exclusion and inequality and enabling people to lead independent and fulfilling lives. It involves responding to specific needs that flow from people's diversity, securing a fulfilment of rights and challenging structural inequalities.
- › **Empowerment** is about independence and autonomy. It involves people understanding issues of power and powerlessness in their lives, having power to make informed decisions and choices and being able to realise their full potential.

Relationships with other charities

Focus Ireland actively promotes partnership, working with statutory bodies and other charitable organisations in the provision of services and the pursuit of its advocacy goals. Examples of this work include participation in the Dublin Homeless Network and partnership work with local authorities and health services around the country in the Regional Homeless Forums. In addition, Focus Ireland has furthered its objectives through partnerships with other voluntary organisations. We deliver Housing First services in Cork in partnership with Cork Simon. Focus Ireland is also a member of the Irish Council for Social Housing, the Charities Institute Ireland and FEANTSA (European network of organisations working with people who are homeless).

Achievements and performance

Performance

Our achievements in 2024 on our Strategy 2021–2025 are outlined as follows:

Goal	Impact of strategy
Strategic pillar: Preventing homelessness	
3,000 households (600 per year) that would have otherwise become homeless will have been assisted to keep their home or find an alternative	› In 2024, 276 households in danger of losing their home were prevented from becoming homeless. (This is not directly comparable to the figure of 657 for 2023 due to a change in the way we recorded prevention of homelessness. The comparable figure would be 409). › So far in the strategy period, we have prevented 1,956 households becoming homeless.
Strategic pillar: Supporting people who are homeless to move into secure homes	
Add 1,152 homes to our housing stock by the end of 2025 through Focus Housing Association	› Provided an additional 167 units (2023: 168) to our housing stock in 2024, despite the significant challenges in the current housing market; 139 through acquisitions and 28 leases or managed properties. › As at 31 December 2024, the organisation has 1,696 housing units. So far, 635 homes have been delivered over the course of this strategy. › These strengthened our commitment to providing homes for customers and helped them with a pathway to exit homelessness.
5,000 (1,000 per year) households which have experienced homelessness will have moved out of homelessness into social or privately rented homes with Focus Ireland support (in partnership with local authorities and national Government)	› In 2024, Focus Ireland supported 1,209 households (2023: 1,100) to exit homelessness and settle into secure accommodation, including social housing, Focus Ireland housing or private rented accommodation. › So far in the strategy period, we have supported 3,642 households to exit homelessness into a sustainable tenancy.

Services

Focus Ireland supported approximately 18,000 people in 2024 through the provision of services across Ireland. These regions include Dublin, Cork, Limerick, Waterford, Sligo, Leitrim, Mayo, Wexford, Tipperary, Carlow, Kilkenny, Kildare, Clare, Kerry and Monaghan. There continued to be an increase in demand for our Advice and Information services across the country during the year, with over 10,000 people supported. Similar to 2023, demand for our Family Support services remained high, while, overall, in line with previous years, the support needs of the people accessing our services continued to be more intensive in nature and required extended periods of engagement.

2024 focus on: Pillar one – prevention

Approximately

785

households were supported with
Tenancy Support and Settlement (TSS).



260

families were supported
to keep their homes
through TSS.

276

households were prevented from
entering homelessness or supported on
a pathway to prevention through our
Advice and Information services.



Preventing homelessness: Prevention services

Customers accessing Focus Ireland's prevention services are in danger of losing their accommodation and require support to move from a period or situation of crisis to one of stability. As part of our prevention work, Focus Ireland staff provide support and advice in relation to issues like rising rent payments, breakdown in family relations, overcrowded or unsuitable existing accommodation, substance misuse, domestic abuse, or where a young person is leaving the care of the State and requires housing and support to make the transition to independent living. Early intervention and support for people facing these and other risk scenarios are key to ensuring they maintain their homes or, where this is not possible, ensuring that they are supported in securing alternative housing, thereby avoiding homelessness and having to access homeless services.

The key prevention services delivered by Focus Ireland are:

- 1 Advice and Information services**
- 2 Tenancy Support and Settlement services**
- 3 Youth services**



Republic of Ireland Soccer International Denise O'Sullivan showing her support for Focus Ireland.



In 2024, 474 (2023: 379) young people were supported as part of Focus Ireland's youth, aftercare and mediation services.

1 Focus Ireland's prevention **Advice and Information services** are aimed at reducing or eliminating the factors that may be placing a tenancy at risk. Staff provide a variety of supports and services, including advocacy, mediation and dispute resolution, as well as signposting/facilitating access to a range of other relevant support services. Operating across the country, in 2024, these services supported approximately 2,800 (2023: 2,300) customers who were at risk of becoming homeless, and we prevented 276 households from entering homelessness through our Advice and Information services.

This figure included a number of customers who required an extended and more intense period of case management support and engagement with staff to prevent them from becoming homeless.

2 Supporting tenants is key to sustaining tenancies, and Focus Ireland delivers a number of **Tenancy Support and Settlement services** across the country that provide both a prevention and sustaining exits service element. Prevention TSS services deliver visiting support to customers who may be at risk of losing their homes and require support from Focus Ireland staff to identify, reduce or eliminate this risk. Supports provided are based on an assessment of need and can include practical assistance like home management, or more specialised assistance that can support physical and mental well-being. Staff are also skilled in addressing anti-social behaviour (e.g. neighbour disputes and family relationships), key to supporting customers in building links and social networks in their local area and encouraging integration and a sense of belonging in their community. Focus Ireland also delivers mental health-specific services across the country, working closely with the HSE and mental health services to support people who are moving from a mental health setting and require support to live independently in the community, with the relevant wraparound supports. In 2024, our prevention TSS services supported 785 (2023: 700) households to maintain their tenancy. Also through TSS, 260 families were supported to keep their homes.

3 Focus Ireland's **Youth services** provide support to young people who are leaving State care (having turned 18), and young people who require support to transition to, and sustain, a home in their community. These services are based on the Housing First model, with the young person firstly facilitated in accessing appropriate housing, and thereafter provided with the commensurate levels of supports and wraparound services to sustain that housing. Like Housing First, there are no preconditions set for the young person in accessing housing, other than payment of rent and agreeing to a set amount of meetings with their Focus Ireland Keyworker. Key features of Focus Ireland's youth services include:

- › Preparation for leaving care, in collaboration with Tusla
- › The development of flexible, individually-tailored care plans to support the young person's transition into long-term housing and independent living
- › Ensuring the young person's involvement in all assessments, planning, reviews and decision-making concerning their future, including housing, support services, etc.
- › Adopting a case management approach, whereby all services and supports that can have a positive impact on the young person achieving their care plan goals work together
- › Supporting social and community integration through signposting/facilitating the young person's access to community supports and services
- › Linking in with labour market activation initiatives, including education and training.

In 2024, 474 (2023: 379) young people were supported as part of Focus Ireland's youth, aftercare and mediation services.



Staff from Focus Ireland's Family Centre and Bohemian Football Club. Bohs donated toys to children who are experiencing homelessness.

Supporting people who are homeless to move into secure homes: sustained exit services

In addition to preventing people from becoming homeless, Focus Ireland delivers a number of services that support people in sustaining an exit out of homelessness. These services support people who are already homeless and require Focus Ireland's support to exit homelessness and sustain a home.

The key services delivered by Focus Ireland under our sustaining exits strategy are:

- 1 Advice and Information services
- 2 Tenancy Support and Settlement (TSS) services
- 3 Housing services: long-term, Housing First, and short-term
- 4 Day services.

2024 focus on: Pillar two – sustaining exits

The Family Homeless Action Team (FHAT) helped

540

families to move to stable housing.



169

families were supported to settle into their new home through the Support to Live Independently (SLI) service.

Advice and Information staff provided support to almost

7,500

customers who were homeless.





Focus Ireland's Advice and Information services also provide support to people who are already homeless and require support in sustaining an exit out of homelessness.

1 In addition to providing prevention support to people at risk of losing their homes, Focus Ireland's **Advice and Information services** also provide support to people who are already homeless and require support in sustaining an exit out of homelessness. Operating across the country, staff supported almost 7,500 people (2023: 6,800) in accessing emergency and long-term accommodation and provided access to, and an understanding of, relevant information relating to housing, social welfare, health, education, employment, training, etc. Where appropriate, staff also referred customers to some of Focus Ireland's own services in an effort to support them along a pathway towards housing and independent living. Where customers required an extended and more intense period of engagement to sustain their exit out of homelessness, staff also provided intensive case management support.

2 The sustaining exits element of Focus Ireland's **Tenancy Support and Settlement (TSS) services** facilitates people's exit out of homelessness by supporting them in identifying, sourcing and transitioning into appropriate accommodation and ensuring that they sustain that accommodation. Our sustainment support also included the support provided to nearly 1,000 families, as part of our Family Homeless Action Team (HAT) in Dublin, 540 of which (2023: 176) were successfully moved into stable housing during 2024, despite the limited availability of housing.

The majority of the over 1,700 (2023: 1,600) TSS customers supported to sustain an exit out of homelessness in 2024 were living in emergency and temporary accommodation and were referred to Focus Ireland by the relevant local authority to support them in moving and settling into appropriate, long-term accommodation. Focus Ireland staff provided the full range of supports, including support to physically move the customer to their new accommodation, accessing household goods and appliances, understanding their tenancy agreement, including their rights and obligations as a tenant (e.g. paying rent), and establishing good neighbourhood relations, etc. Once the customer has successfully moved into their new home, staff provide regular visiting support commensurate with the level of assessed support needs. They also offer guidance in accessing the relevant suite of services in relation to health, social welfare, budgeting, addiction, education, training and childcare, and all other relevant services.

- 3 Focus Ireland provides a number of **long-term supported accommodation** services throughout the country. These services actively promote the principle of independent living for our customers through supporting and facilitating them in taking control of their own lives. In 2024, over 1,000 (2023: 970) households were supported in our long-term housing services, including approximately 271 Housing First customers, all of whom have complex and specialised health, care and social support needs and were moving from homelessness into long-term accommodation. During the year, 169 families were also supported to settle into their new home through the Support to Live Independently (SLI) service, which provides crucial support.

Short-term accommodation services operate on a 24/7 basis, 365 days a year, and provide a full suite of programmes and activities to customers to meet their short-term accommodation and support needs.

The overarching aim of short-term accommodation services is to minimise the length of time spent homeless and to support the person to access housing with requisite supports as soon as possible after initial presentation to homeless services. 275 (2023: 260) households were supported in Focus Ireland's short-term accommodation services across the country during 2024.

Focus Ireland's under-18 accommodation service also supported nearly 100 young people during the year.

- 4 Focus Ireland's Coffee Shop is our main **day service**, comprising two services, a subsidised, hot-meal service and an Advice and Information service. Operating 365 days a year, serving breakfast, lunch and dinner, this service ensures that people affected by homelessness who do not have access to hot meals, can be catered for in a safe, secure and welcoming environment. Similar to 2023, approximately 6,000 customers accessed the Coffee Shop in 2024.



Trauma Informed Care

In 2023, preparation for the roll-out of Focus Ireland's Trauma Informed Care approach within our organisation culminated in the design of a bespoke programme for staff, which utilises the Power Threat Meaning (PTM) framework. The PTM framework is a new perspective on why people sometimes experience a whole range of forms of distress, confusion, fear, despair, and troubled or troubling behaviour. It is an alternative to the more traditional models, which are based on psychiatric diagnosis.

The framework summarises and integrates a great deal of evidence about the role of various kinds of power in people's lives; the kinds of threat that the misuse of power poses to us; and the ways we have learned as human beings to respond to these threats. In traditional mental health practice, these threat responses are sometimes called 'symptoms'. The framework describes the many different strategies people use, from automatic bodily reactions to deliberately chosen ways of coping with overwhelming emotions and experiences, in order to survive and protect themselves. The framework also looks at how we make sense of difficult experiences, and how messages from wider society can increase our feelings of shame, self-blame, isolation, fear and guilt.

An online e-learning training programme, which was rolled out across the organisation in 2024, supports Focus Ireland staff in helping the people we are supporting to create more hopeful narratives or stories about their lives and the difficulties they may have faced or are still facing, instead of seeing themselves as blameworthy, weak or deficient.

Staff use the framework as a means of highlighting the links between wider social factors such as poverty, discrimination and inequality, along with traumas such as abuse and violence, and the resulting emotional distress or troubled behaviour.

Peer Support Workers

Focus Ireland's five-year strategy is underpinned by a commitment to greater customer involvement. Peer Support Workers are employees who are considered experts by experience and who have a lived experience of homelessness. Focus Ireland employed six new Peer Support Workers who are now based in services across Dublin, Waterford, Cork and Limerick. Peer Support Workers are an invaluable addition to our teams and can also help bridge the gaps in policy that staff with no lived experience may miss.

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Focus Ireland Advocacy Director Mike Allen pictured at the Housing First Conference in Dublin Castle.

Advocacy, communications and research

Throughout 2024, the Advocacy, Communications and Research Team worked to advance Focus Ireland's strategic objectives through evidence-based policy advocacy, expert media engagement and collaboration with key stakeholders. In a year of European, local and general elections, the team played a crucial role in influencing national and local government policies while also providing expert analysis on homelessness-related issues through print, broadcast and online media. The team further strengthened its engagement with various departments within Focus Ireland, ensuring a cohesive approach to communications and advocacy efforts. Below are some key achievements and highlights from 2024.

Focus Ireland remains committed to building an evidence-based understanding of the causes, impacts and solutions to homelessness. To this end, the Advocacy Team continued to produce high-quality research on homelessness trends and best practice, including:

- › Launching an independent evaluation of the **Women's Outlook Programme** at LinkedIn's Dublin office, which examined housing and support services for individuals leaving prison, emphasising family-centred approaches.
- › Hosting the Bi-annual European Housing First Hub Conference, 'New Horizons – Tréimhse Nua in Housing First', in Dublin Castle, in November, bringing together experts and practitioners to advance the Housing First model across Europe, in partnership with The Housing Agency Housing First National Office.

- › Publishing the latest in our ‘Family Insights’ research series on **family homelessness** in November, highlighting the challenges that families face due to the long-term effects of pandemic restrictions on housing stability.
- › Leading the Irish dimension of the **EU European Homelessness Count**, contributing to the development of a harmonised data collection methodology for homelessness statistics across Europe, under the leadership of the University of Leuven and FEANTSA.
- › Publishing *Focus on Homelessness – A decade of homelessness data: Significant developments in homelessness 2014–2023*, a comprehensive report highlighting key trends and insights since 2014.

The Advocacy Team actively influenced policy changes at the national level to improve responses to homelessness, including:

- › Securing a significant policy change so that all contributions towards housing costs are treated as **child maintenance payments** and not counted in welfare means testing. This change ensures that separated families can retain full social welfare entitlements and are more likely to stay in their homes.
- › Launching two **nationwide voter registration drives** for the local and general elections to encourage individuals who are homeless, young people and minority communities to participate in the democratic process. The campaign was kicked off at Dublin’s GPO with support from An Post.
- › Advocating against proposed **laws restricting access to emergency accommodation**, emphasising the need for inclusive and humane housing policies.
- › Raising policy issues at the **National Homeless Action Committee** and **Dublin City Council’s Housing Strategic Policy Committee**.
- › Responding to an invitation from the OECD to participate in a high-level event in Paris to help shape their Toolkit for National and Regional Homeless Strategies.
- › Hosting the ‘**End Homelessness by 2030**’ conference, where our Director of Advocacy, Mike Allen, presented a detailed proposal for eradicating long-term homelessness in Ireland.
- › Maintaining a strong media presence, with our Annual Report launch receiving widespread national and local coverage, highlighting a **12.5% increase** in the number of people Focus Ireland supported in 2024 (18,000 people, up from 16,000 in 2023).
- › Engaging strongly in the preparation of party manifestos for the general election, communicating with candidates and working to shape the Programme for Government of the new Government.

The Advocacy Team actively influenced policy changes at the national level to improve responses to homelessness.

Customer and tenant participation

Customer and tenant participation remains a key element of Focus Ireland's strategy. The Lived Experience Ambassador Programme (LEAP) and peer research projects continued to empower and support individuals with lived experience of homelessness.

- › In October, Focus Ireland hosted a **LEAP 'Thank You' event** at City Assembly House, Dublin, celebrating the achievements of its first-ever LEAP participants. Former President of Ireland **Mary McAleese** was a special guest at the event.
- › In May, **two LEAP participants, James Flanagan and Keile O'Danza**, joined **EPOCH** (European Platform for Combatting Homelessness). James was also appointed to the EPOCH Practice Experts Committee, working with academics, practitioners and policymakers to advance solutions to homelessness.
- › Focus Ireland expanded its **Peer Research Team**, promoting **Kathleena Twomey** to a part-time Research Assistant position and recruiting additional peer researchers to strengthen its research capacity.

Focus Ireland also reinforced its commitment to diversity and inclusion in homeless services:

- › Since June 2024, Focus Ireland has been leading a **collaborative project with BelongTo** and the **Dublin Homeless Network** to enhance the inclusiveness of homeless services for LGBTQIA+ individuals across Dublin over the next three years.

Through evidence-based research, strategic advocacy and strong community engagement, Focus Ireland continues to drive meaningful policy change and create pathways towards ending homelessness in Ireland.



Former Uachtarán na hÉireann Mary McAleese speaking at City Assembly House, Dublin, as part of an event to celebrate the achievements of Focus Ireland's first-ever Lived Experience Ambassadors.

The Meascán Housing Model

The organisation continued to support the strategic goal of developing the Meascán model of intentional social mix. The Meascán model is based on ‘intentional social mix’ and the idea that ‘mainstream’ households are aware in advance of moving into their home that some of their neighbours have experienced homelessness and may, from time to time, continue to experience periods of difficulty.

The growth and further development of the Meascán model of intentional social mix continued to flourish, with new developments added across the regions, perhaps most notably in Dublin, Cork, Limerick and Tipperary. Three developments in particular, in Mallow and Tipperary, highlighted our ambitions and expertise in revitalising vacant and derelict buildings:

- › **Irish House** – a protected structure in the centre of Tipperary town, Irish House had previously been a technical school but had been vacant for a number of years and had fallen into serious disrepair. The building now contains six, spacious, one-bedroom apartments on the first and second floors, with storage space and a commercial unit on the ground floor.
- › **The Glove Factory** – also in Tipperary town, this protected structure had been empty for many years and was derelict and in very poor condition. This now provides six modern and well-appointed apartments.
- › **West End** – Nos 5, 6 and 7 West End, Mallow, Cork, are another protected structure and were once the offices of Dairygold Co-operative. Again, they were vacant and derelict and now provide 15 one- and two-bedroom homes.

Delivery

Along with the above developments, the first units in Brú Na Gruadán, Castletroy, Limerick, were also delivered. This scheme will see a total of 67 homes delivered in partnership with Limerick City and County Council. We will deliver 31 homes, including homes for older persons availing of the Council’s rightsizing scheme, and the Council will deliver 36 affordable houses.

We completed the tender for 95 homes in Blackbird Park, Cabra, on the site so generously donated by the Dominican Sisters, and a contractor was appointed. 2024 also saw the completion of the full energy retrofit and complete upgrade works to two apartment developments in Limerick.

2024 was a busy year for tenant engagement, with a number of events held throughout the year, including barbecues, craft days, fun days, Halloween parties and Christmas events. It also saw the formation of a tenant’s association in Ferrybank, which has already received a grant to enhance its communal sensory garden.

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Human resources – investing in people

Talent acquisition

Our Talent Acquisition Team worked on 255 roles in 2024, filling 192 of these. The key drivers of recruitment include replacements due to resignations, newly funded roles, internal promotions and transfers, maternity cover and graduate recruitment. The HR and Digital Marketing Team continued to partner on promoting Focus Ireland as an employer of choice on our website and social media, with refreshed content to better engage with target audiences. We continued to use a blended approach to recruitment, using not only online but also college career fairs and an in-person open evening. We welcomed 140 new employees, including 15 Relief Project Workers.

Gender pay gap

As required under the Gender Pay Gap Information Act 2021, we reported a gender pay gap in December 2024 based on a snapshot date of 30 June 2024. Our gender pay gap is 6.06% (2023: 10.81%, 2022: 8.08%), while our median gender pay gap is 4.93%. This means that the average hourly rate of pay for male employees was 6.06% higher than the average hourly rate for female employees during the relevant pay period. Tenure remains a key driver in our gender pay gap, with average service for males 1.3 years longer than females and, with incremental pay scales, longer service equates to a higher point on the pay scale. We will continue to work to address our gender pay gap. Actions we will take that will help us to improve include:

- › Increase our benefits to females availing of maternity leave in 2025.
- › Update our flexible working practices in the organisation to sustain women's participation and promotion in the organisation.

- › Use our Diversity and Equality Networks to explore the gender issues that impact females' experience of working in Focus Ireland. Our Diversity and Equality Networks include a Women's Network, LGBTQI+ Network, Disability (including Neurodiversity) Network, Black and Ethnic Minority (including Heritage) Network, Older Workers Network and a Men's Network. These Networks will create actions and objectives for 2025.
- › Use data from our exit and stay interviews to inform our recruitment processes.
- › Continue to have a balance of participants in mentoring and/or coaching initiatives, to reflect the gender mix in the organisation.

Employee engagement

85 employees left the organisation in 2024; this is a 13% decrease on 2023. Of those who completed exit interviews, 95.5% of employees interviewed stated that they would recommend Focus Ireland to a friend, with 93.2% stating that they would return to work in Focus Ireland in the future. Five employees returned to work with us in 2024.

The organisation demonstrated its commitment to employees' well-being with the continued facilitation of hybrid working arrangements, where possible. Our Hybrid Policy was reviewed and rolled out in September to meet the requirements of the Code of Practice on Remote Working. We also refreshed our Dignity at Work Policy.

In recognition of the rising increase of the cost of living in Ireland, the organisation has continued to pay above the Living Wage (€14.75 per hour).

In 2024, we continued to build upon the success of our wellness calendar, providing a monthly calendar that highlights key wellness initiatives and important awareness days. These wellness initiatives were rolled out each month as a means of focusing on employee well-being, encouraging employees to participate in activities outside their day-to-day jobs. We continued to design and share monthly engagement calendars, promoted our HSF Health Plan benefits as well as the Employee Assistance Programme resources.

Our quarterly Living the Values nominations process has been very well received again this year. We have seen many colleagues and teams nominated by peers and managers, describing how our colleagues have lived our values, and the initiative has strongly supported the embedding of our refreshed values.

Employee engagement survey

For the third year running, we have used the Engagement Insights Report from Quality Matters to survey our employees on how they feel about working in Focus Ireland. Our survey ran for four weeks during September and October 2024 and had a response rate of 72% (2023: 66%). In addition to the standard survey, we added segmented analysis to compare different parts of the organisation and to allow for qualitative feedback in respect of well-being and diversity and equality.

Our overall engagement score is 16.71, higher than the benchmark of 16.45.

Our quarterly Living the Values nominations process has been very well received again this year.

Learning and development

Learning and development initiatives in 2024 included an increased and expanded volume of training across the organisation, the development of in-house e-learning for staff, continuous improvement of the Corporate Induction programme, the granting of a higher number of Educational Assistance applications, the coordination of professional membership programmes and an enhanced student placement programme. In total, 172 internal and external training days were facilitated across the organisation, in-person and online, offering 1,300 places to staff.

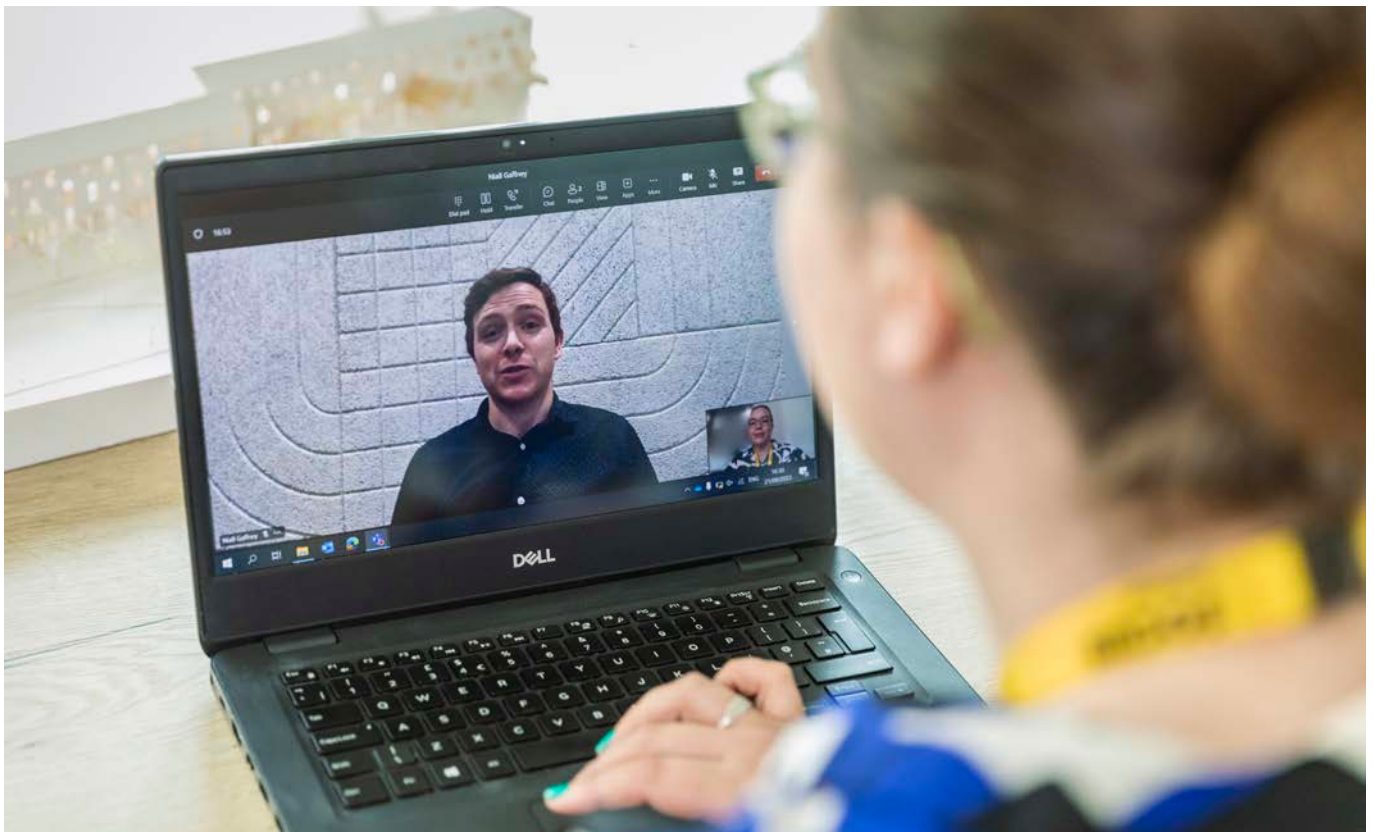
Some key highlights in our professional development training in 2024 included our Individual Contributor and our Managing People Skills programmes. To ensure the continuous development of high-impact individuals in the organisation without management responsibility, the Learning and Development Team collaborated with IBEC on the development of bespoke training – Individual Contributors Training – which was delivered in May. In addition to this, just under 30 new and existing managers were certified by TU Dublin in Managing People Skills, and all new managers in 2024 have now received this training. A new, dedicated training programme for Child Support Workers (CSWs) was established in 2024 in partnership with a small working group, resulting in a more structured training pathway aligned to the CSW role.

Graduate programme

The organisation continued to expand its 2024/2025 graduate programme to 18 graduates (2023: 14) who are based across the organisation.

Volunteers

There were 13 student placements across the organisation in 2024.



Continuing to focus on diversity and equality is not only the right thing to do from a moral point of view, but, for the organisation, it will further help to better reflect the viewpoints of our staff and customers throughout our work and the organisational strategy.

Diversity and inclusion

Continuing to focus on diversity and equality is not only the right thing to do from a moral point of view, but, for the organisation, it will further help to better reflect the viewpoints of our staff and customers throughout our work and the organisational strategy.

As an organisation, we work with some of the most marginalised groups in our society, and developing a Diversity and Equality Strategy will help us to advance further in this space. Enabling and empowering our staff by investing in diversity will increase creativity and innovation, widen talent pools, boost productivity and positively impact organisational performance. This in turn will improve the support that we are able to give to our customers.

A working group, assembled at the beginning of 2022, continued to help steer the organisation on how we can ensure that we are a diverse and inclusive organisation for both staff and customers. The terms of reference for the group include:

- 1** gain an understanding of what we are currently doing in this area
- 2** explore opportunities to enhance existing activities
- 3** identify new areas for development.

During 2024, we continued with our diversity and equality initiatives. This included listening groups, supported by Values Lab and conducted in early 2024, the roll-out of our Diversity and Equality Strategy and the development of intranet resources.

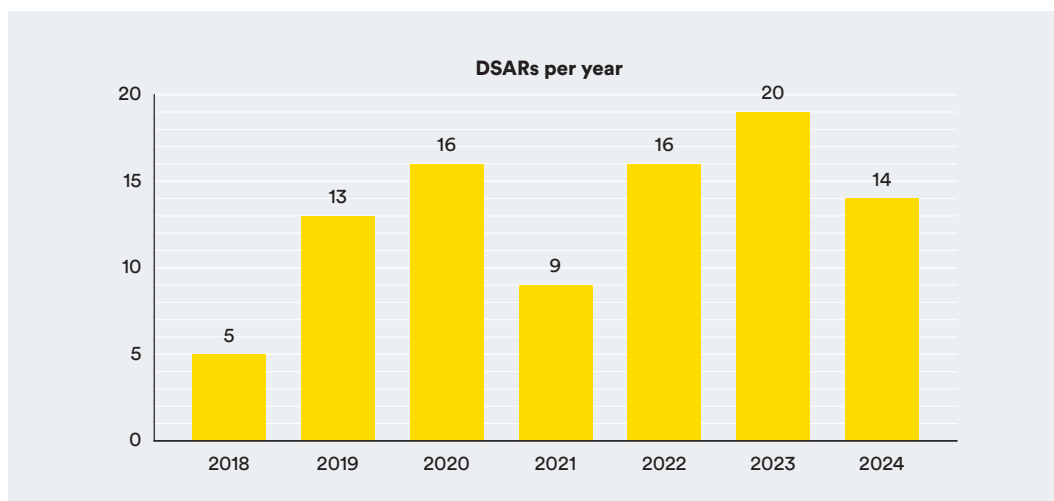
Following this, we asked employees to volunteer to support the next phase which included two, half-day working sessions to scope the measures we have in place, what we need to consider and how to have impact. We researched, discussed and agreed our structure and formed our first Employee Resource Networks – these include a Women's Network, Disability (including Neurodiversity) Network, LGBTQI+ Network, and Black and Ethnic Minority (including Heritage) Network. Each of the Chairs of these networks, along with the Chief Executive, Executive members, communications and a senior manager, make up our steering group. The Executive will receive regular reports on the plans and progress of the networks.

An Older Workers Network and a Men's Network have not formed as yet, and we will keep under review other networks that may be required to support employees.

General data protection

The charity complies with data protection regulation. The Audit and Risk Sub-Committee reviews the area of data protection during the year, including the number and nature of Data Subject Access Requests (DSARs) and data breaches.

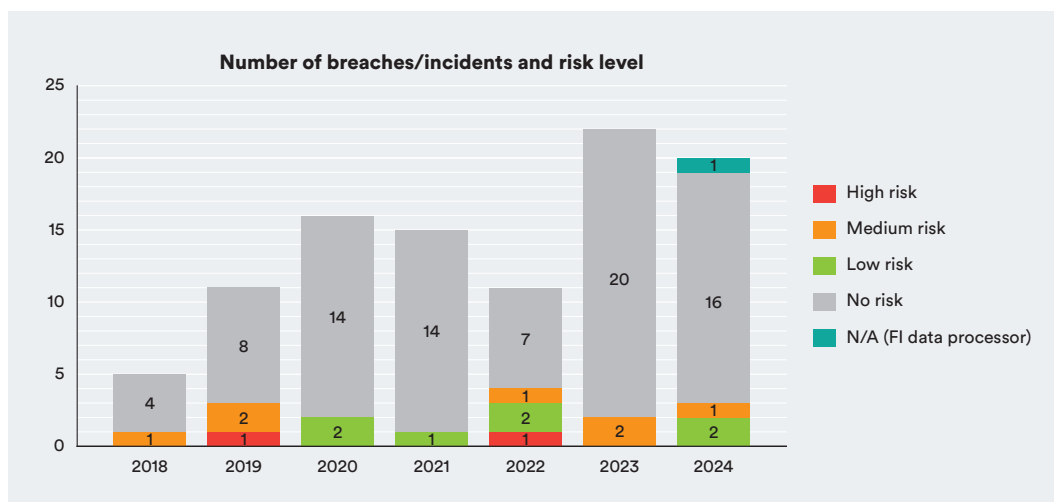
In 2024, we received 14 DSARs (2023: 20). The majority of requests came from customers and tenants of Focus Ireland. All requests were handled within the prescribed timeframe. 29% (2023: 22%) of all DSARs were not collected by the data subject. The trend for the last number of years is presented below.



2024 saw 20 instances of data breaches (2023: 22). While the number of breaches increased over the year, the number of breaches that posed a risk to the rights and freedoms of the data subjects has decreased. Of the 20 incidents, 3 had to be reported to the Data Protection Commission (2023: 2/22 reported).

Employees are encouraged to check with the DPO (Data Protection Officer) regarding any potential breaches, so this, along with our heightened training and awareness, may be the cause of the significant jump in incidents. We take a diligent approach to recording all data incidents to ensure that we can spot any trends arising, to identify risks and where we may need added controls or training.

The use of email continues to be our highest cause of data incidents and breaches. These errors relate to incorrect recipients being selected or an incorrect file being attached to an email. This is expected due to the volume of emails sent and received daily.



One complaint against Focus Ireland was submitted to the Data Protection Commissioner in 2024 (2023: 1). This was in relation to shared office spaces. We co-operated fully with the Commissioner and the matter was resolved without any penalties found against Focus Ireland.



Fundraising and marketing

Fundraising activities cover a wide spectrum across the country, including cash appeals, regular giving, corporate partnerships, legacy, events, campaigns and philanthropy.

Fundraising surpassed the target of €15.4 in 2024, raising €15.9, mostly due to a major donation in January 2024 that was a larger than anticipated.

While the overall target was surpassed and there were several very successful activities throughout the year, 2024 was also a year of many challenges, particularly in the areas of Public Fundraising and National Community Fundraising. While we have seen no direct impact, we continue to monitor the ever-changing external environment. International conflict, sector challenges and cost of living are some of the factors that may have an impact on our fundraising.

In 2024, Public Fundraising finished the year at just over €5.2m, which is 15% below target. While the 2024 Christmas campaign performed ahead of 2023, it still fell significantly behind 2022. The Christmas appeal raised €1.023m in 2024, compared to €0.98m in 2023 and €1.2m 2022.

Going into 2024, Regular Giving income had been challenged by high donor cancellations, especially for newly acquired donors. In response, we postponed Face to Face donor recruitment to develop a new donor journey to improve donor retention rates and return on investment. Regular Giving (Direct Debit and Standing Order) finished the year at €2.5m in 2024, in comparison to €2.59m in 2023, with significantly less recruitment done throughout the year.

In 2025, the Public Fundraising Team will be split into two separate functions: Supporter Services and Individual Giving. Individual Giving will be responsible for Cash

and Regular Giving, whereas Supporter Services will be responsible for Tax Income, CRM (Constituent Relationship Management – fundraising database system), and Donor Care, providing support across the wider fundraising department.

Our major gift campaign 'A Place called Home', which set out to raise €30m through strategic partnerships and philanthropy over a period of five years, has managed to achieve this target, with two years remaining. The Philanthropy Council, which is comprised of senior business leaders and philanthropists, is fully embedded.

2024 was the third year of our partnership with Today FM for The Big Busk, a radiothon-style event. The campaign overachieved on the target of €350k, raising over €430k. Shine a Light did not achieve its target of €1.4m, but again raised over €1.2m, surpassing 2023 and continuing to reverse a declining fundraising trend since the years following the pandemic. At Christmas, Sponsor a Star generated €470k, an increase on 2023, with a strong return on investment.

In 2024, Focus Ireland was selected as a tier-one charity partner for the Ring of Kerry Charity Cycle, raising over €68k and helping to build the profile of our organisation across Kerry and the wider cycling community. Focus Ireland was also named as one of two charity partners for Munster Rugby for the 2024/2025 season. The Belvedere Sleepout raised more than €360k, a record for the long-standing event, which is split between two charities. The relationship with Belvedere College remains strong and significant to our organisation.

The Digital and Marketing Team, in addition to supporting all of our fundraising activities, ran a Search Engine Optimisation (SEO) audit, followed by a six-month SEO campaign with our website partners, which was strategically devised to enhance the visibility of pages in line with Google and other search engine updates, thus increasing user traffic and experience. They surpassed 10k followers on Instagram and 5k followers on TikTok and also began work on the 40th anniversary campaign, delivering a special edition of the Focus Ireland logo.

Once again, the generosity of our supporters amazed us throughout 2024. Without our donors, we simply could not support as many people as we do. The level of fundraising received over the course of 2024 was a great achievement, with significant impact in allowing us to continue to respond and adapt to the increasing demand on our services and the needs of our customers.



Focus Ireland was also named as one of two charity partners for Munster Rugby for the 2024/2025 season.



Once again, the generosity of our supporters amazed us throughout 2024. Without our donors, we simply could not support as many people as we do.

Financial review

The financial results for the year are set out in the Statement of Financial Activities on page 129.

The surplus achieved in the year was €147k (2023: €7.9m). The key driver behind the high surplus was the site in Cabra, worth €4.3m and gifted by the Dominican Sisters, as well as three properties with a value of €3.2m, which were acquired as part of the Home Again acquisition. Both of these were recorded as fundraising income.

Grant income increased significantly in 2024, by 26% over 2023 levels; this is predominantly related to having 12 months' activities in our under-18 services, which opened during 2023 in Dalkey, Templeogue and Clonmel. These services are funded by Tusla. Grant income now accounts for almost 45% (2023: 36%) of total income. Expenditure on charitable activities in 2024 increased by €7.1m; this was largely due to having services, which opened in 2023, included for the full year.

We continue to advocate with our State funders for cost-of-living increases in grant income, with success in some areas, especially in new tenders. This is of extreme importance as we have seen costs continue to rise and we need to ensure a sustainable funding stream for our services.



The organisation will continue with its *Strategy 2021–2025: Challenging homelessness. Changing Lives*, staying true to our values and ethos of treating our customers with fairness, dignity and respect.

Plans for the future

The organisation will continue with its *Strategy 2021–2025: Challenging homelessness. Changing Lives*, staying true to our values and ethos of treating our customers with fairness, dignity and respect.

We will need to adapt to the challenges that may lie ahead as a result of the Ukrainian war and the significant increase of International Protection applicants and asylum seekers arriving in Ireland and the impact these may have on our services and fundraising.

Finally, we will continue with our high standards in transparency and strong governance to maintain a financially stable organisation, which is vital to deliver this strategy.

Cash reserves

In the past number of years, the organisation has been focusing on replenishing its cash reserves in order to ensure organisational stability and sustainability. In line with our strategy, we have worked to build up the cash reserves to a best practice level of 13 weeks' reserves. The way the organisation calculates the level of reserves required is based on 13 times the budgeted weekly cost of running the organisation. The budgeted weekly cost for 2024 amounted to approximately €938k (2023: €775k). The aim was to finish the year with approximately €12.2m (13 weeks). The cash balance at the 31 December 2024 was €20.1m, which represented 21 weeks. The additional cash at the end of the year relates to a strong performance in fundraising, coupled with continued strong controls over spending. The organisation is considering the best way these funds can be utilised to have a meaningful impact on the services we provide for our customers as well as strengthening the future viability of our organisation.

Both Focus Ireland and Focus Housing Association have a treasury management policy in place which outlines the Board's appetite for minimum cash levels thresholds. If cash looks like it could dip below this threshold, then it needs to be reported to the Finance Sub-Committee and the Board and taken onto our risk register, where agreed actions will be carried out in line with the Board's advice.

The total reserves of the organisation at 31 December 2024 amounted to €43.0m (2023: €43.0m), of which €18.9m (2023: €18.2m) was restricted.

Dividends and retention

The Group is precluded by its constitution from paying dividends, either as part of normal operations or on a distribution of its assets in the event of a winding up.

Pensions

Focus Ireland operates a defined contribution scheme, open to all permanent staff. The company contributions are 7% of pensionable salary, while employee contributions are 5% of pensionable salary.

Health and safety

Health and safety compliance and best practice are central to ensuring that employees and customers work and live in safe environments. The Health and Safety Officer provided support and advice to line management and their teams in relation to best practice and legislative compliance. The Health and Safety Sub-Committee completed safety inspections of all sites and also ran a number of events during the year. Events included several programmes during Health and Safety Week to highlight healthy eating/lifestyle, self-care and welfare, which are so important in supporting our employees.

Environment

The Group has a proactive approach to assisting all personnel to conduct our business in a manner that protects the environment of our customers, employees and the community. Some of the sustainable initiatives that the organisation has in place include:

- › Hybrid working – the pandemic highlighted that we can reduce our carbon emissions in a way that does not need to comprise our work or the way we communicate. The organisation has started to roll out proper video conferencing equipment in our key hub locations nationally. This has led to a reduced need for staff travel as more meetings were held online rather than in-person.
- › Remote working and the use of digital signatures has significantly reduced our use of paper.
- › Our Learning and Development Team has moved to a more hybrid approach to training, with some training courses now completed online, again saving staff travel time.
- › Energy retrofits carried out by our Property Team are ongoing, with 2024 seeing significant works carried out in our Corbac House and Henry Street properties, which included new windows and heating systems. This has led to an improvement in our customers' quality of life.

Post-balance sheet events

A Capital Advanced Leasing facility loan of €2.2m was received from Dublin City Council in November 2024 for a property which was expected to close shortly after receipt. Due to delays in closing the property, this loan was repaid to Dublin City Council in May 2025. This repayment has been treated as an adjusting post-balance sheet event. It has no impact on the Statement of Financial Activities.

Political contributions

There were no political contributions made by the Group during the financial year (2023: €Nil).

Principal risks and uncertainties

Focus Ireland operates a risk-management process, culminating in a corporate risk register that identifies the top risks, their likelihood and impact, and the consequent actions necessary to manage them effectively.

The risk appetite sets the approach that Focus Ireland takes to managing our risks. The Board views risk appetite as the amount of risk Focus Ireland is willing to take or accept to achieve the organisation's strategic objectives.

The Board and the Audit and Risk Sub-Committee have been actively engaged in enhancing the risk-management process in 2024. Our Key Risk Indicator reporting system for each area of the organisation has helped risk to become more embedded across the organisation. It helps to highlight trends and patterns over the year and identifies where the main challenges are. This, in turn, feeds back into our risk register to ensure that we have a robust 'live' risk-management system.

Corporate risks and mitigating actions are regularly scrutinised by the Board and Executive Team. The principal risks identified that could have a serious impact on performance are as follows:

Primary risk area	Risk outcomes	Mitigating actions
Insufficient funding	Funds may not be available for organisational growth plans as cost inflation adds to deficits of services. This could impact the quality of service delivered.	› Maintaining 13 weeks' reserve gives financial stability to the organisation. › Annual preparation of budgets and close monitoring of cash are key financial controls to ensure that adequate resources are available to deliver a quality service.
Tendering	Risk of Focus Ireland being forced to tender for services at an unsustainable deficit to funding. The current process of Government bodies tendering is heavily weighted on cost over quality of service. This is having a significant impact on our organisation.	› We continue to work with the relevant bodies regarding our concerns about the current procurement model.
Recruitment	The ability to recruit suitably qualified and experienced staff to fill vacant positions can be challenging. This can impact service delivery.	› Committed to maintaining good terms and conditions to ensure that we can offer competitive salaries within the sector. › Additional resources allocated in 2024 to the HR Team in the area of recruitment.
Safeguarding	The risk of any type of inappropriate behaviour that negatively impacts the people with whom we work.	› Development and enforcement of strong policies. › Good recruitment practices. › Ongoing training and guidance.
Housing supply	The availability of the right type of property in the right location is a significant risk to our ability to deliver on our strategy.	› Establish working relationships with developers and landlords to help generate a pipeline for future supply. › Collaborate with local authorities to find solutions in particularly difficult locations.
Building costs inflation and rising interest rates	The risk of rising costs for all building materials is a significant challenge as well as the potential for further interest rate increases. The impact is resulting in delays and challenges for our development pipeline.	› Financial viability review completed on all potential acquisitions. › Work with developers to agree contract terms that mitigate the risks as far as possible.
Data protection/ cyber Security	The risk of reputational damage and/ or fines from the Data Protection Commissioner because of data breaches.	› Advanced Threat Protection and Multi-Factorial Authentication in place. › Monthly staff training programme which focuses on cyber threats and GDPR-related issues.

We have a proud track record of governance. Focus Ireland is signed up to, and compliant with, the full range of best practice codes in the Irish Charity sector

Going concern

The company meets its day-to-day working capital requirements through its cash reserves. The current economic conditions continue to create uncertainty over the ability of the company to maintain the level of donations received. The company's forecasts and projections, taking account of reasonably possible changes in trading performance, show that the company will be able to operate for the foreseeable future. Therefore, these financial statements have been prepared on a going concern basis. Further details concerning the adoption of the going concern basis can be found in Note 1(b) to the financial statements.

Governance and management

The Directors and Secretary who currently hold office and who held office during the year are listed on page 103. Focus Ireland has been a long-term advocate for rigorous statutory regulation of governance and fundraising in registered charities and approved housing bodies.

We have a proud track record of governance. Focus Ireland is signed up to, and compliant with, the full range of best practice codes in the Irish Charity sector, as follows.

- › The new Charities Governance code
- › The new standards issued by the Approved Housing Bodies Regulatory Authority (AHBRA)
- › The voluntary Institute of Chartered Treasurers and Receivers (ICTR) Guiding Principles of Fundraising, which are reflected in our own Donor's Charter
- › The Department of Environment, Community and Local Government's Regulation Code for Approved Housing Bodies
- › Triple Locked – member of Charities Institute Ireland.

Focus on 2024: Our impact in numbers

523

children were supported
by Focus Ireland child
support workers.





The Board

Directors and Company Secretary

The Directors and Secretary who currently hold office, or who held office during 2024 are:

Focus Ireland Board

Sr Stanislaus Kennedy (Founder and Life President)
Mr Michael Layde (Chairman, retired 28 March 2025)
Mr Tony Fahey
Mr Conor Jones
Mr Andrew Gunne (resigned 23 July 2024)
Ms Susan O'Connell (retired 28 March 2025)
Mr Niall Keane (resigned 19 April 2024)
Ms Katie Burke (appointed 29 September 2023, appointed Chairperson 28 March 2025)
Ms Orla O'Connor (appointed 11 September 2024)

Focus Housing Association Board

Mr Diarmuid Burke (Chairman) (retired 26 March 2024)
Mr Fergal O'Dwyer (Chairman) (appointed 26 March 2024)
Ms Patricia Crisp
Mr Mark Dunleavy (resigned 7 April 2025)
Ms Anne Fletcher
Mr Lonan McDowell
Ms Gloria Kirwan (appointed 27 January 2024)
Mr Pdraig Breen (appointed 23 August 2024)

Members of both Boards

Mr David Kelly (appointed 27 January 2024)
Ms Anna Lee (resigned 29 September 2023)
Ms Fionnuala Meehan (resigned on 26 July 2024)
Mr Lonan McDowell (appointed 23 August 2024)

Secretary

Ms Pamela Branagan

The Board's Non-Executive Directors are drawn from diverse backgrounds in business and the professions, who bring to Board deliberations their significant business and decision-making skills, achieved in their respective fields, together with a broad range of experience and views.

The Board is responsible for providing leadership, setting strategy and ensuring control. It comprises 11 Non-Executive Directors, including one Employee Director. The Board's Non-Executive Directors are drawn from diverse backgrounds in business and the professions, who bring to Board deliberations their significant business and decision-making skills, achieved in their respective fields, together with a broad range of experience and views.

There is a clear division of responsibility at the company, with the Board retaining control of major decisions under a formal schedule of matters reserved to the Board for decision, and with the Chief Executive responsible for devising strategy and policy within the authorities delegated to the Chief Executive by the Board. The Chief Executive is not a member of the Board.

The company has a comprehensive process for reporting management information to the Board. The Board is provided with regular information, which includes key performance and risk indicators for all aspects of the organisation. The Board meets regularly as required and met six times during 2024 (2023: 6).

The recruitment of Board members is managed by the HR and Nomination Sub-Committee. A Board skills matrix is also maintained to ensure that we have sufficient knowledge and experience on the Board. The HR and Nomination Sub-Committee reviews the skills and experience matrix and identifies potential Board members for consideration by the Board, taking into consideration alignment with the organisational values and avoidance of conflict of interest.

On appointment, Directors go through an induction process, with briefing sessions and comprehensive briefing documents designed to familiarise them with the company's operations, management and governance structures. All Non-Executive Directors are appointed for an initial three-year term, which may be renewed for two further three-year periods, giving a maximum of nine continuous years for any Director.

One-third of Directors are required to retire annually by rotation and, if eligible, may offer themselves for re-election. The roles of Chairman and Chief Executive are separate, as is the role of Company Secretary, and all Directors are independent of the management of the company.

The Board of Directors retains overall responsibility for the strategic development of the company in close liaison with the Executive Officers.

Our Board members are as follows:

Board members – Focus Ireland (only)

Name	Brief profile	Board term
Sister Stanislaus Kennedy	› Sister Stanislaus Kennedy is an Irish Sister of Charity and one of Ireland's best-known social innovators. Sister Stan founded Focus Ireland in 1985 and is Life President of the organisation.	Life member
Michael Layde	› Michael joined the Focus Ireland Board as Director in April 2016, having retired as Assistant Secretary in the Housing and Planning division of the Department of the Environment, Community and Local Government. Prior to this, Michael was Assistant Secretary in charge of the Department's Environment division. He previously served as Principal Officer in a number of the Department's areas of activity, most recently as Principal Officer, Waste Policy, where he dealt with the review and regulation of the sector. He has been a member of the Department since 1995, having previously worked in the Department of Health. Michael was appointed Chairman of Focus Ireland in November 2018.	3/3
Katie Burke	› Katie is Chief Operating Officer at The Corporate Governance Institute, a global educational technology company based in Ireland, specialising in training and educating the next generation of Company Directors and Board members. Katie leads the development of new, online educational programmes, develops and engages with faculty and oversees the operations team responsible for learner support and assessments. She is also responsible for talent development and management. Katie is an experienced Board member of Irish and international organisations. She is currently a Board member of Libraries without Borders, a French/international non-profit organisation.	1/3
Tony Fahey	› Tony is Professor Emeritus of Social Policy in University College Dublin. He is a sociologist by training and, before joining UCD in 2007, spent 15 years as a social researcher in the Economic and Social Research Institute, Dublin. He has published on a range of topics connected with social policy and social trends in Ireland, the European Union and the United States.	3/3
Conor Jones	› Conor joined Wayflyer, an early-stage global fintech headquartered in Dublin, as Chief Business Officer in early 2024. › Conor trained initially as an electronic engineer and designed microchips for mobile applications for four years with Nasdaq-listed semiconductor intellectual property company ParthusCeva, Inc., where his team delivered the world's first commercially licensed Bluetooth IP. After obtaining his MBA at MIT Sloan, he transitioned into Management Consulting, spending ten years with McKinsey & Company, with the last five as leader of the Irish practice. Conor went on to spend eight years at Google where he led the global Strategy and Operations Team for SMB Ads Services for three years, before becoming the Managing Director for the UK and Ireland Large Customer Sales Team for five years.	3/3
Orla O'Connor	› Orla is Chair of law firm Arthur Cox and a partner in the firm's Finance Group. As Chair of the firm, Orla is responsible for chairing the firm's Board, which deals with new partner appointments and other strategic matters for the firm. Orla also leads and chairs all partnership meetings. › In addition to her role as Chair, Orla also practises in the firm's Finance Group, advising banks, private equity firms and corporate clients on financing and restructuring transactions, on M&A transactions in the financial services sector and on regulatory issues, such as anti-money laundering and compliance with Central Bank regulation. › Prior to being elected Chair, Orla served on the firm's Management Committee from 2013 to 2018 and on the firm's Conflicts Committee for ten years. › Orla is a Board member of AsIAM, Ireland's National Autism Charity, and a Council member of Chartered Accountants Ireland. She also sits on the Electoral Committee of the Football Association of Ireland.	1/3

Board members – Focus Housing Association (only)

Name	Brief profile	Board term
Fergal O'Dwyer	➤ Fergal joined the Board of Focus Housing Association in 2019, assuming the role of Chair of the Board on 26 March 2024. Fergal is a Chartered Accountant with significant experience in financial management, treasury, strategy, capital deployment and development. Fergal retired in 2020 from DCC plc, the Irish-headquartered international sales, marketing and business support services group, which is a FTSE100 constituent company, where he was Chief Financial Officer from 1992, and an Executive Director from 2000. He now also sits on the Boards of AIB plc and Goodbody Stockbrokers.	FHA 2/3
Patricia Crisp	➤ Patricia has over 30 years' experience in all aspects of commercial and residential property, including professional services and agency. A former Executive Director of Corcoran Jennison Europe Ltd, she is experienced in advising companies and institutions on their property holdings in relation to their company or institutional strategy. Patricia specialises in Corporate Property Services, providing strategic property advice to corporate and institutional clients regarding all aspects of their property portfolio, such as relocation, sales and leaseback, development projects, fit-out, facilities management, project management and landlord and tenant issues.	2/3
Anne Fletcher	➤ Anne is a founder and former Managing Director of Coady Architects, with over 40 years' experience as a practising architect.	2/3
Gloria Kirwan	➤ Gloria is a registered social worker and academic. She has previously served as Social Work Course Director in Trinity College Dublin and Maynooth University, Ireland. She is currently Senior Lecturer in the Graduate School of Healthcare Management at the Royal College of Surgeons in Ireland, where her work focuses on leadership and management education for health and social care providers. Gloria has supported the work of Focus Ireland for many years through her membership of the Services Sub-Committee.	1/3
Padriag Breen	➤ Padraig is the CFO of Lioncor Properties. Lioncor is an Irish residential property development company delivering new homes nationwide. Padraig is responsible for the finance function, along with the capital requirements for the future development and expansion of Lioncor's development portfolio. He has extensive experience in managing significant real estate portfolios, which include office, residential and retail assets. Padraig was previously Vice President in the Asset Management Team of a private equity firm managing a European-wide real estate portfolio.	1/3

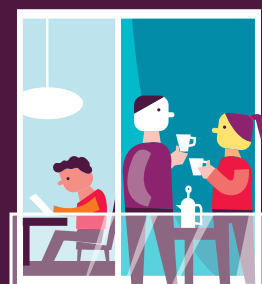
Members of Boards of both Focus Ireland and Focus Housing Association

Name	Brief profile	Board term
David Kelly	David is a financial consultant, sometimes undertaking assignments as an interim Finance Director/CFO. He is an independent Director of Deposit Return Scheme Ireland (trading as Re-turn), which operates Ireland's deposit return scheme for plastic bottles and aluminium cans. He also sits on the board of Circol ELT, which provides environmentally sound recovery and recycling solutions for end-of-life tyres across Ireland. David was previously Board Secretary to NAMA; General Manager – Operations and Head of Finance in AIB Bank; and Managing Director of AIB Mortgage Bank. He is a Fellow of the Institute of Chartered Accountants in Ireland and an Associate Member of the Institute of Taxation.	FI 1/3 FHA 1/3
Lonan McDowell	Lonan qualified as a solicitor with McCann FitzGerald in 1980, giving more than 40 years to the practice. His area of expertise is in commercial property. Performing as a partner for 30 years, Lohan retired from McCann FitzGerald in 2017. He continued to work with the practice as a consultant until April 2022.	FI 1/3 FHA 1/3

Focus on 2024: Our impact in numbers

1,209

households were supported out of homelessness, an increase of 10% from 2023 (1,100).



Meeting and Sub-Committee attendance 2024

Board Member	FI Board	FHA Board	Research Advisory	Public Affairs	HR and Nominations	Finance	Audit	Funding and Branding	Services	Development	Joined Board
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Focus Ireland (FI)

Sister Stanislaus Kennedy	4/6				2/4				5/6		Sept. 1985
Michael Layde (Chair FI, retired)	6/6				4/4	6/7					April 2016
Conor Jones	6/6							5/6			Jan. 2019
Katie Burke (Chair FI)	5/6								6/6		Sept. 2023
Niall Keane (resigned)	3/3								2/2		July 2022
Orla O'Connor	2/2										Sept. 2024
Susan O'Connell (retired)	5/6				4/4		6/6				May 2016
Tony Fahey	5/6		4/4								March 2019

Focus Housing Association (FHA)

Diarmuid Burke (retired)		2/2			1/1	1/2					May 2015
Fergal O'Dwyer (Chair FHA)		5/6			2/4	7/7				4/6	May 2024
Anne Fletcher		4/6								2/6	Dec. 2020
Gloria Kirwan		3/3							6/6		July 2024
Mark Dunleavy (retired)		3/6									Feb. 2019
Patricia Crisp		6/6									Feb. 2019
Padraig Breen		2/2								4/6	Aug. 2024

FI and FHA

Andrew Gunne (resigned)	3/4										Feb. 2019
David Kelly	4/6					7/7	6/6				May 2024
Fionnuala Meehan (resigned)	3/4	3/4		2/2							Sept. 2020
Lonan McDowell	2/2									5/6	Sept. 2024

Board Member	FI Board	FHA Board	Research Advisory	Public Affairs	HR and Nominations	Finance	Audit	Funding and Branding	Services	Development

Sub-Committee Volunteer Members

Brendan Kenny										1/1
Caroline Godsil							6/6			
Carole Pollard										1/1
Catherine Keenan									4/5	
Claire Smith				0/2						
Dave Kirwan								3/6		
Deirdre Power					1/1					
Donnchadh Casey								6/6		
Dr Kate Frazer			3/4							
Dr Kathy Reilly			3/4							
Fiona Scott				1/2				5/6		
Freda McKittrick									1/6	
Francis Chance									4/6	
Gerry Cahill										0/6
Jacqui Lynskey (Horan)									2/6	
Joe Little				2/2						
John Gallagher				0/2						
Michael McGowan										6/6
Dr Marget Buckley			3/3							
Niall O'Driscoll								6/6		
Orla Gallagher								5/6		
Patrick Farrell							5/6			
Paul Geoghan									1/6	
Professor Eoin O'Sullivan			1/4							
Sarah Parker			4/4							
Sean Fitzpatrick					1/4					
Shane Burke			3/4							
Tomas Sexton										1/1

The Executive Team

Name	Division	Profile
Pat Dennigan	Chief Executive Officer	› Pat joined Focus Ireland in 2014 as head of the Finance function, adding responsibility for property in 2016. He was appointed Chief Executive in March 2018. Pat is a Fellow of Chartered Accountants Ireland. Prior to joining Focus Ireland, Pat held several senior Finance and Operations roles in companies such as Nortel Networks and Boston Scientific. He is a past president of Galway Lions Club and is a past member of the Charity SORP Committee.
Niall Keane	Services – Housing Support and Families	› Niall has worked in the NGO sector for the past 25 years. He joined Focus Ireland in 2006 as a Project Manager and has held the roles of Head of Service and Acting Director of Service. During this time, he has managed a wide range of services, including Young People Services, Aftercare, Housing, PETE, Case Management and Advice and Information services.
Rebecca Moore	Services – Youth and Day Services	› Rebecca joined Focus Ireland in January 2025 and has over 20 years' management experience working within the social care sector in Ireland. She has worked for organisations and services including Sophia Housing, Finglas Teen Parents Support Programme, the Peter McVerry Trust, Barnardos, Better Finglas ABC Programme, Finglas West FRC, Chime (National Association for the Deaf) and Tusla PPFS (Prevention, Partnership and Family Support). Rebecca's career actually began in Focus Ireland when she worked as a graduate based in Stanhope Green in 1999.
Pamela Branagan	Finance, IT and Administration	› Pamela has been with Focus Ireland since 2013, starting out as Finance Manager and taking up the position of Director of Finance, IT and Administration in 2018. Pamela is a graduate of NUI Galway and a Fellow of the Association of Chartered Certified Accountants. She has over 25 years' experience in finance and operational roles across sectors, including practice, retail and hospitality.
Mike Allen	Advocacy Research, Policy, Communication and Education	› Mike joined Focus Ireland in 2010. He previously spent eight years as the General Secretary of the Labour Party. Prior to that he was the General Secretary of the Irish National Organisation of the Unemployed (INOUE). He is a former member of the National Economic and Social Council (NESC) and other social partnership bodies.

Name	Division	Profile
Barbara Dempsey	Human Resources	› Barbara joined Focus Ireland in March 2022, with more than 20 years' experience in human resources in the not-for-profit and aviation sectors. Barbara holds a Bachelor of Social Science, a Post-Graduate Diploma in Business Studies and a National Diploma in Human Resources. She is a Fellow of the Chartered Institute of Personnel and Development.
Amy Carr	Fundraising and Marketing	› Amy was appointed Director of Fundraising and Marketing in January 2020, having worked with Focus Ireland as the Trusts and Major Donor Officer and Head of Partnerships and Philanthropy. Amy brings a wealth of experience from the NGO sector, having worked in Our Lady's Hospice, the ISPCA and Barnardos. A graduate of NUI Galway and Anglia Ruskin University, she holds an MSc in Marketing, a Higher Diploma in Business Studies and a Post-Grad in Digital Marketing.
Jan Mingle	Property Management	› Jan has more than 30 years' social housing experience, having previously worked in both general and special needs housing. Jan joined Focus Ireland from Co-operative Housing Ireland, where she was the Director of Housing and Quality Systems. Jan holds qualifications in Housing Management, Communications, Corporate Governance, Internal Auditing, and Volunteer Management, amongst others.
Colm Lundy	Development	› Colm is a Chartered Surveyor and has over 30 years' experience in the Irish real estate market. He oversaw the expansion into Ireland of Lidl, the international retailer, rolling out their store network across the country. He has held senior positions in both private and public bodies and has concentrated in recent years on the social housing sector, working on a number of large scale schemes and, most recently, delivering the latest CREL (Cost Rental Equity Loan) model of housing supply.

Board sub-committees

Sub-committees of the Boards are established for good governance under the code of practice, as follows. The sub-committees have members of both Focus Ireland and Focus Housing Association and they cover the activities of both Boards.

Finance Sub-Committee

This committee monitors and reviews financial performance. The committee should meet six times per year (2024: 7, 2023: 10) and consists of Non-Executive Directors and Focus Ireland Executives.

Functions

- › Monitor and review financial performance.
- › Review internal financial controls policies and risk-management processes.
- › Offer advice and assistance to the Executive Team to ensure the financial sustainability of the organisation.
- › Provide specialist financial expertise and perspective to enable Focus Ireland and Focus Housing Association to carry out their work effectively.
- › Report findings and recommendations from its review directly to the relevant Board.
- › Provide oversight of the finance procedures suited to the organisation's activities.
- › Provide oversight of the procurement procedures suited to the organisation's purchasing profile.
- › Authorise expenditure greater than €100k.
- › Authorise property acquisitions requiring the use of the Agile Acquisition Fund.
- › Act as a point of escalation for the Focus Ireland Executive.
- › Provide a forum where relevant issues/controls and financial or sustainability concerns can be discussed, and appropriate solutions devised.

Sub-committees of the Boards are established for good governance under the code of practice.

Audit and Risk Sub-Committee

This committee reviews internal financial controls and risk management. The committee liaises with internal and external auditors and reports to the Board. The committee should meet at least six times yearly (2024: 6; 2023: 6) and consists of Non-Executive Directors and Focus Ireland Executives.

Functions

- › Advise the Board on the risk-management framework and its effectiveness in supporting the arrangements for risk management, internal control and governance.
- › Consider the organisation's risk register, including an assessment of its principal risks and the mitigating controls in place or being put in place.
- › Provide oversight of the organisation's internal financial controls.
- › Consider and approve the remit of any internal audit function.
- › Monitor the integrity of the financial statements of Focus Ireland and Focus Housing Association and any formal announcements about the organisation's financial performance.
- › Promote best practice in terms of financial reporting and governance throughout the organisations.
- › Liaise directly, and independently of Focus Ireland Executive, with internal and external auditors.
- › Meet the external auditors at least once a year without any employees of Focus Ireland present to ensure that there are no unresolved issues of concerns.
- › Report findings and recommendations from the external audit review directly to the Board.
- › Review and advise on choice of external and internal auditors as appointed every 5–7 years.
- › Review the outcome of any audits or review processes carried out by external regulatory bodies and report any issues to the Board to ensure compliance with the reporting requirements of the relevant regulatory bodies.
- › Review annually all insurance claims and cover to ensure that an appropriate level of protection is maintained.
- › Review periodically the Health and Safety policy of the organisation and monitor compliance with our obligations.
- › Review any investigations required and work with the Executive to complete any actions arising from such investigations.
- › Offer advice and assistance to Focus Ireland's Executive Team on the development of robust processes and on the protection of Focus Ireland's and Focus Housing Association's reputation.
- › Act as a point of escalation for the Focus Ireland Executive and undertake actions agreed at the Audit and Risk Sub-Committee meetings.

Human Resources and Nomination Sub-Committee

The function of this committee is to ensure successional planning and that the composition of the Board has appropriate skills, knowledge and experience, as well as to approve and determine remuneration for Executive Management. The committee should meet at least three times yearly (2024: 4, 2023: 3) or when required, and consists of Non-Executive Directors and Focus Ireland Executives.

Functions – Nomination

- › The Board of Directors need to have the skills, experience, expertise and time to fulfil their role and responsibility on the Board, as detailed in the Terms of Reference for the Board.
- › There needs to be certain Board Directors with the necessary experience to chair and/or participate in the Sub-Committees of the Board, e.g. Research, Funding, Audit, Finance, Services, Housing Development and Maintenance, Remuneration and Regions.
- › Board Directors are appointed initially for a three-year term. In general, they will be asked to stay for a second three-year term by the Chairperson of the Board, and the decision will be endorsed by the full Board. The Chairperson will decide whether a Director should stand down from the Board, and the decision will be endorsed by the full Board.
- › The HR and Nomination Sub-Committee will make recommendations to the Board to ensure there is sufficient rotation of Directors on the Board to allow new perspectives to be brought in while balancing the continuity of the Board and recognising the knowledge and experience of Focus Ireland built up over time.
- › The HR and Nomination Sub-Committee endeavours to ensure that chosen nominees are integrated into the Board seamlessly and will assist in the induction of new Directors.
- › The HR and Nomination Sub-Committee will ensure that all Directors nominated to the Board for approval will:
 - › Be key individuals who act at a senior level in their area of expertise
 - › Act as champions for Focus Ireland and be able to influence key stakeholders in the statutory, business and community sector
 - › Operate in the interest of Focus Ireland and Focus Housing Association and in line with their mission, vision and values.

Functions – Remuneration

- › The HR and Nomination Sub-Committee has been formed to assist the Board with the appointment of the CEO, the determination and approval of the remuneration of the CEO and changes to the remuneration of the Executive Team reporting directly to the CEO.
- › The Chairperson of the Board will be Chairperson of the HR and Nomination Sub-Committee.
- › The Life President and Chairperson of Focus Housing Association will be members of the HR and Nomination Sub-Committee and one other Board Director (e.g. a person who brings HR/finance/business experience to the Board).
- › The CEO will be responsible for monitoring and assessing the performance of the Executive Team.

- › The CEO will make recommendations to the HR and Nomination Sub-Committee for endorsement in relation to remuneration of the Executive Team.
- › The Chairperson of the Board will be responsible for monitoring and assessing the performance of the CEO in accordance with Focus Ireland's performance management policy and procedures.
- › Meetings will aim to reach consensus decision, but, if necessary, a vote will be taken. The Chairperson will hold the deciding vote.

Research Sub-Committee

The Research Sub-Committee is a committee of the Focus Ireland Board. Its aim is to provide advice, guidance and recommendations in relation to research on the causes of and solutions to homelessness, and to support the organisational aim of ending homelessness in Ireland. The committee will meet at least three times a year (2024: 4, 2023: 4). It comprises Non-Executive members of the Board, volunteer experts, leading academics and Focus Ireland Executives. The Chair of the committee is a member of the Focus Ireland Board. The Director of Advocacy, Research and Communications will act as the Executive Officer of the committee, with the support of the Research Co-ordinator.

Functions

- › Advise Focus Ireland on a programme of research and evaluation in the context of the organisation's Strategic Plan and objectives.
- › Contribute to and advise Focus Ireland on the development of its research strategy.
- › Monitor the progress of the research programme and advise the Director of Advocacy, Research and Communications (DARC) and/or the Research Co-ordinator in relation to particular research projects.
- › Review, critically analyse and comment on draft research reports prior to publication.
- › Advise in relation to the dissemination of research reports and the most effective means to influence public policy.
- › Establish a Research Ethics Sub-Committee and be responsible for ensuring that Focus Ireland's Ethical Research Guidelines are adhered to.
- › Participate in the development of the organisation's multi-annual Strategic Plan, with particular reference to emerging areas of research and evidence of effective practice and policy.
- › Advise on relevant external experts and leading academics to be members of the Research Sub-Committee to ensure that expertise on all relevant areas is available.
- › Advise regarding any other matters of common interest that the Chairs and/or the CEO believe would contribute to the objectives of Focus Ireland.
- › The Research Sub-Committee will hold periodic joint meetings with the Services Sub-Committee, as decided by the Chairs of the two committees, in relation to:
 - › Evaluations and impact assessments of Focus Ireland services
 - › Assessment of the emerging trends in the scale and nature of homelessness
 - › Discussions of emerging innovations in policy and practice.



'To help people moving into a new home gives you goose bumps and this is why I do the job that I do. It's an amazing feeling.'

Focus on staff: Meagan Tucker

Project Worker, Mental Health Tenancy
Support and Settlement, Tipperary

Watch
Meagan via
the QR code:



Focus on staff: Aisling Curran

Social Care Graduate, Limerick

Watch
Aisling via
the QR code:



'A lot of staff at Focus Ireland are very dedicated to our customers and we try to link them in with services that best support them in the Limerick area.'

Services Sub-Committee

This committee provides advice and guidance on available models of service and good practice associated with service delivery. The committee should meet four times each year (2024: 6, 2023: 6) and consists of Non-Executive Directors, Volunteer Experts and Focus Ireland Executives.

Functions

- › Advise Focus Ireland on available models of service and good practice associated with service delivery within the context of the organisation's Strategic Plan.
- › Contribute to and advise Focus Ireland on the development of its services strategy.
- › Participate in a think tank on services every three to five years, taking into account future demand and policy over the following five to ten years.
- › Provide a forum where relevant issues/challenges can be discussed relating to services in meeting demands and needs and provide recommendations.
- › Advise on external experts to invite to join the Services Sub-Committee.
- › Introduce Focus Ireland Executive and Management to key influencers and decision makers in statutory, business and community sectors to improve policies, services and strategy to eliminate long-term homelessness in Ireland.

Funding and Branding Sub-Committee

The function of this committee is to advise on brand, digital and marketing development, fundraising and retail development in the context of the Focus Ireland Strategic Plan. This committee meets up to six times per year (2024: 6, 2023: 6). It consists of Non-Executive Directors and Focus Ireland Executives.

Functions

- › Offer advice and assistance to Focus Ireland on brand development and raising funds within the context of Focus Ireland's Strategic Plan.
- › Contribute to and provide advice on the development of Focus Ireland's sustainable growth and investment strategy, including development of partnerships, channels and strategies that will help raise awareness.
- › Consider proposals made, approaches adopted and contribute to discussions on lobbying, campaigning, fundraising and how to overcome challenges.
- › Provide a forum where relevant issues can be discussed and solutions devised, appropriate for specific regions.
- › Introduce the Focus Ireland Executive, fundraising staff and regional managers to key high-worth individuals, philanthropists, corporate stakeholders, media and branding specialists, influencers and decision makers.
- › Actively engage stakeholders in the statutory, business and community sectors to improve policy and services to eliminate homelessness in the region.
- › Provide specialist expertise and perspective to enable Focus Ireland to raise funds to carry out its work effectively.
- › Contribute to and provide advice on the development of Focus Ireland's funding strategy every three to five years.
- › Provide a strong voice for Focus Ireland within its own community/region, and provide specialist expertise and perspective to help us carry out our work and fundraising effectively.

Public Affairs Sub-Committee

The function of this committee is to provide advice, guidance and recommendations in relation to good practice in all aspects of Focus Ireland's work related to public affairs to support the organisational aim of ending homelessness in Ireland. This committee will meet at least three times per year (2024: 2, 2023: 3). It consists of Non-Executive Directors, Volunteer Experts and Focus Ireland Executives.

Functions

- › Advise Focus Ireland on good practice in relation to all aspects of the organisation's public affairs work, including policy development, public policy advocacy and related communications, within the context of the organisation's Strategic Plan and objectives.
- › Contribute to and advise Focus Ireland on the development of its public affairs and policy advocacy strategy.
- › Provide a forum where relevant issues/challenges can be discussed relating to public policy advocacy and communications issues, and to provide recommendations in relation to these.
- › Support the relationships of Focus Ireland Executives and Managers with key influencers in all sections of the public realm and media.
- › Attend and represent Focus Ireland at relevant events.
- › Play an active role in promoting our key messages.
- › Participate in the development of the organisation's multi-annual Strategic Plan, with particular reference to public policy formation, key audiences, public perceptions and emerging media trends.
- › Advise on relevant external experts to be members of the committee to ensure that expertise in all relevant areas is available.





Development and Acquisition Sub-Committee

The function of this committee is to provide advice, guidance and recommendations in relation to good practice in all aspects of Focus Housing Association's work related to housing development and acquisition within the context of the organisation's Strategic Plan. This committee will meet at least six times per year (2024: 6, 2023: 6) and consists of Non-Executive Directors, Volunteer Experts and Focus Housing Association Executives.

Functions

- › Offer advice and assistance to Focus Housing Association on housing development and acquisition within the context of the organisation's Strategic Plan.
- › Review and consider all of Focus Housing Association's strategic proposals and developments.
- › Contribute to and provide advice on the development of the Housing Development and Acquisition strategy to ensure that our efforts in the area of development and acquisition are fully aligned with the strategies of Focus Ireland for service delivery to its staff, clients and other stakeholders.
- › Contribute to the development of new mechanisms and models of delivery of housing to Focus Housing Association.
- › Advise the Board regarding the most appropriate and efficient use of resources and the management and mitigation of risk.
- › Advise the Board on the purchase, sale, construction, or other application of funds on properties owned or to be acquired or developed by Focus Housing Association.
- › Recommend to the Board the approval or otherwise of specific projects brought to the committee by the Executive Team. This will include the review and examination of schemes at agreed milestones on agreed criteria. In particular, any acquisitions, disposals, leasing or construction projects involving combined expenditure over €500k will be first approved by the Development and Acquisition Sub-Committee.
- › Provide guidance to the Executive Team on all aspects of housing development and acquisition as required.
- › Provide a forum where relevant issues can be discussed and solutions appropriate to development and acquisition for Focus Housing Association can be brought forward.

Internal controls

The Directors acknowledge their overall responsibility for the Group's systems of internal control and for reviewing its effectiveness. They have delegated responsibility for the implementation of this system to the Executive Management. This system includes financial controls, which enable the Board to meet its responsibilities for the integrity and accuracy of the Group's accounting records.

The Board has also established a process of compliance which addresses the Board's wider responsibility to maintain, review and report on all internal controls, including financial, operational and compliance risk management.

The key elements of internal control systems

- 1 The Group has strict policies and procedures in place for the receipt, recording and control of donations received from private individuals and the corporate sector. These procedures are regularly reviewed and independently audited.
- 2 The Group has an established risk-management programme. A detailed risk register is in place and risk is owned and monitored by an Executive. Risk is regularly discussed and reviewed in Executive meetings, and risks are regularly reviewed by the Audit and Risk Sub-Committee.
- 3 An independent internal audit is conducted periodically to evaluate the internal financial controls and assessment of business risk. In 2024, an external consultant conducted a governance and legal review alongside a Board survey. The findings were presented to the Audit and Risk Sub-Committee. The recommendations and feedback identified were implemented where appropriate.
- 4 The Audit and Risk Sub-Committee reports independently to the Board on all aspects of controls and risks.
- 5 There is a formal organisational structure in place with clearly defined lines of responsibility, division of duties and delegation of authority.
- 6 Detailed budgets are prepared annually, in line with the Strategic Plan. Budgets are reviewed by the Finance Sub-Committee and further reviewed and approved by the Board. Actual results and service outcomes are regularly compared against these budgets to ensure alignment with the Strategic Plan, tight budgetary control and value for money.
- 7 As part of the reserve policy, we will endeavour to maintain reserve levels to mitigate risks and to ensure sustainability of our services.

Focus on 2024: Our impact in numbers

4,502

children were supported across our services,
an increase of 7% on the 2023 figure (4,223).



Conflicts of interest

In line with the requirements of the Charities Governance code, the organisation has a conflict of interest policy in place which is circulated to each Board member. There is also a declaration of interest statement which is completed by each Board member on an annual basis where they declare and note any conflicts they may have. This policy is reviewed by the Board every three years.

Agendas for each Board meeting are circulated in advance for review. The Chairperson on each Board asks at the start of each Board meeting if anyone has a conflict of interest that needs to be declared. Any conflicts are recorded in our conflicts of interest register and this is reviewed annually by our Audit and Risk Sub-Committee.

Accounting records

The measures taken by the Directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the engagement of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The Group's accounting records are maintained at the Group's registered office at 9/12 High Street, Dublin 8.

Statement of disclosure of information to auditors

Each person who is a Director at the date of approval of these financial statements confirms that:

- 1 so far as the Director is aware, there is no relevant audit information of which the Group's Auditors are unaware, and
- 2 the Director has taken all the steps that he/she ought to have taken as a Director in order to make him/herself aware of any relevant audit information and to establish that the Group's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of Section 350 of the Companies Act 2014.

Statement of Directors' responsibilities

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law.

Irish law requires the Directors to prepare group and company financial statements for each financial year, giving a true and fair view of the group and company assets, liabilities and financial position at the end of the financial year and the profit or loss of the company for the financial year. Under that law, the Directors have prepared the financial statements in accordance with Irish Generally Accepted Accounting Practice (accounting standards issued by the UK Financial Reporting Council, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland and Irish law).

Under Irish law, the Directors shall not approve the financial statements unless they are satisfied that they give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and the profit or loss of the company for the financial year.

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

- › select suitable accounting policies and then apply them consistently
- › make judgements and estimates that are reasonable and prudent
- › state whether the financial statements have been prepared in accordance with applicable accounting standards and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements
- › prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to:

- › correctly record and explain the transactions of the group and company
- › enable, at any time, the assets, liabilities, financial position and profit or loss of the group and company to be determined with reasonable accuracy
- › enable the Directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

The Directors are also responsible for safeguarding the assets of the company and hence for taking reasonable steps in the prevention and detection of fraud and other irregularities.

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

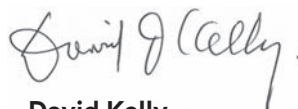
Independent auditors

The statutory auditors PricewaterhouseCoopers were appointed in 2019 and have indicated their willingness to remain in office, and a resolution that they be reappointed will be proposed at the AGM.

On behalf of the Board:



Katie Burke
Director



David Kelly
Director

Date: 27 June 2025

Independent Auditors' Report to the Members of Focus Ireland Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

In our opinion, Focus Ireland Company Limited by Guarantee's consolidated financial statements and company financial statements (the 'financial statements'):

- › give a true and fair view of the Group's and the company's assets, liabilities and financial position as at 31 December 2024 and of the Group's net income and the Group's and the company's cash flows for the year then ended;
- › have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (Irish GAAP) (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Irish law); and
- › have been properly prepared in accordance with the requirements of the Companies Act 2014.

We have audited the financial statements, included within the Reports and Consolidated Financial Statements (the 'Annual Report'), which comprise:

- › the Consolidated and Company Balance Sheet as at 31 December 2024;
- › the Consolidated Statement of Financial Activities for the year then ended;
- › the Consolidated and Company Statement of Cash Flows for the year then ended;
- › the Consolidated and Company Statement of Changes in Reserves for the year then ended; and
- › the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ('ISAs (Ireland)') and applicable law. Our responsibilities under ISAs (Ireland) are further described in the auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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 Group's or the company's ability to continue as a going concern for a period of at least 12 months from the date on which the financial statements are authorised for issue.

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.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the Group's or the company's ability to continue as a going concern.

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

Reporting on other information

The other information comprises all of the information in the Reports and Consolidated Financial Statements other than the financial statements and our auditors' report thereon. The Directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of 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 based on these responsibilities.

With respect to the Directors' Report, we also considered whether the disclosures required by the Companies Act 2014 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (Ireland) and the Companies Act 2014 require us to also report certain opinions and matters as described below:

- › In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' Report for the year ended 31 December 2024 is consistent with the financial statements and has been prepared in accordance with the applicable legal requirements.
- › Based on our knowledge and understanding of the Group and company and their environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the Directors for the financial statements

As explained more fully in the Statement of Directors' Responsibilities set out on page 122, the Directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The Directors are also responsible 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 Group's and the company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Group or the company or to cease operations, or have no realistic alternative but to do so.

Auditors' 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 auditors' 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.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at: https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with section 391 of the Companies Act 2014 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

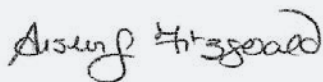
Companies Act 2014 opinions on other matters

- › We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- › In our opinion, the accounting records of the company were sufficient to permit the company financial statements to be readily and properly audited.
- › The Company Balance Sheet is in agreement with the accounting records.

Other exception reporting

Directors' remuneration and transactions

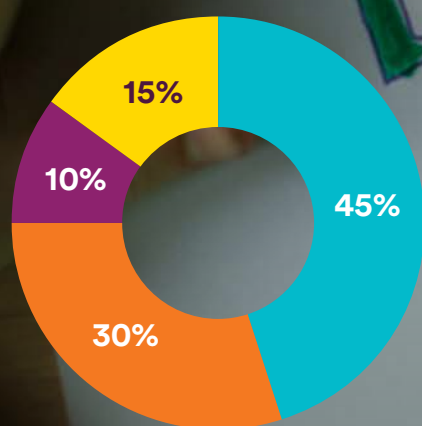
Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of Directors' remuneration and transactions specified by sections 305 to 312 of that Act have not been made. We have no exceptions to report arising from this responsibility.



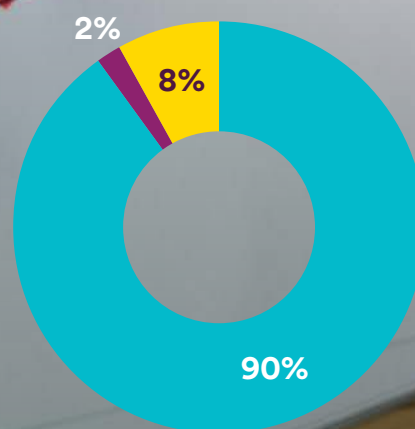
Aisling Fitzgerald

for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin

27 June 2025



2024: Mix of income		€m
■ Grant income		23.46
■ Fundraising income		15.88
■ Rental income		5.30
■ Other income		7.76
Total income		52.40



2024: Mix of expenditure		€m
■ Direct charitable activities costs		47.22
■ Governance and support costs		1.02
■ Fundraising and events costs		4.02
Operational expenditure		52.26

Consolidated Statement of Financial Activities

for the financial year ended 31 December 2024

		2024 Unrestricted funds	2024 Restricted funds	2024 Total	2023 Unrestricted funds	2023 Restricted funds	2023 Total
	Notes	€	€	€	€	€	€
Income from:							
Donations and legacies	4	14,061,343	1,818,970	15,880,313	12,036,473	9,957,975	21,994,448
Charitable activities	5	–	23,475,418	23,475,418	–	18,647,879	18,647,879
Other	6	13,046,820	–	13,046,820	11,010,917	–	11,010,917
Total income		27,108,163	25,294,388	52,402,551	23,047,390	28,605,854	51,653,244
Expenditure on:							
Raising funds	4	4,020,128	–	4,020,128	3,895,861	–	3,895,861
Charitable activities	7	20,555,897	24,653,741	45,209,638	18,523,110	19,553,647	38,076,757
Interest on borrowings	8	3,026,243	–	3,026,243	1,761,132	–	1,761,132
Total expenditure		27,602,268	24,653,741	52,256,009	24,180,103	19,553,647	43,733,750
Net income/ (expenditure) before taxation		(494,105)	640,647	146,542	(1,132,713)	9,052,207	7,919,494
Taxation	13	–	–	–	–	–	–
Net movement in funds for the year		(494,105)	640,647	146,542	(1,132,713)	9,052,207	7,919,494

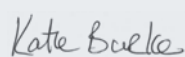
There are no other recognised gains or losses other than those listed above and the net movement for the financial year. All income and expenditure derives from continuing activities.

Consolidated Balance Sheet

as at 31 December 2024

	Notes	2024 €	2023 €
Fixed assets			
Fixed assets – properties	15	288,479,633	234,015,538
Other tangible assets	16	868,255	863,866
Total fixed assets		289,347,888	234,879,404
Current assets			
Cash at bank and in hand		20,070,238	18,982,232
Debtors	17	4,694,227	4,989,652
Total current assets		24,764,465	23,971,884
Creditors:			
amounts falling due within one financial year	18	(15,428,968)	(12,480,971)
Net current assets		9,335,497	11,490,913
Total assets less current liabilities		298,683,385	246,370,317
Creditors:			
amounts falling due after more than one financial year			
Capital Assistance Scheme loans	19	(132,967,287)	(115,733,276)
Capital Advanced Leasing Facility loans	20	(37,554,099)	(26,451,495)
Bank loans	21	(84,971,924)	(61,142,013)
Total creditors falling due after more than one year	22	(255,493,310)	(203,326,784)
Net assets		43,190,075	43,043,533
The funds of the charity			
Restricted income funds	23	18,933,531	18,292,884
Unrestricted funds	24	18,485,043	18,949,627
Capital grants and donations	25	3,181,236	3,210,757
Unrestricted capital reserves	26	2,590,265	2,590,265
		43,190,075	43,043,533

The financial statements were approved and authorised for issue by the Board of Directors on 27 June 2025 and signed on its behalf by:



Katie Burke
Director



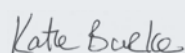
David Kelly
Director

Company Balance Sheet

as at 31 December 2024

	Notes	2024 €	2023 €
Fixed assets			
Other tangible assets	16	868,255	863,866
Current assets			
Cash at bank and in hand		11,684,071	10,193,655
Debtors	17	3,864,899	5,018,491
Total current assets		15,548,970	15,212,146
Liabilities			
Creditors: amounts falling due within one financial year	18	(3,744,483)	(3,408,721)
Net current assets		11,804,487	11,803,425
Net assets		12,672,742	12,667,291
The funds of the charity			
Restricted income funds	23	2,026,103	2,026,103
Unrestricted funds	24	10,283,270	10,267,202
Capital grants and donations	25	363,369	373,986
		12,672,742	12,667,291

The financial statements were approved and authorised for issue by the Board of Directors on 27 June 2025 and signed on its behalf by:



Katie Burke
Director



David Kelly
Director

Consolidated Statement of Changes in Reserves

for the financial year ended 31 December 2024

	Notes	Restricted accumulated reserves €	Unrestricted accumulated reserves €	Designated reserves €	Capital grants and donations €	Unrestricted capital reserve €	Total €
Group							
At 1 January 2024		18,292,884	18,949,627	–	3,210,757	2,590,265	43,043,533
Surplus/(Deficit) for the financial year		640,647	(494,105)	–	–	–	146,542
Amortisation of Capital Grant	25	–	29,521	–	(29,521)	–	–
At 31 December 2024		18,933,531	18,485,043	–	3,181,236	2,590,265	43,190,075

In respect of the prior year

	Notes	Restricted accumulated reserves €	Unrestricted accumulated reserves €	Designated reserves €	Capital grants and donations €	Unrestricted capital reserve €	Total €
Group							
At 1 January 2023		9,240,677	20,071,723	–	3,221,374	2,590,265	35,124,039
Surplus/(Deficit) for the financial year		9,052,207	(1,132,713)	–	–	–	7,919,494
Amortisation of Capital Grant	25	–	10,617	–	(10,617)	–	–
At 31 December 2023		18,292,884	18,949,627	–	3,210,757	2,590,265	43,043,533

Company Statement of Changes in Reserves

for the financial year ended 31 December 2024

		Restricted accumulated reserves	Unrestricted accumulated reserves	Designated reserves	Capital grants and donations	Unrestricted capital reserve	Total
	Notes	€	€	€	€	€	€
At 1 January 2024		2,026,103	10,267,202	–	373,986	–	12,667,291
Surplus for the financial year		–	5,451	–	–	–	5,451
Amortisation of Capital Grant	25	–	10,617	–	(10,617)	–	–
At 31 December 2024		2,026,103	10,283,270	–	363,369	–	12,672,742

In respect of the prior year

		Restricted accumulated reserves	Unrestricted accumulated reserves	Designated reserves	Capital grants and donations	Unrestricted capital reserve	Total
	Notes	€	€	€	€	€	€
At 1 January 2023		2,026,103	10,541,213	–	384,603	–	12,951,919
Deficit for the financial year		–	(284,628)	–	–	–	(284,628)
Amortisation of Capital Grant	25	–	10,617	–	(10,617)	–	–
At 31 December 2023		2,026,103	10,267,202	–	373,986	–	12,667,291

Consolidated Statement of Cash Flows

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows generated from charitable activities	27	3,984,288	10,319,942
Cash flows used in investing activities			
Purchase of tangible fixed assets	15	(56,576,284)	(47,342,461)
Disposals of tangible fixed assets		–	–
Net cash used in investing activities		(56,576,284)	(47,342,461)
Cash flows from financing activities			
Interest paid		(2,256,840)	(1,324,124)
Increase in bank loans		25,400,318	15,718,923
Increase in Capital Assistance Scheme (CAS) housing loans		13,302,513	17,653,444
Increase in Capital Advanced Leasing Facility (CALF) loans		17,234,011	8,959,647
Net cash generated from financing activities		53,680,002	41,007,890
Change in cash and cash equivalents in the financial year		1,088,006	3,985,371
Cash and cash equivalents at the beginning of the financial year		18,982,232	14,996,861
Total cash and cash equivalents at the end of the financial year		20,070,238	18,982,232

Company Statement of Cash Flows

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows generated from/(used in) charitable activities	27	1,566,804	(1,449,273)
Cash flows used in investing activities			
Purchase of tangible fixed assets	16	(76,388)	–
Disposals of tangible fixed assets		–	–
Net cash used in investing activities		(76,388)	–
Cash flows from financing activities			
Cash inflows from new borrowings			–
Cash inflows from capital donations			–
Net cash generated from financing activities			–
Change in cash and cash equivalents in the financial year		1,490,416	(1,449,273)
Cash and cash equivalents at the beginning of the financial year		10,193,655	11,642,928
Total cash and cash equivalents at the end of the financial year		11,684,071	10,193,655

Notes to the Financial Statements

for the financial year ended 31 December 2024

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) General information and basis of preparation

The nature of the Group's operations and its principal activities are set out in the Directors' Report on pages 73 to 123. The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with Financial Reporting Standard 102 (FRS 102) and Irish statute comprising the Companies Acts 2014 as applied in accordance with the Statement of Recommended Practice (SORP) (FRS102) 'Accounting and Reporting by Charities', as jointly published by the Charity Commission for England and Wales and the office of the Scottish Charity Regulator, who are recognised by the UK Accounting Standards Board (ASB) as the appropriate body to issue SORPs for the charity sector in the UK. Financial reporting in line with the SORP is considered best practice for charities in Ireland. As noted above, the Directors consider that the adoption of the SORP requirements is the most appropriate accounting practice and presentation to properly reflect and disclose the activities of the organisation.

The functional currency of Focus Ireland Company Limited by Guarantee is considered to be the Euro because that is the currency of the primary economic environment in which the company operates.

(b) Going concern

The company meets its day-to-day working capital requirements through its cash reserves. General economic conditions, the ongoing impact of the war in Ukraine and current economic conditions continue to create uncertainty over the ability of the company to maintain the level of donations received. The company's forecasts and projections, taking account of reasonably possible changes in trading performance, show that the company should be able to operate for the foreseeable future. The Directors are comfortable that the forecasts prepared have considered a number of sensitivities, including a range of outcomes, and that in all cases there remains sufficient mitigation measures available to the Directors to ensure that cash

flows are managed and that the organisation can continue to meet its obligations as they fall due for the period of at least 12 months from signing the financial statements. Therefore, these financial statements have been prepared on a going concern basis.

(c) Group financial statements

The financial statements consolidate the results of the charity and its subsidiaries, Focus Housing Association and Excellent Common Areas Owner Management Limited.

(d) Income

Income is recognised when the charity has entitlement to the funds, and performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Donations and legacies income represents the gross money raised, including all gross income from events held. In accordance with best practice, donations and legacies income is shown gross without deduction of any overhead costs involved in raising such funds.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income from Government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Other trading activities income includes rental income, Payment and Availability (PAA) income and restaurant income. Rental income and PAA income is

recorded on a receivable basis. Restaurant income is recorded on a cash receipts basis.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Other income includes parents' contributions towards childcare centres, restaurant sales, capital management income for properties, PAA income and other miscellaneous income.

Income received in respect of future specified service provision is deferred until the criteria for income recognition are met.

Gifts in kind for use by the Group are included as incoming resources when received. Gifts are valued at open market value or at a reasonable estimate of the gross value to the Group. Donated goods received for resale in our retail stores are recorded as income when sold.

(e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds relate to donations or a grant which the donor or funder has specified are to be solely used for particular areas of the charity's work. Designated funds relate to funds which have been allocated for specific spend.

(f) Expenditure and irrecoverable VAT

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

- › Costs of raising funds include staff, direct/indirect overheads and event costs. Costs are recorded on a receipts basis.
- › Expenditure on charitable activities includes staff, direct/indirect overheads and support costs incurred in furthering the purposes of the charity.
- › Expenditure on advocacy includes staff and campaign costs.
- › Governance costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(g) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include headquarter costs, finance, personnel, payroll and other costs which support the charity's programme and activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities based on staff headcount.

Governance cost policy

The resources expended on charitable activities have been classified to comply with SORP. Such costs include the direct costs of the charitable activities together with those support costs (finance and administration cost) incurred that enable these activities to be undertaken. These support costs have been allocated across the activities based on headcount and floor space occupied.

Fundraising costs cover all costs incurred in raising funds, including staff and event costs.

(h) Leases

All operating lease rentals are charged to the Consolidated Statement of Financial Activities on a straight line basis.

(i) Fixed assets

From 1 January 2014, fixed assets (properties) are capitalised at cost and are depreciated according to the estimated useful economic lives of their relevant components and on a straight line basis in order to bring the assets to their residual value. All fixed assets as at 31 December 2013 are included in land and buildings (main fabric).

In addition, under the terms of our loan agreements with respective local authorities, the Group is required to keep the mortgaged properties in good structural order, repair and condition and not to permit the mortgaged properties to depreciate by neglect or mismanagement. Detailed reviews for impairment are therefore only carried out if the Directors are satisfied that there are definite indications that impairment has occurred. The Directors are satisfied that an annual charge for depreciation would be inappropriate.

In relation to the main fabric of land and buildings, in order to ensure that the property is fit for purpose, all initial expenditure is capitalised at cost. Depreciation is not provided on the main fabric of land and buildings on the grounds that the estimated useful lives of these properties exceed 50 years.

The components of each fixed asset (property) are depreciated as follows:

Component	Annual rate
Land and buildings (main fabric)	0%
Roof structure and coverings	1.43%
Windows and external doors	3.33%
Gas boilers/fires	6.66%
Kitchen	5%
Bathroom/WCs	3.33%
Mechanical systems	3.33%
Electrics	2.5%
Lift	5%

Other tangible assets are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset category	Annual rate
Office furniture and equipment	25%
Housing furniture and equipment	25%
Motor vehicles	20%

(j) Financial instruments

Financial assets and financial liabilities are recognised when the charitable company becomes a party to the contractual provisions of the instrument. Financial liabilities are classified according to the substance of the contractual arrangements entered into.

Financial assets and liabilities

All financial assets and liabilities are initially measured at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a finance transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets are derecognised when and only when (a) the contractual rights to the cash flows from the financial asset expire or are settled, (b) the company transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or (c) the company, despite having retained some significant risks and rewards of ownership, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires. Balances that are classified as payable or receivable within one year on initial recognition are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

(k) Capital Assistance Scheme (CAS) loans and Capital Advanced Leasing Facility (CALF) loans

Capital Assistance Scheme (CAS) loans and Capital Advanced Leasing Facility (CALF) loans are recognised as creditors falling due for repayment after more than one year. CAS and CALF loans received for the acquisition of property are released to the Unrestricted Income Funds when the term of the relevant CAS or CALF mortgage is completed.

CAS loans received for the acquisition of property are released to the Unrestricted Income Funds when the terms of the relevant CAS mortgages are completed; CALF loans received for the acquisition of property are repayable when the terms of the relevant CALF mortgages are completed.

On completion of the loan period, provided certain conditions are met, the loans and interest, if applicable, are relieved in full and will be released to Unrestricted Capital Reserves and not amortised.

(l) Capital grants and donations

Capital grants and donations, received in relation to housing properties, were historically taken directly to Restricted Income Funds and were not recognised as income in the Consolidated Statement of Financial Activities.

The Charities SORP recognises such grants as restricted income in the SOFA (Statement of Financial Activities).

Grants received to fund other capital expenditure are taken to capital grants and donations and amortised to income over the estimated useful lives of the related fixed assets.

(m) Reserves policy

Focus Ireland needs reserves to:

- › Ensure that the charity can continue to provide a stable and quality service to those who need it.
- › Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts due to creditors and commitments under leases.
- › Meet unexpected costs, e.g. breakdown of essential office machinery, staff cover re: illness, maternity leave, parental leave, and legal costs defending the charity's interest.

- › Provide working capital when funding is paid in arrears and place the charity in a position where it could bid for funding which can be paid in arrears.
- › Meet the costs of winding up the organisation in the event that this was necessary.
- › Act as a buttress when our advocacy voice puts us into conflict with our funders.
- › Be adequate to cover 13 weeks of current expenditure for Focus Ireland.

Restricted Income Funds

Restricted funds are funds subject to specific trusts, which may be declared by the donor(s) or with their authority or created through legal process, but still within the wider objectives of the charity. Restricted funds may be Restricted Income Funds, which are expendable at the discretion of the trustees in furtherance of some particular aspect(s) of the objectives of the charity, or they may be capital funds, where the assets are required to be invested, or retained for actual use, rather than expended.

Unrestricted Income Funds

Unrestricted funds are expendable at the discretion of the Board in furtherance of the charity's objectives. The Directors can designate part or all of the Unrestricted Funds for specific purposes. These designations have an administrative purpose only, and do not legally restrict the Board's discretion to apply the fund.

Designated Income Funds

Designated funds are those that are allocated from unrestricted reserves to spend on a specific purpose/area.

(n) Comparative figures

Comparative figures have been classified on the same basis as the current financial year.

2 Critical accounting judgements and key sources of estimation and uncertainty

In the application of the company's accounting policies, which are described in Note 1, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Critical judgements in applying the company's accounting policies

The following are the critical judgements, apart from those involving estimations (which are dealt with separately below), that the Directors have made in the process of applying the company's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Properties

All initial expenditure, to ensure the property is fit for purpose, is capitalised at cost. Under the terms of our loan agreements with respective local authorities, the company is required to keep the mortgaged properties in good structural order, repair and condition and not to permit the mortgaged properties to depreciate by neglect or mismanagement. To ensure this is the case, the company engages in a comprehensive management and maintenance programme involving annual condition surveys which are externally assessed by rotation. When properties are donated, they are included in the financial statements based on the valuation provided by an external valuer.

Depreciation is not provided on the cost of land and main fabric of housing properties on the grounds that the estimated residual value after 50 years is at least equal to the capitalised cost.

Depreciation is provided on the cost of other component parts of housing properties to bring them to their residual value at the end of their estimated useful life, as follows:

Asset category	Estimated useful life – years
Windows and external doors	30
Gas boilers/fires	15
Kitchen	20
Bathroom/WCs	30
Mechanical systems	30
Electrics	40
Lift	25

All additions to housing units have been accounted for on the basis of their component parts.

The majority of housing properties acquired by Focus Ireland CLG have been financed by way of Capital Assistance Scheme (CAS) loans which are repayable in full for 20 years (purchases prior to 2002) or 30 years (purchases post 2002). Loans under CAS have not been amortised on the basis that the loans remain repayable in full, for the terms noted above, if certain conditions are not met during the loan term.

On completion of the loan period, provided certain conditions are met, the loans and interest, if applicable, are credited in full to the Statement of Financial Activities.

Major works maintenance (e.g. replacement of kitchens, bathrooms, boilers) in existing housing units will be capitalised and written off over the estimated useful life of the expenditure.

Recoverability of debtors

In assessing the recoverability of debtors, amounts falling due within one year, the Directors have made the assumption that any impairment resulting from the non-recoverability of the debtors owed to the Group and company will not be in excess of the bad debt provision that has been put in place. The Directors believe that no further provisioning is required.

Grant income is generally recognised upon receipt or when the entity becomes entitled to it, but in certain circumstances it may be subject to payback where certain conditions (some of which are outside the direct control of the company) are not fulfilled. Where there is a doubt about fulfilment of such conditions, which is not satisfactorily resolved within a year of receipt of the monies, the company includes a provision to reflect the risk that the monies in question may have to be repaid.

3 Financial performance of the charity

The Consolidated Statement of Financial Activities includes the results of the charity's subsidiaries Focus Housing Association CLG and Excellent Common Areas Owner Management Limited.

The summary financial performance of Focus Ireland CLG alone is as follows:

	2024	2023
	€	€
Income	38,711,550	32,673,365
Expenditure	(38,484,773)	(32,957,993)
Net surplus/(deficit)	226,777	(284,628)
Total accumulated funds brought forward	12,667,291	12,951,919
Total accumulated funds carried forward	12,894,068	12,667,291
The funds of the charity:		
Restricted income funds	2,026,103	2,026,103
Unrestricted income funds	10,504,596	10,267,202
Capital grants and donations	363,369	373,986
Designated funds	–	–
Total accumulated funds	12,894,068	12,667,291

Details of Excellent Common Areas Owner Management Limited are outlined in Note 14.

4 Income from donations and legacies and expenditure on raising funds

	2024 €	2023 €
Public funding	6,637,591	6,750,897
Partnership and philanthropy	5,263,631	3,540,672
Corporate and campaigns	3,553,430	3,762,482
Capital donations	425,661	7,940,397
	15,880,313	21,994,448

The following is a selection of donors who generously donated to us over the year:

	2024 €	2023 €
Bord Gáis Energy	635,005	779,351
Revolut	325,327	223,562
Little Company of Mary	240,000	245,000
John Sisk & Sons	182,976	–
The Community Foundation Ireland	179,526	93,000
Specsavers	143,000	212,000
SSJG Grant Scheme	70,245	–

Costs associated with raising funds were €4,020,128, which was 25% of funds raised in 2024 (2023: €3,895,861, 18% of funds raised).

	2024 €	2023 €
Staff costs (including training and pension costs)	2,000,308	1,876,590
Administration	1,841,318	1,836,427
Programme activities	69,004	74,804
Premises costs	109,498	108,040
Total	4,020,128	3,895,861

5 Income from charitable activities

	2024	2023
	€	€
DRHE – local authority	5,596,742	5,282,020
HSE	1,487,037	1,203,809
Tusla	8,923,893	6,042,532
HSE – other areas	767,529	937,015
South-East	190,150	178,265
Mid-West	496,038	332,133
Limerick City and County Council	1,694,836	1,495,188
Department of Social Protection	18,438	57,306
Waterford City Council	512,545	530,461
Monaghan County Council	61,733	51,070
Clare County Council	424,385	285,534
Cork County Council	455,282	286,600
Carlow County Council	198,605	188,770
Department of Housing, Planning and Local Government	–	58,333
Sligo County Council	247,169	187,338
Irish Prison Service	197,434	197,434
Irish Probation Service	197,434	197,434
Wexford County Council	137,431	137,431
Kilkenny County Council	152,771	130,804
Department of Housing, Planning and Local Government as administered by Pobal	85,604	85,604
DFHERIS/SOLAS/City of Dublin ETB/ALCE Grant	12,569	13,950
DFHERIS/SOLAS/City of Dublin ETB/REACH Fund	10,525	2,600
DCEDIY/CDETB/CDYS – UBU	459,929	429,374
Tipperary County Council	310,459	120,214
Leitrim County Council	61,500	30,000
Miscellaneous other	775,380	186,660
	23,475,418	18,647,879

All income from charitable activities is restricted.

6 Other income

Other income includes trading income (rental income, PAA income and restaurant sales), deposit interest earned and other miscellaneous income.

	2024	2023
	€	€
Income from trading activities	12,975,888	10,149,640
Income from other activities	70,932	861,277
	13,046,820	11,010,917

7 Charitable activities

	Sustained exits	Prevention services	Total 2024	Total 2023
	€	€	€	€
Direct costs				
Staff costs	13,677,442	11,417,839	25,095,281	20,492,990
Administration	2,584,747	306,126	2,890,873	2,488,847
Programme activities	913,080	956,028	1,869,108	1,549,856
Premises costs	7,136,977	2,369,784	9,506,761	8,189,634
Total direct costs	24,312,246	15,049,777	39,362,023	32,721,327
Support costs (a)	2,286,277	1,947,570	4,233,847	4,160,259
Advocacy costs	785,000	668,703	1,453,703	1,098,153
Governance costs	86,435	73,630	160,065	97,018
Total expenditure	27,469,958	17,739,680	45,209,638	38,076,757

(a) Support costs

Where support costs are attributable to a particular activity, the costs are allocated directly to that activity. Where support costs are incurred to further more than one activity, they are apportioned between the relevant activities based on the amount of staff time which each activity absorbs. The allocation of the main types of support costs is detailed below:

	Sustained exits	Prevention services	Total 2024	Total 2023
	€	€	€	€
Function				
Finance	760,455	647,795	1,408,250	1,122,112
HQ	192,075	163,620	355,695	434,487
Human resources	632,962	539,190	1,172,152	1,170,769
IT	362,839	309,085	671,924	775,316
Other support costs	337,946	287,880	625,826	657,575
Total expenditure	2,286,277	1,947,570	4,233,847	4,160,259

Other support costs relate to development, property management, head office, governance and service resource costs.

8 Interest on borrowings

	2024	2023
	€	€
Loan interest	3,026,243	1,761,132

9 Income and expenditure on Department of Children, Equality, Disability, Integration and Youth/City of Dublin Youth Services

	2024	2023
	€	€
Income		
DCEDIY/CDETB/CDYS – UBU	459,929	450,469
Expenditure		
Staff costs	(411,706)	(350,901)
Programme and admin. costs	(48,223)	(78,471)
Surplus	–	21,097

10 Employees and key management remuneration

Included in the Consolidated Statement of Financial Activities are staff costs in the sum of €29,216,792 (2023: €25,268,299), made up as follows:

	2024	2023
	€	€
Included in resources expended are wages and salary costs, including associated social welfare costs, comprising:		
Wages and salaries – Raising funds	2,000,308	1,808,826
Wages and salaries – Charitable activities	25,659,164	22,056,425
Wages and salaries – Advocacy	695,503	614,582
Pension costs	861,817	788,466
	29,216,792	25,268,299

Employer PRSI costs incurred during the year, and included in the above, totalled €2,798,124 (2023: €2,374,623).

The company operates a defined contribution scheme, which is an independent scheme of the company. Company contributions were 7% of pensionable salary and employee contributions were 5% of pensionable salary. Amounts outstanding at year end in respect of employer pension contributions were €152,218 (2023: €132,128) and were paid within 30 days of the year end.

The average number of persons employed by the Group during the year was 575 (2023: 517). In addition to this, the company employed relief staff, which equated to 19 full-time equivalents in 2024 (2023: 22).

The number of higher paid employees (including key management personnel) was:

Salary range paid in the financial year:

	2024	2023
	No of employees	No of employees
€140,001–€150,000	1	–
€130,001–€140,000	–	1
€120,001–€130,000	–	–
€110,001–€120,000	–	–
€100,001–€110,000	2	–
€90,001–€100,000	2	6
€80,001–€90,000	5	–
€70,000–€80,000	12	14
€60,000–€70,000	25	12

During 2024, the Chief Executive in place, Pat Dennigan, earned a salary of €142,106, plus €5,000 medical insurance. The total remuneration packages of the key management personnel (including employer PRSI and pension) for the Group for the financial year ended 31 December 2024 was €961,969 (2023: €848,361). During 2024, Focus Ireland staff received a salary increase in order to combat cost-of-living increases.

11 Directors' remuneration

No salaries or fees are payable to the Directors of the company for their services as Directors.

12 Net income and net movement in funds for the year

	Notes	2024 €	2023 €
The net income for the year is stated after charging:	11	–	–
Directors' remuneration			
Fees paid to auditors (inclusive of VAT)			
Audit fees		86,100	86,100
Other assurance services		3,690	11,070
Other items			
Operating lease payments		594,523	698,056
Depreciation		2,107,800	1,535,261
Deposit interest		–	–

13 Taxation

Focus Ireland CLG and its subsidiaries have been granted charitable tax exemption by the Revenue Commissioners and as a result no charge to Corporation Tax arises.

14 Financial assets

Excellent Common Areas Owner Management Limited results for 2024 and 2023 are summarised as follows:

	2024 €	2023 €
Balance sheet		
Debtors	7	7
Net assets	7	7
The funds of the charity		
Reserves brought forward	7	7
Surplus for the year	–	–
Total accumulated funds	7	7

15 Fixed assets – properties

	Land and buildings (main fabric)	Roof structure and coverings	Windows and external doors	Gas boilers/ fires	Kitchen	Bathroom/ WCs	Mechanical systems	Electrics	Lifts	Total
	€	€	€	€	€	€	€	€	€	€
Cost										
At beginning of year	205,456,783	8,263,593	4,029,777	2,922,804	6,151,991	3,843,807	3,720,342	3,426,007	1,811,822	239,626,926
Additions	39,738,580	3,926,515	1,796,672	1,519,685	3,176,938	1,852,772	1,851,846	1,658,178	978,710	56,499,896
Disposals	–	–	–	–	–	–	–	–	–	–
At end of year	245,195,363	12,190,108	5,826,449	4,442,489	9,328,929	5,696,579	5,572,188	5,084,185	2,790,532	296,126,822
Accumulated depreciation										
At beginning of year	–	562,609	636,618	948,170	1,468,012	622,626	596,914	407,312	369,127	5,611,388
Charge for year	–	207,757	227,685	349,632	551,888	226,659	222,276	149,832	100,072	2,035,801
At end of year	–	770,367	864,303	1,297,802	2,019,899	849,285	819,190	557,144	469,199	7,647,189
Carrying value										
At 31/12/24	245,195,363	11,419,741	4,962,146	3,144,687	7,309,030	4,847,294	4,752,998	4,527,041	2,321,333	288,479,633
At 31/12/23	205,456,783	7,700,984	3,393,159	1,974,634	4,683,979	3,221,181	3,123,428	3,018,695	1,442,695	234,015,538

16 Other tangible assets

Group and Company	Land and building (main fabric)	Leasehold improvements	Office furniture and equipment	Motor vehicles	Total
	€	€	€	€	€
Cost					
At beginning of financial year	361,763	1,452,270	610,311	139,780	2,564,124
Additions	–	–	–	76,388	76,388
Disposals	–	–	–	–	–
At end of financial year	361,763	1,452,270	610,311	216,168	2,640,512
Accumulated depreciation					
At beginning of financial year	33,000	924,350	608,128	134,780	1,700,258
Charge for financial year	16,500	35,221	–	20,278	71,999
At end of financial year	49,500	959,571	608,128	155,058	1,772,257
Carrying amount					
At 31/12/24	312,263	492,699	2,183	61,110	868,255
At 31/12/23	328,763	527,920	2,183	5,000	863,866

Company

All the other fixed assets above, with the exception of housing furniture and equipment, are held within the holding company, Focus Ireland CLG. The housing furniture and equipment is held in the subsidiary company, Focus Housing Association CLG. The net book value of other assets in the holding company at 31 December 2024 was €868,255 (2023: €863,866).

17 Debtors

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Other debtors	3,251,684	4,059,522	1,044,784	959,241
Grants receivable	600,854	434,889	543,811	482,736
Prepayments	841,689	495,241	514,527	492,858
Amount due from subsidiaries	–	–	1,761,777	3,083,656
	4,694,227	4,989,652	3,864,899	5,018,491

Other debtors include a bad debt provision of €336,804 (2023: €336,804) for rental debtors.

Grants receivable include a bad debt provision of €220,584 (2023: €320,584).

18 Creditors: Amounts falling due within one financial year

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Trade creditors	742,015	2,160,921	242,520	571,140
Accruals	2,434,212	2,880,619	1,642,503	1,770,177
Other creditors	857,896	910,810	407,081	267,450
Deferred income	781,398	209,187	781,398	209,187
PAYE, PRSI and USC	648,507	587,076	648,507	587,076
VAT	465,957	3,691	22,474	3,691
Bank loans (Note 21)	7,299,074	5,728,667	–	–
Capital Advanced Leasing Facility loans	2,199,909	–	–	–
	15,428,968	12,480,971	3,744,483	3,408,721

Deferred income relates to funds received in 2024 that were unspent at year end.

19 Capital Assistance Scheme (CAS) loans

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
George's Hill	–	–	–	–
Buckingham Street	93,987	93,987	–	–
Finglas	4,895,398	4,895,398	–	–
Grange Cohen, Waterford	3,252,215	3,252,215	–	–
Corbrac House, Limerick	1,129,429	1,129,429	–	–
Waterford units	19,359,417	18,933,923	–	–
Belmont, Waterford	8,516,913	8,516,913	–	–
Dublin units	36,310,817	34,645,860	–	–
Limerick units	16,011,449	10,221,056	–	–
Cork units	11,753,102	7,455,298	–	–
Kilkenny units	5,400,480	5,053,636	–	–
Sligo units	5,005,062	3,613,510	–	–
Aftercare, North Circular Road, Dublin 7	2,403,121	2,403,121	–	–
Tipperary units	4,386,009	2,712,607	–	–
Clare units	2,857,734	2,572,061	–	–
Wexford units	4,621,685	3,903,303	–	–
Carlow units	4,736,276	4,551,276	–	–
Kildare units	640,595	640,595	–	–
Mayo units	1,593,598	1,139,088	–	–
Total	132,967,287	115,733,276	–	–

Loans advanced by municipal (housing) authorities have a 20-year repayment period for those advanced prior to 2002, and a 30-year repayment period for those advanced post 2002. However, the subsidiary company is relieved in full of repayments of capital and interest so long as the housing authority is satisfied that the accommodation continues to be properly maintained and to be let to eligible categories of persons at reasonable rent levels.

In the event of the accommodation not continuing to be let in accordance with the terms of the scheme, the subsidiary company will become liable for repaying the outstanding balance of the loan together with any accrued interest. In the event of default of repayments, the housing authorities may take appropriate steps to secure redemption of the loan. The subsidiary company may not, if there is any balance outstanding on the loans, dispose of the accommodation without the consent of the housing authorities.

20 Capital Advanced Leasing Facility (CALF) loans

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Stanhope Green	344,422	337,798	–	–
Bremore Pastures	121,303	118,970	–	–
Harold's Cross	779,940	764,941	–	–
John's Lane West	1,981,391	1,943,287	–	–
Abigail	440,576	432,103	–	–
Barney	151,101	148,195	–	–
Dublin units	16,515,054	9,048,413	–	–
Cork units	6,815,569	7,461,411	–	–
Tipperary units	1,640,379	1,608,626	–	–
Limerick units	5,922,807	2,146,770	–	–
Sligo units	129,925	127,426	–	–
Clare units	217,980	192,780	–	–
Kerry units	2,493,652	2,120,775	–	–
At end of year	37,554,099	26,451,495	–	–

Loans advanced by the Department of Housing, Planning and Local Government have a repayment period of between 20 and 30 years, specific to the loan. Interest charged on the outstanding amount up to 31 December 2024 was €769,404 (2023: €517,981).

21 Bank loans

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Falling due within one financial year	7,299,074	5,728,667	–	–
Falling due between 1 and 2 financial years	5,487,130	4,049,515	–	–
Falling due between 2 and 5 financial years	16,461,390	11,969,997	–	–
Falling due after 5 financial years	63,023,404	45,122,501	–	–
Total falling due after more than one financial year	84,971,924	61,142,013	–	–
Total bank loans	92,270,998	66,870,680	–	–

In 2024, Focus Housing Association Company Limited by Guarantee loans comprised:

Purpose	Loan provider	Year of drawdown	Term	Interest rate	Balance at 31.12.24 €
Bremore Pastures properties	Bank of Ireland	2015	15 years	4.24%	4,695
Stanhope Green Development	Bank of Ireland	2016	15 years	3.99%	1,763,263
Agile Acquisition Fund	Bank of Ireland	2023	Revolving	4.00%	1,807,049
Harold's Cross Development	HFA	2016	23 years	2.75%	3,085,271
Abigail Development	HFA	2017	20 years	3.00%	1,202,546
Briar's Court	HFA	2018	20 years	3.00%	127,171
Bandon Road and Laurel Cottage	HFA	2018	20 years	3.00%	251,449
John's Lane West	HFA	2018	23 years	2.75%	5,513,967
Grange Cohan Energy Upgrade	HFA	2018	10 years	2.00%	223,474
Three Lucan properties	HFA	2019	25 years	2.25%	795,765
Ceol na hAbhann	HFA	2020	25 years	2.25%	188,051
Aspen Gardens HFA interest	HFA	2020	25 years	2.25%	186,763
Barryscourt Road	HFA	2020	25 years	2.25%	267,598
Premier Square, Dublin 11	HFA	2020	25 years	2.25%	181,493
Six apartments, Sunville, Church Road	HFA	2020	25 years	2.25%	874,217
Rochelle, Old Blackrock Road, Cork	HFA	2020	25 years	2.25%	248,351
Drummin Village, Nenagh	HFA	2020	25 years	2.25%	1,247,001
High Street, Cork	HFA	2020	25 years	2.25%	380,228
Fernwood, Glanmire, Cork	HFA	2020	25 years	2.25%	2,369,050
Annacarr and St Bridget's, two Sligo properties	HFA	2020	25 years	2.25%	349,947
Sandbrook, Wilton Cork	HFA	2020	25 years	2.25%	137,631
Commons Road, Blackpool, Cork	HFA	2020	25 years	2.25%	217,023
Garrison Mews, The Ramparts, Dublin 18	HFA	2020	25 years	2.25%	665,545
Foxfield, The Forts Limerick and Palmbury Cork	HFA	2020	25 years	2.25%	511,929
Libertas Villas, Blackrock	HFA	2020	25 years	2.25%	213,173
North Circular Road Project	HFA	2021	25 years	2.25%	1,291,647
Connaught Street project	HFA	2020	25 years	2.25%	5,827,013
Prussia Street	HFA	2021	25 years	2.25%	2,561,174
St Michael's Mews	HFA	2021	25 years	1.75%	1,486,511
Brookwood and Ashmount, Cork City	HFA	2021	25 years	1.75%	455,351
Ryecroft	HFA	2021	25 years	1.75%	263,594
Curranabraher Avenue and The Maples, Castlejane	HFA	2021	25 years	1.75%	374,889
Hibernian Buildings and South Terrace, Cork City	HFA	2021	25 years	1.75%	437,323

Purpose	Loan provider	Year of drawdown	Term	Interest rate	Balance at 31.12.24 €
Brú Na Gruadán and The Orchard	HFA	2021	25 years	1.75%	5,823,727
College View	HFA	2021	25 years	1.75%	166,183
The Close, Ard Patrick	HFA	2021	25 years	1.75%	513,968
Oakwood Square, Rope Walk, Blackrock, Cork	HFA	2021	25 years	1.75%	223,478
Brideholm	HFA	2021	25 years	1.75%	354,703
Eight Housing Association units closed – December	HFA	2021	25 years	1.75%	1,053,183
Two apartments, Castlevue Shopping Centre	HFA	2021	25 years	1.75%	281,938
Grand Parade, Cork	HFA	2022	30 years	2.50%	3,620,854
Old Court, Bandon, Cork City	HFA	2022	30 years	2.50%	606,735
Lower Glanmire Road, Cork City	HFA	2022	25 years	2.25%	197,178
Esker Manor, Talbot Gate, Maple (HA three units)	HFA	2022	25 years	1.75%	446,362
Glenlara, Mount Kenneth Place	HFA	2022	25 years	1.75%	87,252
Abbey Court, Nenagh, Tipperary (16 units)	HFA	2022	30 years	2.50%	1,700,647
Glanmire Village, Cork	HFA	2022	25 years	2.25%	509,102
16 units, Old Dublin Road, Rhebogue, Limerick	HFA	2022	30 years	2.50%	3,559,087
Chapel Court, Cathedral	HFA	2022	25 years	2.25%	314,922
Richmond Avenue, Dublin 3	HFA	2023	30 years	3.15%	8,073,161
Ashbrook, Glanmire, Co. Cork	HFA	2023	30 years	3.75%	5,868,544
Kyle Street, Cork City	HFA	2023	30 years	3.75%	1,100,252
Bow Lane West, Kilmainham, Dublin 8	HFA	2023	30 years	3.75%	4,003,144
Riverside, Killarney Road, Castleisland, Co. Kerry	HFA	2023	30 years	3.75%	6,068,983
Three Limerick properties: Radharc na Feile, Castlevue Estate, Kilmurry	HFA	2023	30 years	3.75%	409,652
Elmville, Harold's Cross, Dublin 6	HFA	2023	30 years	3.75%	2,869,181
Glanmire Village	HFA	2023	30 years	3.75%	554,318
West End, Mallow, Co. Cork	HFA	2024	30 years	3.75%	2,431,090
Ballyminogue, Scariff	HFA	2024	30 years	3.75%	485,515
Whitehall Road West, Perrystown, Dublin 12	HFA	2024	30 years	3.75%	451,820
Shambles Lane, Thomas Davis Stret, Mallow, Cork City	HFA	2024	30 years	3.75%	774,591
Five apartments on Prussia Street, Dublin 7	HFA	2024	30 years	3.75%	1,663,293
Ballinglanna, Bishopstown, Glanmire, Cork	HFA	2024	30 years	3.75%	244,103
Camden Wharf	HFA	2024	30 years	3.75%	1,769,255
New Street, Abbeyfeale	HFA	2024	30 years	3.75%	534,625
					92,270,998

22 Total creditors falling due after more than one financial year

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Falling due between 1 and 5 financial years	21,948,520	16,019,512	–	–
Falling due after 5 financial years	233,544,790	187,307,272	–	–
	255,493,310	203,326,784	–	–

23 Restricted income funds

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Opening balance accumulated funds	18,292,884	9,240,677	2,026,103	2,026,103
Net income	640,647	9,052,207	–	–
Transfer to designated funds	–	–	–	–
	18,933,531	18,292,884	2,026,103	2,026,103

24 Unrestricted funds

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Opening balance accumulated funds	18,949,627	20,071,723	10,267,202	10,541,213
Net (expenditure)/income	(494,105)	(1,132,713)	5,451	(284,628)
Transfer of reserves	–	–	–	–
Amortisation of capital grants	29,521	10,617	10,617	10,617
	18,485,043	18,949,627	10,283,270	10,267,202

25 Capital grants and donations

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Capital grants and donations				
Balance at beginning of financial year	3,737,882	3,737,882	607,402	607,402
Amounts received during the financial year	–	–	–	–
Balance at end of financial year	3,737,882	3,737,882	607,402	607,402
Amortisation				
Balance at beginning of financial year	(527,125)	(516,508)	(233,416)	(222,799)
Released during financial year	(29,521)	(10,617)	(10,617)	(10,617)
Balance at end of financial year	(556,646)	(527,125)	(244,033)	(233,416)
Net capital grants and donations	3,181,236	3,210,757	363,369	373,986

26 Unrestricted capital reserves

	Focus Ireland Group		Focus Ireland Company	
	2024	2023	2024	2023
	€	€	€	€
Balance at beginning and end of year	2,590,265	2,590,265	–	–

In 2010, the CAS loan for Stanhope Green was transferred from CAS loans to Unrestricted Capital Reserves as the term of the loan was completed.

27 Reconciliation of net income before taxation to net cash flows generated from/(used in) charitable activities

	2024 €	2023 €
Focus Ireland Group		
Net income before taxation	146,542	7,919,494
Depreciation	2,107,800	1,535,261
CAS mortgages released during the year	–	–
Property donated	–	–
Interest paid	2,256,840	1,324,124
Profit on disposal	–	–
Decrease/(Increase) in debtors	295,425	(1,520,961)
(Decrease)/Increase in creditors (excluding bank loan)	(822,319)	1,062,024
Net cash flows generated from charitable activities	3,984,288	10,319,942
Focus Ireland Company		
Net income/(deficit) before taxation	5,451	(284,628)
Depreciation	71,999	62,995
Property donated	–	–
Profit on disposal	–	–
Decrease/(Increase) in debtors	1,153,592	(1,340,218)
Increase in creditors	335,762	112,578
Net cash flows generated from/(used in) operating activities	1,566,804	(1,449,273)

28 Capital and leasing commitments and contingent assets and liabilities

(a) Capital commitments

There are no capital commitments at the balance sheet date.

(b) Leasing commitments

At the balance sheet date, the company had total future minimum lease commitments under non-recoverable operating leases in respect of offices, housing land and buildings as set out below:

	2024	2023
	€	€
Less than 1 year	1,731,418	1,204,956
Between 1 and 5 years	6,000,562	3,932,434
Over 5 years	9,912,730	7,322,546
	17,644,710	12,459,936

(c) Contingent liabilities

There were no contingent liabilities at 31 December 2024 (2023: €Nil).

(d) Contingent assets

There were no contingent assets at 31 December 2024 (2023: €Nil)

29 Related party transactions

During 2024, Focus Ireland CLG had related party transactions with Focus Housing Association CLG. At 31 December 2024, Focus Housing Association CLG owed Focus Ireland CLG €1,761,777 (2023: €3,183,656). Focus Housing Association CLG is a wholly owned subsidiary of Focus Ireland. The transactions between the companies during the year related to working capital movements. Related party transactions were eliminated on consolidation.

30 Financial instruments

Focus Ireland Group		2024	2023
	Notes	€	€
Financial assets			
Measured at undiscounted amount receivable			
› Other debtors	17	3,251,684	4,059,522
› Rental debtors	17	380,933	644,520
Financial liabilities			
Measured at undiscounted amount payable			
› Trade creditors	18	742,015	2,160,921
› Other creditors	18	857,896	910,810
› Provisions	18	–	–
Measured at amortised cost			
› Bank loans	21	92,270,998	66,870,680
› CAS loans	19	132,967,287	115,733,276
› CALF loans	18, 20	37,554,099	26,451,495
Focus Ireland Company		2024	2023
	Notes	€	€
Financial assets			
Measured at undiscounted amount receivable			
› Other debtors	17	1,044,784	959,241
Financial liabilities			
Measured at undiscounted amount payable			
› Trade creditors	18	242,520	571,140
› Other creditors	18	407,081	267,450

31 Post-balance sheet events

A Capital Advanced Leasing facility loan of €2.2m was received from Dublin City Council in November 2024 for a property which was expected to close shortly after receipt. Due to delays in closing the property, this loan was repaid to Dublin City Council in May 2025. This repayment has been treated as an adjusting post-balance sheet event. It has no impact on the Statement of Financial Activities.

32 Approval of financial statements

The financial statements were approved by the Board of Directors on 27 June 2025.

Appendix to the Financial Statements

Analysis of income and expenditure for the Department of Children and Youth Affairs/
City of Dublin Youth Services for the year ended 31 December 2024

	2024 €	2023 €
Income		
Grant	459,929	450,469
Expenditure		
Salaries and pension (incl. ER PRSI)	411,706	350,901
Programme and activity	6,853	32,861
Light, heat and other costs	17,500	18,000
Insurance	9,870	9,110
Cleaning	5,000	9,500
Management costs	9,000	9,000
Other administration costs	–	–
Expenditure total	459,929	429,372
Surplus	–	21,097

Analysis of income and expenditure for CDETB/SOLAS/Department of
Education and Skills for the year ended 31 December 2024

	2024 €	2023 €
Income		
Grant	12,569	13,950
Expenditure		
Salaries	10,539	12,218
ER PRSI	1,164	1,350
Administration	866	382
Result	–	–

Analysis of income and expenditure for DFHERIS/SOLAS/CDETB/
Reach fund for the year ended 31 December 2024

	2024 €	2023 €
Income		
Grant	11,721	2,600
Expenditure		
Programme activities	10,525	2,600
Result	1,196	–

Appendix to the Financial Statements

Supplementary income and expenditure analysis for the year ended 31 December 2024

	2024 €	2023 €
Income		
Fundraising	15,880,313	21,994,448
Grants	23,475,418	18,647,879
Other	13,046,820	11,010,917
Total income	52,402,551	51,653,244
Expenditure		
Administration		
Equipment hire	285,972	187,623
Depreciation	2,106,154	1,535,261
Insurance	381,728	672,273
Interest and charges	3,150,192	1,973,716
Phones	262,081	254,631
Printing and stationery	147,740	123,256
Professional fees	2,035,491	1,900,044
Subscriptions	121,588	167,652
Premises		
Fuel and power	597,309	789,535
PAA, rent and rates	2,056,597	1,917,352
Property maintenance	3,998,867	2,818,300
Security and cleaning	2,165,037	1,951,547
Programme/Activities		
Activity costs	1,554,309	1,312,728
Programme costs	424,320	289,657
Promotion and research	600,913	270,682
Staff costs (including pension)	30,597,998	25,648,687
Fundraising costs (excluding salaries)	1,769,713	1,920,806
Total expenses	52,256,009	43,733,750
Surplus before taxation	146,542	7,919,494

Appendix to the Financial Statements

Analysis of income and expenditure for Tusla (Child and Family Agency)
for the year ended 31 December 2024

	Opening balance	Income received	Expenditure	Closing balance
Section 56 funding – name of project	€	€	€	€
Caretakers	282,118	1,422,400	1,456,628	247,890
Caretakers Case Management	–	157,182	157,182	–
CISP	29,396	207,609	237,005	–
Dalkey and Templeogue	10,667	2,458,720	2,469,387	–
Family HAT	–	84,840	84,840	–
Grange Lodge	7,946	1,270,000	1,277,946	–
Mediation Service	–	82,400	82,400	–
North Dublin Aftercare	–	509,479	509,479	–
South Dublin Aftercare	–	520,590	520,590	–
Waterford Aftercare	–	216,766	216,766	–
Youth Housing Clare	–	43,222	43,222	–
Youth Housing Limerick	–	80,016	80,016	–
Youth Housing Tipperary	–	64,833	64,833	–
South-East Aftercare	–	85,088	85,088	–
Sligo/Mayo Aftercare (CAS)	–	36,080	36,080	–
The Haven, Clonmel	120,163	1,476,233	1,596,396	–
Other	–	8,000	8,000	–
Total	450,290	8,723,458	8,925,858	247,890

All the grants were for the purposes of supporting young people who were experiencing, or at risk of, homelessness. In general, the grant term is for a calendar year.

Appendix to the Financial Statements

Analysis of income and expenditure for the Department of Employment Affairs and Social Protection for the year ended 31 December 2024

Job initiative scheme	2024 €	2023 €
Income		
Grant	18,438	58,255
Expenditure		
Salaries and allowable expenditure	22,461	58,255
Deficit	(4,023)	–

The purpose of this grant is to operate the Job Initiative scheme as granted by the DEASP (Department of Employment Affairs and Social Protection), which includes paying salaries and other related costs such as audit fees and training. The total number of staff employed under the grant is now 0 (2023: 3) as the scheme finished up in 2024, and the remaining employees were transferred over to another Job Initiative scheme.

Analysis of income and expenditure for WWETB/SOLAS/Department of Education and Skills/MAED2 fund for the year ended 31 December 2024

	2024 €	2023 €
Income		
Grant	26,016	50,000
Expenditure		
Programme activities	26,016	50,000
Surplus	–	–

Our partners

State agencies and Government departments



Local authorities and agencies



Donors and corporate partners

A few Focus Ireland services are fully funded by State agencies; most are co-funded by the State and donors. Some – often the most innovative – are fully funded by donations. Overall, half of our work is funded by voluntary donations.



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