

FRONTLINE



Annual Report
2024

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CHIEF EXECUTIVE'S REPORT

Stuart Fraser, CEO



2024 was a year of growth and relationship building for Frontline Make Change.

Building on the previous year’s success, the Building the Bridge Project – an innovative initiative supporting young people involved in gang violence – achieved an impressive 90% completion rate in its second year. The project's success contributed to us winning the Dublin City Council / Inner City Enterprise Social Enterprise Award for the second time in 2024, in recognition of the expansion of our City & Guilds-accredited workshop and extended programmes.

Our addiction recovery programmes grew to meet increasing needs. The recovery team, including our Recovery Coordinator, was joined by a Recovery Housing Coordinator that will support people in recovery to access housing.

Looking ahead to 2025: We're focused on expanding our accredited training programmes while strengthening and growing support for both addiction recovery and refugee integration. The challenges are real, but so is our commitment to making change. To everyone who supported our journey through 2024's challenges – from staff to community partners to those brave enough to seek second chances – thank you.

But our work continues. Real change happens when we believe in people's capacity to transform, then give them the tools to make it happen.

Ní neart go cur le chéile

Stuart Fraser
CEO

In 2024
we helped
393 people
make positive
changes in
their lives.



ABOUT **US**

Our Vision

Our Vision is to help people reach their full potential.

Our Mission Statement

Our Mission is to provide effective, evidence based services that have impact by not only improving the health of the individual, but has a lasting positive impact on the wellbeing of their families, friends and the communities in which they live.

Our Values

Frontline is a value driven organisation. We are committed to change, quality, honesty, innovation and integrity. These strong values are at the heart of all we do, because we believe in people's capacity to change. People who use our services are not just people with problems, they are partners, fathers, mothers, sisters, grandmothers, children, brothers, friends, work colleagues and carers.

Our Target Group

- 1 Those who struggle with a wide variety of substance misuse issues
- 2 Parents coping with substance misuse and their children
- 3 Family members
- 4 Inter agency / Community work.

Our Strategic Goals

- 1 To provide a safe environment where people affected by substance misuse can explore in a non-judgmental way the issues that are impacting on their lives.
- 2 To promote opportunities for individuals to move out of the cycle of addiction.
- 3 To develop opportunities for children and young people to reach their full potential.
- 4 To identify gaps in service provision and initiate local and national responses.
- 5 To promote a better understanding of how the substance misuse problem impacts locally and increase the community awareness of drug and alcohol issues.
- 6 To develop the structures, roles and responsibilities in accordance with the strategic plan.

OUR TEAM



Chief Executive Officer

Stuart Fraser

Addiction Team

Corrine Doyle – Clinical Services Manager

Sabrina O’Neill – Senior Addiction Practitioner (Kavanagh House)

Katie Dawkins – Addiction Practitioner (Kavanagh House)

Tom Long – Addiction Practitioner (Kavanagh House)

Jessica Wade – Addiction Practitioner (Kavanagh House)

Eddie Kelly – Addiction Practitioner (Kavanagh House)

Jason Campbell – Community Prison Links Worker

Alison McNulty – Senior Addiction Practitioner (Bluebell)

Jason Gallagher – Addiction Practitioner (Bluebell)

Aidan Collins – Senior Addiction Practitioner (North East Inner City)

Sinead Levins – Senior Addiction Practitioner (North East Inner City)

Ciarán Mc Gee – Addiction Practitioner (North East Inner City)

Brian Mitchell – Addiction Practitioner (North East Inner City)

Paul McMahon – Addiction Practitioner (North East Inner City)

Sonya Dillon – Recovery Co-ordinator CH09

Sinéad McKiernan – Recovery Housing Co-ordinator CH09

Shirley Bonass – Relief Staff



Childcare Team

Rachel Wasser – Childcare Manager

Aoife O’Brien – Childcare Practitioner

Abaigh Connell – Childcare Practitioner

Akila Razak Issa – Childcare Practitioner (part-time)

Sandra Gaffney – Childcare Practitioner (part-time)

Leanne Malone – Childcare Practitioner

Rachel Ward – Childcare Practitioner (part-time)

Frontline Bikes

Eimear Byrne – Finance and Business Manager

Andrew Allen – Bike Operations Manager

Ger McBrearty – Assistant Manager (bike shop)

Paul Longworth – Bike Mechanics Trainer

James Basset – Head Mechanic (bike shop)

Karolis Raila – Bike Mechanic (bike shop)

Darren Raymond – Bike Mechanic

Craig White – Bike Mechanic



Administration & Household Team

Claire O’Gorman
– Accounts and Office Administrator

Kevin Forde-Quinlivan – Reception

Marketing

Judith Ritchie
– Digital Marketing Executive (part-time)

Sessional Staff

Deirdre McCormick
– Integrative Counsellor / Art Therapist

Community Employment

Vincent Glusinkas

OUR BOARD MEMBERS



Aodan Bourke
Chairman

Aodan Bourke is Chairman of Frontline’s Board.

Aodan brings to the board over 20 years’ experience in business, finance and accounting from his work with large development and construction companies throughout the world to his setting up and managing of the property services business, Regency Group. While working with Multiplex in the UK, Australia and the Middle East Aodan managed all aspects of the group’s financial, tax, legal and structural aspects of developments as well as being a key player in the Initial Public Offering of the group in 2003. In more recent times he has worked with various developers and banks to assist with the workout of property since the property market collapse in Ireland. Aodan’s background is chartered accountancy, training with KPMG, qualifying in 1998.



Colum Ward
Director

Colum Ward brings to the Board his experience and expertise as a Chartered Accountant of 14 years PQE with C-Suite and Board level experience. Colum has over 18 years’ experience in Financial Services, 13 of which were in the insurance industry, with leadership expertise in operations, business restructuring, regulatory reporting, compliance, tax, and financial analysis. Colum is an approved person from a Central Bank of Ireland perspective, currently approved PCF 11 Head of Finance and PCF 43 Head of Claims. Colum has lead diversity and inclusion programmes within his workplaces, including the delivery of initiatives on mental health, LGBT issues and cultural identity.



Michelle Licciardi
Director

Frontline’s Board benefit from Michelle Licardi’s extensive experience working with and developing social enterprises on behalf of Dublin South City Partnership. In her current role as the Partnership’s Enterprise and social enterprise Officer, Michelle identifies and nurtures potential social enterprise ideas through business planning, and operational and strategic management support. Michelle, who began her career as a Marketing professional in the private sector, sits on the Board of several non-profits, and tutors students in DCU on Entrepreneurship and Emerging Technologies. Michelle has a detailed understanding of Dublin’s social enterprise ecosystem and has an extensive network within it.

OUR BOARD MEMBERS



Mary-Jane Halpin
Director

Frontline’s Board benefit from the invaluable HR expertise of Mary-Jane Halpin. Mary-Jane is also the Director of Human Resources and Business Change at Cornmarket Group Financial Services Ltd, one of Ireland’s largest insurance brokers serving the financial needs of Public Sector employees. Prior to joining Cornmarket, Mary-Jane was HR manager at Matheson for five and a half years.



Leo Philomin
Director

Leo Philomin is a priest appointed as the Moderator of the Pastoral Area of Inchicore-Bluebell, working as part of a team of Oblate priests and associates in the areas of St Michael’s, Mary Immaculate and Bluebell Parishes. Prior to arriving in Inchicore, Leo worked in Darndale Belcamp parish for nine years and was a board Director on The Dales Centre (the Darndale Belcamp Drug and Alcohol Awareness Project). Leo was born in Sri Lanka, grew up in London and worked in Edinburgh, London and Birmingham prior to being stationed in Dublin.



Mary Griffin
Chairperson

CEO and Under Treasurer of the Honourable Society of King’s Inns, Mary took up the position within the King’s Inns June 2018. Prior to joining, Mary held the position of interim CEO with the Nursing and Midwifery Board of Ireland. Mary was instrumental in setting up CORU, the regulator of health and social care professionals.

Mary is currently Chair of the Audit and Risk Committee of The Ombudsman for Children and is a member of The Tax Appeals Commission, Dublin City Council Culture Company and is Chair of the Otter Swimming Club Committee.

OUR BOARD MEMBERS



Sharon Owens
Treasurer

Sharon Owens has a diverse range of work experience in the finance and administration field. Sharon's most recent position was as the Deputy Head at Merchants Quay Ireland, a role she assumed in May 2022. Prior to that, she served as the Finance Manager for the same organisation from January 2016 to May 2022.

Previously, Sharon worked as a Management Accountant at Certus from January 2011 to July 2015. Before that, she held positions at Bank of Scotland (Ireland) where she served as an Income Accountant from May 2009 to December 2010 and as an Assistant Accountant (Payroll) from October 2003 to May 2009.

Brendan Foley
Secretary

Brendan is a barrister and a lecturer in constitutional and criminal law. Brendan practised as a criminal defence lawyer for 10 years before joining the Office of the Attorney General, where he is now seconded as Head of the Legal Unit in the Department of Social Protection.

Chief Executive and Company Secretary of The College of Progressive Education from 2013 to 2015, responsible for the delivery of training of healthcare professionals and Special Needs Teachers.

Damien Quinn

Damien Quinn is the founder of Spéire Nua - New Horizons which is an educational and support service for people returning to the community following release from prison. Spéire Nua also provides educational services to people inside and outside of the justice system.

Damien has a keen interest in supporting people to integrate into community projects, lifelong learning and employment opportunities. Spéire Nua has also developed a Certificate of Commitment to Change that supports people that struggle with Garda Vetting situations. Most recently he has developed strong links with employers and is actively supporting both the employee and the employer in creating and accessing employment opportunities.

ANNUAL REPORT 2024
BOARD MEMBERS

OUR BOARD MEMBERS



Sharon Nannetti

Sharon Nannetti has over 25 years of deep multi-sectoral experience spanning insurance, retail & business banking, wealth management, health, care, education, technology, and consulting. She has worked across multiple geographies, including Ireland, Australia, India, Asia, and Europe which has provided her with valuable insights into industry trends and best practices.

With an impressive track record of 20+ years leading business and technology transformation and mergers, Shar has delivered exceptional results in roles of executive leadership. Working with boards as an executive and non-executive director in the private, public and not-for-profit sectors, her skills encompass transformation strategy and implementation, digitalisation, customer experience redesign, end-to-end Operating Model redesign, IT, business shared services, outsourcing, offshoring, strategic partnering, mergers & acquisitions, culture change, governance, and risk.

Furthermore, Sharon has successfully leveraged digital technology for 15 years, transforming the customer and employee experience. She has managed budgets, both Opex and Capex, up to €40 million and €100 million respectively, while overseeing Programme Portfolios of up to €700 million.

Sharon excels at building and leading high-performing teams, implementing long-term, sustainable strategies, and fostering innovation. She has facilitated international workshops and is called upon to speak at conferences, sharing her thought leadership and innovative perspectives with diverse audiences.

Shar holds a Masters in Gestalt Psychotherapy specialising in Workplace Systems and Organisational Dynamics and a Diploma in Corporate Governance. She has a keen interest in and has trained in neuroscience.

Frontline Make Change CLG (Frontline) is constituted as a company limited by guarantee without a share capital. Its purpose, objectives and how it conducts its business are set out in its Memorandum and Articles of Association which establishes the objects and powers of the company. The Company is registered with the Charities Regulator and has charitable tax status with the Revenue Commissioners CHY 15068.

Frontline's Board members, management and staff are focused on delivering quality outcomes. Our vision is that everyone should have the opportunity to overcome addiction and live a fulfilled and productive life – in practical terms this means being with family, friends and positive relationships, in housing, with a job or in education or training. This is where our services are targeted.

Structure, Governance & Management

Frontline is committed to maintaining high standards of corporate governance and stewardship and has taken action to ensure that the organisation is fully compliant with the principles outlined in the requirements of The Governance Code for the Community, Voluntary and Charitable Sector, and the Charities Governance Code issued by the Charities Regulator.

We comply with the Statement of Recommended Practice for Accounting & Reporting by Charities (SORP) alongside the Governance Code and Fundraising Principles and the General Data Protection Regulations. Members of the Board of Directors, all of whom are non-executive, are drawn from diverse backgrounds and bring a broad range of experience and skills to the Board's deliberations. A review of the organisation's compliance with the principles of each Code is conducted annually. Frontline recognises that active compliance is an ongoing and continuous task where, as an organisation, we seek to achieve constant standards of excellence.

Board Standing Committees

The board is assisted in its work, ensuring good governance and quality service delivery is maintained, through sub committees and working groups. Board sub-committees comprise of Board Directors and external co-optee's for expertise, where required.

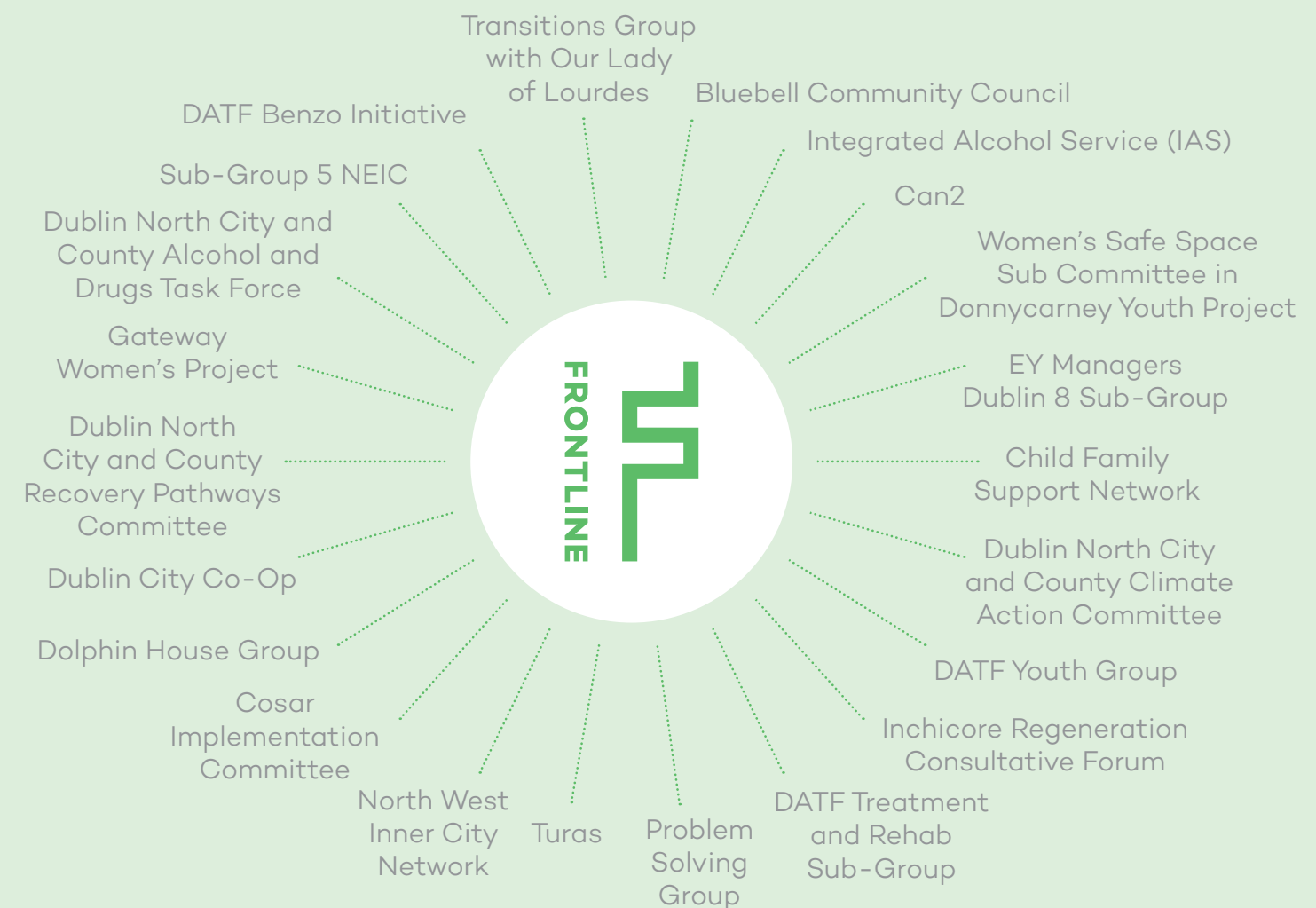
Governance

In 2024, the following Board Standing sub-committees met quarterly:

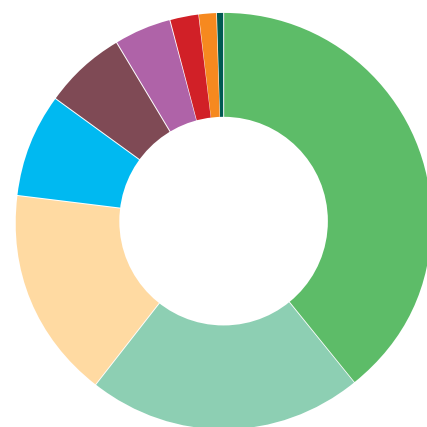
Finance Committee

Colum Ward (Chair), Stuart Fraser and Eimear Byrne.

OUR COMMUNITY INVOLVEMENT IN 2024

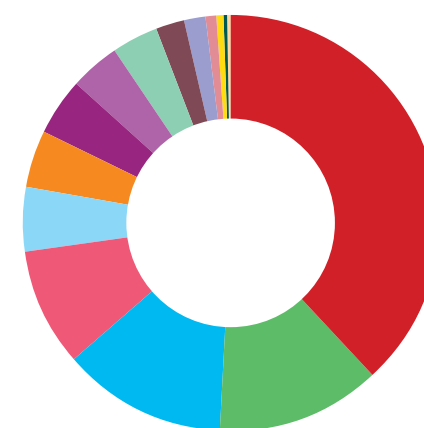


OUR **SERVICES** DELIVERED IN 2024



Interventions - Southside - 6499

Assessment	194	6.39%
Art Therapy	138	4.55%
Brief Intervention	242	7.9%
Key Working	1193	39.3%
Phone Call	498	16.4%
Referral	66	2.17%
Prison Visit	44	1.45%
Community Detox	10	0.33%
Other	649	

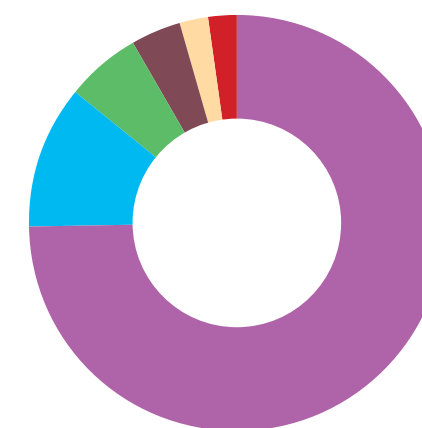


Main area of focus – Southside

Accommodation	59	2.26%
Addiction group	101	3.86%
Alcohol	334	12.78%
Mental Health	336	12.85%
Child Protection	7	0.27%
Drugs	996	38.1%
Education & Training	115	4.4%
Employment	7	0.27%
Family & Relationships	95	3.36%
Frontline Bikes	47	1.8%
General Health	16	0.61%
Income/Finances	14	0.54%
Justice & Legal Issues	132	5.05%
Recovery & Support	241	9.22%
Social Supports	114	4.36%

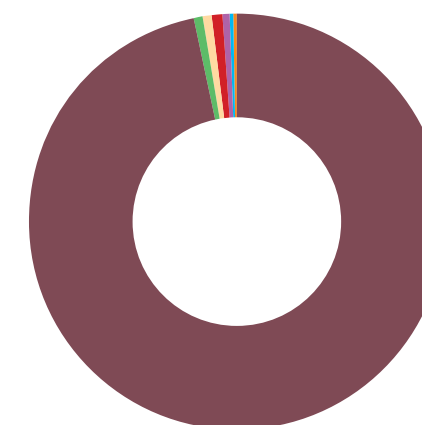
Area of focus – NEIC

Alcohol	636	97%
Accommodation	4	0.61%
Education & Training	1	0.15%
Employment	5	0.77%
General Health	5	0.77%
Justice & Legal	5	0.77%
Social Supports	1	0.15%



Interventions NEIC - 1160

Assessment	46	3.97%
Key working	909	78.36%
Phone call	134	11.55%
Other	71	
Brief intervention	27	2.33%
Text	26	2.16%



In 2024 drugs were the main focus of our services in Bluebell and Inchicore. Alcohol was the focus of work for our NEIC service.



ADDICTION **SERVICE** REPORT

Community Prison Links

Our Community Prison Links service offers comprehensive support to individuals currently incarcerated, assisting them through their transition from prison to reintegration into society. This service plays a crucial role in facilitating an individual's successful reintegration into society and long-term rehabilitation. Frontline continues to maintain and build on fostering open and trusting relationships with both service users and their referrers, ensuring effective communication and support throughout the process.

In 2024, we continued to strengthen our in-reach within prisons, a vital component for relationship-building, progress monitoring, care planning, and ensuring a seamless transition upon release. Our Community Prison Links worker (CPL) remains dedicated to collaborating with key prison services, including the Integrated Service Management Team, addiction counsellors, resettlement teams, IASIO, probation services, and educational training departments. Frontline's engagements with Dublin-based prisons have further enhanced the visibility of our services, including the CPL program, addiction support services, case management, and our social enterprise initiative. This program offers individuals a clear pathway to training and employment opportunities, particularly in bicycle mechanics.

In 2024, Frontline continued its partnership with Merchants Quay Ireland and other key stakeholders to deliver its in-house treatment programme (TARP). Our CPL worker and Senior Addiction Practitioner played a key role in delivering the TARP programme to prisoners at Mountjoy Prison. The primary objective of TARP is to support individuals in addressing their substance use issues while preparing them for reintegration into the community upon their release. In late 2024, due to staff shortages and changes within the prison, Frontline put their involvement with the programme on hold but hopes to revisit this in the future. During 2024 six TARP programmes were completed, each running over a seven-week period. A total of 54 participants have taken part in these groups, with 50 successfully completing the programme and graduating. In addition to the significant mental and physical improvements observed in participants, the programmes led to positive outcomes, including entry into further treatment programmes and enhanced readiness for reintegration into society.

North East Inner City Integrated Alcohol Service (IAS)

The North East Inner City service operates as part of the Integrated Alcohol Service (IAS), a collaborative initiative between state agencies and voluntary organisations. The service is designed to offer comprehensive support and facilitate onward progression for individuals facing challenges related to alcohol use. This initiative was established following a needs analysis of the area and aims to enhance early identification and intervention while alleviating pressure on acute hospital and primary healthcare services.

The IAS primarily targets individuals who are difficult to reach, with a specific focus on those who either:

1. Fall through the cracks of traditional services, or
2. Present to Accident & Emergency (A&E) and related services, with the goal of engaging them early in their alcohol use journey.

The Hub Provides the Following Services:

- Access to community-based alcohol detoxification, including an onsite GP and nurse practitioners.
- Comprehensive assessment and tailored treatment options.
- Onsite alcohol support, including key working and case management.
- Counselling services.
- Support for onward progression.
- Health and well-being services.
- Aftercare.

In 2024, the service became more embedded within the North Inner City and North County. Frontline's alcohol service, as part of the IAS, operates from the alcohol hub in Dublin 1 alongside other stakeholders. During 2024, internal resourcing challenges and external integration issues initially impacted service delivery. However, following the addition of new staff and the implementation of key processes such as a centralised referral system, the service has experienced significant demand, as reflected in the overall service statistics.

Frontline continues to play an essential role within the broader IAS hub, contributing actively to stakeholder meetings and facilitating engagement in frontline services.

Recovery Co-ordinator

The Recovery Co-ordinator is tasked with identifying gaps and blocks on the recovery pathway across Dublin North City and County with the aim of removing them and having a recovery-orientated outcome. This role is one of the first of its kind, and its operations are guided by a strategic plan and in line with and directed by any new recovery-focused opportunities by funders and national policies.

The key objectives of the Recovery Coordinator position and the accompanying strategic plan include:

- Developing recovery-oriented systems of care to be implemented within both HSE and section 39 funded drug services.
- Exploring and establishing new, recovery-focused, work-related initiatives for individuals with a history of addiction and those in various stages of recovery.
- Facilitating the development of a Recovery Hub and network to support sustained recovery efforts.

Throughout 2024, the coordinator focused on highlighting the gaps in service provision alongside empowering services to integrate recovery into local communities. A central aspect of this work involved building and maintaining key relationships within Dublin North City and County. Additionally, the coordinator played a key role in organising, overseeing, and supporting various initiatives, including the establishment and facilitation of a women's-specific recovery group. Other activities included coordinating Recovery Cafes, organising events throughout Recovery Month, leading workshops, and facilitating a wide range of recovery-focused programs and activities.

The coordinator also contributed significantly to supporting key stakeholders, and funders by participating in meetings, serving on committees, and playing an influential role in the development of progression pathways for individuals in recovery.

Recovery Housing Co-ordinator

Due to the overwhelming success of our CH09 Recovery Co-ordinator role in developing integrated pathways of care for people in recovery, the HSE CH09 decided to support this initiative further with a new Recovery Housing Coordinator post.

We know that recovery can't fully happen in isolation and accommodation is an integral part of that journey. Up until now this has been a barrier to sustaining long term recovery and often results in relapse.

This is very much a starting point and will take time to establish, with the added challenge of the current housing crisis. However, we are also campaigning for dedicated housing stock to be allocated alongside this new post, as a clear statement of intent to address this pressing issue and further develop Recovery Care Pathways.



Counselling

As there is no dedicated counselling service in the area and due to receiving no additional mainstreamed funding for counselling, we were fortunate to benefit from the financial support offered by the local DATF counselling initiative. This initiative supports clients to gain access to short specific periods of treatment to support their care plan, which was of huge benefit to all.

Thankfully this once-off funding has carried into 2025. Additionally, in the absence of the above, our Clinical Services Manager was able to link with individuals as part of a wider care plan and offer short pieces of work aimed at preparation and sign-off for treatment.

Drop-In

Throughout 2024 we continued to provide a weekly drop-in service for our clients in Kavanagh House and Bluebell. During drop-in, clients are offered tea/coffee, hot food, and a chance to socialise in a non-judgemental environment. Our drop-in offering differs in each service and is client-led through ongoing feedback by service users.

A current example of our Bluebell service drop-in is an open studio-style art session that provides a space for clients to come in and relax, talk, and get support from our staff. For those who may not want to take part in the art sessions, we also provide board games, word searches, and sudoku puzzles. Background music picked by those in attendance is a final element of each drop-in space, incorporating inclusion for all involved. In addition to this, our Kavanagh House drop-in runs in a similar open style manner but is not art focused. Our drop-in space is continuously evolving, and this is through the feedback of those who attend.



Christmas Tree Event

Our annual Christmas Tree Lighting Ceremony took place on Tuesday, 11th December. This is an important night in our calendar, allowing us to remember those who have passed away and who are no longer with us at Christmas time.

The yearly initiative is coordinated in conjunction with the Family Resource Centre and St Michael's church and is funded by Dublin City Council and local services. On the night, the local community and services in the area gathered around the tree at St Michael's church where there were poetry readings, carol singing, and reflections.

The Dublin Concert Band joined us on the night, where they played a selection of Christmas songs on wind and brass instruments and brought a lot of festive cheer to the occasion. Stars were hung on the tree by friends and family of those who have died. The tree was lit by children from Frontline's Children's Project, and all who attended were treated to hot drinks, food, and small gifts for the children. This year, there was a raffle held on the night with prizes kindly donated by local businesses in the area.



Connections

Frontline Connections is a psycho-educational 12-week stabilisation programme which runs two mornings and two afternoons per week. The programme is for individuals over 18 who are in recovery or are motivated to change their substance use and wish to explore further training, employment, education, or treatment. The overall therapeutic approach is a person-centred group process combined with evidence-based approaches such as cognitive behavioural worksheets, motivational interviewing techniques and psycho-educational topics.

The programme layout focuses on four key areas of development, and each area is provided in a three-week block. These areas are, Stabilisation, Health (Physical and Mental), Personal Development and Progression & Choices. At the end of this programme, participants will have gained knowledge; understanding and transferable skills to enable planning, action and maintenance of goals related to their physical, mental, emotional, spiritual, social, financial, educational and vocational life.

Frontline Connections runs twice yearly and coincides with our 8-week pre-entry programme, the Addiction Support programme. The pre-entry programme runs one morning and one afternoon a week and focuses on preparing participants for change. The syllabus covers areas such as triggers, SMART goal planning, coping and craving mechanisms, self-esteem, thinking choices and art therapy.

Recovery Month

Frontline's involvement in Recovery Month grew significantly in 2024. Our team took part in the annual Recovery Walk and hosted a number of events, including a Recovery Fair where local services that support recovery showcased their work. Clients also had access to blood pressure checks, yoga sessions, and health information at the fair.

Another highlight was an event titled *100 Years of Recovery*, where six individuals with lived experience - collectively representing a century of recovery - shared their personal journeys and reflected on how the path to recovery has evolved.

The busy month also featured a Recovery Cycle and concluded with Leave a Light On, during which the front of our Inchicore service building was lit up in purple - the colour of recovery - to mark the occasion.

Bridge Project

In 2024, Frontline's addiction service and social enterprise completed another Building the Bridge Project - a joint initiative involving Frontline Make Change, Dublin City Council, Community Garda, Swan Youth Service and St. Andrews Youth Service. The original idea for the project arose in 2023 and was a response to youth antisocial behaviour and gang violence in parts of Dublin city.

The objective of the project was to bridge relationships with the young people involved through a combination of bike building, bike maintenance, restorative practice and art therapy. The restorative practice offers an inclusive approach that focuses on promoting positive relationships and building connections in a safe and supportive environment.

By facilitating open and honest communication, the participants gain a better understanding of each other's perspectives which can lead to improved relationships, as well as the opportunity to address the underlying issues that are causing the disputes. The pilot project ran for 8 weeks and at its conclusion, the young people were presented with certificates of achievement and were able to keep a bike they had built themselves.



Operational plan

Frontline launched its strategic plan in May 2022. This is a whole organisation plan focusing on areas of work for the coming years. The addiction team kicked 2024 off with a planning session looking at our existing service, our 2024 plan, and year in review whilst also planning for the year ahead.

In addition to our day-to-day work guided by our SLA, 2024 saw a focus on engaging with new clients, building and maintaining new and existing relationships, and looking at new areas of work.

These included but were not limited to:

- Embedding our weekly SMART Group, which has had great success since starting in 2024
- Focusing on recovery by embedding it into our daily work, this included hosting recovery-focused activities such as Recovery Cafés, recovery cycle, events during recovery month, and a men's football pro-social group
- Hosting a women-specific group



Each child's needs are met using individual, tailored care plans designed by The Children's Project Team, with support of the parents.



THE CHILDREN'S PROJECT

Introduction

2024 marked a year of growth and fulfilment for The Children's Project. Throughout the year, numerous initiatives and enriching experiences were offered to the children and families who attend, fostering an environment of joy and learning. The Children's Project team remained steadfast in their commitment to creating a supportive and inspiring space for the children, where they are provided with a diverse range of opportunities.

RAISE-ing funds

Fundraising is an important initiative that we involve both the pre-school and afterschool children in each year. These activities not only allow the children to contribute meaningfully to their community but also foster a sense of pride in their role as conscious, responsible members of that community.

In July, the preschool children took part in Barnardos Big Toddle, to support children in need. Meanwhile, the afterschool children organised a bake sale in support of the DSPCA.

In November, the preschoolers, afterschool children, and staff of The Children's Project participated in National Pyjama Day, donning their pyjamas to raise funds for a worthy cause. This fundraising event, organised by Early Childhood Ireland, raised money in 2024 for Sensational Kids, a project supporting children with sensory processing challenges, and Eco-Emotions, an initiative offering online training and resources for educators.



In December, the afterschool children raised funds for themselves and The Children's Project by selling their own handmade crafts at the annual Christmas Fair in Richmond Barracks. The Christmas Fair is a cherished tradition, and the entrepreneurial spirit of the children shone through.

The children operated a stall, where they showcased their creations, which included Christmas cards and wreaths.

RAISE-ing awareness

In addition to raising funds for incredible initiatives, the Children's Project actively worked to raise awareness for significant causes and events throughout the year. This included supporting Recovery Month, during which the children and staff participated in the annual Recovery Walk, in collaboration with the addiction support team and Frontline Bikes team.

We also marked World Book Day, with each child receiving a book chosen for their specific interests. Our team is committed to fostering literacy in the early years, ensuring that every child has access to books and the opportunity to develop a love for reading.

In 2024, inclusion remained a core value for our team, and we had the opportunity to emphasise this through our celebration of World Autism Day in April. To show solidarity and support for those with autism, our staff, parents, and children came together by wearing blue – a colour associated with calmness and acceptance, the primary colour designated for autism.

Extracurriculars

Driven by our team's passion to enrich the lives of the children, we continually strive to offer new and exciting experiences each year. One project that continued to thrive was The Artline Project.

This project, which is a collaboration with Joanne Drum (Education Officer) and Mags Harnett (Artist) from the National Gallery of Ireland, included creative art sessions and gallery visits. During the art sessions, Mags introduced a painting from the national collection, accompanied by resources and materials that encouraged exploration and discussion among the preschool children.

The second year of the project was a resounding success, and the on-site visits to the gallery, where children and their parents could engage with the artwork firsthand, added a special touch to the experience.

"The National Gallery of Ireland is dedicated to bringing people and their art together. The Gallery is for everyone, and our partnership with Frontline connects us with a very special group of children, their parents, guardians and childcare practitioners, to help them explore their national collection in a creative, engaging, fun and accessible way. This project is a wonderful example of the positive impact of art and creativity in these crucial early years. We are excited to continue the Artline project into 2025".

Joanne Drum, Education Officer



The afterschool children also continued their participation in the Little Fitness programme, led by Sinéad Ryan for the second year. Designed to be inclusive, this programme provides a safe and encouraging space for children who may face community barriers. Through weekly activities, games, and themes, Little Fitness teaches children about their bodies and fitness in a fun, interactive way.

The Intergenerational Learning Project was another highlight of 2024 for the preschool children. This project involved visits to The Croft, a local nursing home, where the children and older residents came together to play games, sing songs, and simply enjoy conversations, fostering meaningful connections across generations. Both the children and the older participants eagerly looked forward to these interactions, and the positive impact of the project was evident to all involved.



Summer Time

During the summer we focused on creating a summer that the children would remember fondly, offering a range of tours and activities tailored to their interests or chosen by them.

Local trips included educational visits to Kilmainham Gaol and Cherry Orchard Equine Centre; a guided tour of the National Gallery of Ireland and the Book of Kells, as well as fun outings like bowling and cinema trips. Some of our excursions took us further afield, such as educational tours of an Alpaca Farm and the DSPCA.

In addition to day trips, the afterschool children enjoyed a five-night stay at the Carlingford Adventure Centre, which quickly became the highlight of their summer. During their time in Carlingford, they engaged in a variety of activities such as archery, laser tag, kayaking, and axe throwing. These experiences were designed not only for fun but to help the children develop valuable skills like teamwork, independence, and confidence. Carlingford is a much-loved destination by both staff and children, so much so that the group requested we book the trip for 2025 before we even left the centre.



Frontline Bikes
continued to
thrive during
2024



FRONTLINE BIKES REPORT

2024 was a year of progression and relationship building for Frontline Bikes, during which we launched an ecommerce site, processed close to 400 bikes that were donated to us and developed a system to track the environmental impact of our recycling efforts.

Ecommerce

In April 2024, Frontline Bikes launched an ecommerce site to complement the retail store's offering and provide a way for customers to browse and shop for bikes online. The website also provides a way for us to tell the story of Frontline Bikes; the team who work there; and to highlight the social and environmental mission.

Processing of Donated Bikes

The training & upcycling centre in Bluebell had a very busy year, during which they processed 382 bikes – 245 of these were transferred to the retail unit and ecommerce site for sale and 137 were donated to worthy causes, such as children who are living in direct provision. 11 trainees began their level 1 certification in bike mechanics.



Measuring Environmental Impact

In April, Frontline Bikes was chosen to be included in the 3M Impact Program. This program, in partnership with PYXERA Global, sends teams of 3M employees to communities worldwide. Over two weeks, they work closely with local nonprofits, social enterprises, or government agencies to help solve important social or environmental challenges.

During their visit to Frontline Bikes, the 3M team worked with staff from Frontline to gain an understanding of their processes to develop a tool that would measure the environmental impact of upcycling and recycling of donated bikes.

Among its features, the tool enables Frontline Bikes to provide accurate figures that demonstrate what volume of carbon emissions are avoided through upcycling bicycle frames versus manufacturing new ones and has been hugely beneficial in providing statistics through which we can demonstrate how impactful the work Frontline Bikes does at an environmental level is.



Erasmus

In October, Frontline Bikes hosted a Sustainable Mobility Think Tank and Forum in conjunction with Erasmus Plus and Dublin South City Partnership.

The event brought together representatives from organisations working on sustainable mobility, along with local politicians, community members, and academics. They shared what they're doing to improve and raise awareness about sustainable mobility in Dublin.

Award

Frontline Bikes won an award in the Dublin City Social Enterprise Awards for scaling up the social enterprise into a city and guilds accredited workshop and training unit.



Frontline Bikes continued to grow and put people from the local community with a history of addiction back to work throughout 2024.

AUDITED FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

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REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Aodán Bourke (Resigned 28 May 2024) Michelle Licciardi Colum Ward (Resigned 28 June 2024) Mary-Jane Halpin (Resigned 28 June 2024) Leo Philomin (Resigned 28 June 2024) Mary Griffin (Appointed 28 May 2024) Sharon Nannetti (Appointed 28 May 2024) Sharon Owens (Appointed 28 June 2024) Damien Quinn (Appointed 17 December 2024) Jessica Sherwood (Appointed 5 June 2024, Resigned 17 February 2025)
Company Secretary	Brendan Foley (Appointed 28 May 2024) Leo Philomin (Resigned 28 May 2024)
Charity Number	CHY 15068
Charities Regulatory Authority Number	RCN 20050979
Company Registration Number	307103
Registered Office and Principal Address	Kavanagh House 135 Emmet Road Inchicore Dublin 8
Auditors	Byrne O'Byrne Accounting & Tax Advisors Limited Certified Public Accountants and Statutory Audit Firm 222-224 Harold's Cross Road Harold's Cross Dublin 6W
Principal Bankers	Bank of Ireland 177 Drimnagh Road Walkinstown Dublin 12
Solicitors	F.M. O'Reilly & Co. Red Church Phibsboro Dublin 7

STATEMENT OF
FINANCIAL ACTIVITIES

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

	Notes	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
Incoming Resources							
Voluntary Income	3.1	6,700	-	6,700	9,690	5,380	15,070
Charitable activities							
Grants from governments and other co-funders	3.2	49,958	1,586,595	1,636,553	-	1,195,294	1,195,294
Activities for generating funds	3.3	133,335	21,778	155,113	130,624	21,778	152,402
Total incoming resources		189,993	1,608,373	1,798,366	140,314	1,222,452	1,362,766
Resources Expended							
Charitable activities	4.1	37,812	1,454,535	1,492,347	184,190	1,120,638	1,304,828
Other expenditure	4.2	-	24,677	24,677	-	38,899	38,899
Total Resources Expended		37,812	1,479,212	1,517,024	184,190	1,159,537	1,343,727
Net incoming/outgoing resources before transfers before exceptional items		152,181	129,161	281,342	(43,876)	62,915	19,039
Exceptional items		-	40,067	40,067	-	-	-
Net incoming/outgoing resources before transfers after exceptional items		152,181	169,228	321,409	(43,876)	62,915	19,039
Gross transfers between funds		35,000	(35,000)	-	-	-	-
Other recognised gains/(losses):							
Surplus/(deficit) for the financial year		187,181	134,228	321,409	(43,876)	62,915	19,039
Net movement in funds for the financial year		187,181	134,228	321,409	(43,876)	368,477	324,601
Reconciliation of funds:		302,755	608,043	910,798	346,631	239,566	586,197
Total funds beginning of the year							
Total funds at the end of the year		489,936	742,271	1,232,207	302,755	608,043	910,798

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

Approved by the Board of Directors on 11 August 2025 and signed on its behalf by:

Sharon Owens

Sharon Owens
Director

Mary Griffin

Mary Griffin
Director

BALANCE
SHEET

as at 31 December 2024

	Notes	2024 €	2023 €
Fixed Assets			
Tangible Assets	8	1,021,885	1,046,562
Current Assets			
Stocks	9	27,560	27,396
Debtors	10	86,697	59,491
Cash at bank and in hand	11	742,195	519,240
		856,452	606,127
Creditors: Amounts falling due within one year	12	(288,399)	(362,382)
Net Current Assets		568,053	243,745
Total Assets less Current Liabilities		1,589,938	1,290,307
Government Grants	13	(357,731)	(379,509)
Total Net Assets		1,232,207	910,798
Funds			
Restricted trust funds		742,271	608,043
Designated funds (Unrestricted)		454,936	302,755
General fund (Unrestricted)		35,000	-
Total funds		1,232,207	910,798

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

Approved by the Board of Directors on 11 August 2025 and signed on its behalf by:

Sharon Owens

Sharon Owens
Director

Mary Griffin

Mary Griffin
Director

OUR FUNDERS IN 2024

Many thanks to the Oblate Community of St. Michael's who continue to facilitate us with the use of the DeMazenod Centre.

Pro-bono work by a number of organisations is greatly appreciated.



**An Roinn Dlí agus Cirt
agus Comhionannais**
Department of Justice
and Equality



**An Roinn Leanaí
agus Gnóthaí Óige**
Department of Children
and Youth Affairs



**Comhairle Cathrach
Bhaile Átha Cliath**
Dublin City Council



**The Community
Foundation for Ireland**



**Seirbhís Phríosúin
na hÉireann**
Irish Prison Service

Kavanagh House
135 Emmet Road,
Inchicore,
Dublin 8
tel 01 473 6502

Unit 4,
Naas Road Industrial Park,
Bluebell, Dublin 12,
D12 DE7K
tel 086 127 7049

NEIC,
56 North Great
Clarence St.,
Dublin 1
tel 086 084 2490

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