

Annual Report 2024



Helping you live life beyond addiction

The Rutland Centre's purpose is to help people overcome and recover from addiction with understanding, empathy, expertise, kindness, evidence-based practice, experience and professionalism. A Centre where it is safe to tell your story, to take responsibility and emerge to live life beyond addiction.



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Reflections on Recovery in 2024

I have been fortunate in my role as Head of Clinical Services in Rutland to oversee some truly amazing and transformative work throughout 2024. Indeed, watching and bearing witness to the recovery journeys of individuals and families is an awe inspiring and humbling experience. The opportunity to meet with and engage with people as they courageously undertake this process is, and will always be, a profoundly rewarding aspect of our work at Rutland.

It takes great bravery for individuals to make that first step in getting help. We know that people are deeply impacted by the devastation and chaos that addiction has wreaked on their lives, and that this negative impact spans all aspects of people's lives. Our goal when people come to us for support is to help them to not only become and remain abstinent, but to return to 'fully living'. We believe and witness the reality that people can recover, and can go on to live amazing, enjoyable and fulfilling lives!

In 2024, we had the honour of supporting over 200 individuals and families as they undertook this journey back towards truly living. Each of them holds a special place with us, and the whole clinical team and I are eagerly awaiting our 2025 Medallion ceremony where we will get to celebrate and mark these journeys! In Rutland we always say that we want individuals to leave us 'with something'. That is, we always want to contribute positively, in however small a way, to people's overall recovery journey.

The reality is however, that while many individuals and their families embark on recovery journeys, we know that there are also many others who were not ready to make that step to come looking to us for support.



We recognise that addiction is complex, and coming to a place of readiness can be a tough challenge for individuals, their families, and indeed for services.

And we remain steadfast in our commitment to be there – open, accessible and impactful.

In 2024 we introduced 2 new services to Rutland: our FIA (Family Intervention & Access) program and our Addiction Screening clinic.

Both services are free, confidential and require no prior booking. I am immensely proud that we are now reaching people even further back on the continuum.

Over the past number of years Rutland has noted an increase in complexity in people presenting for treatment, in terms of people experiencing multiple addictions and people presenting with co-occurring mental health conditions. 2024 saw the continuance of this trend, with 77% of people in our residential program and 43% of people in our outpatient program presenting with two or more addictions.

Gambling and Cocaine presentations also remained high throughout 2024, both nationally and in terms of the numbers presenting for treatment and help in Rutland. These high and concerning numbers serve as a stark reminder to us of the serious, and often times devastating, nature of these addictions.

At Rutland we remain committed not only to treating people for these addictions, but also to advocating strongly for necessary societal changes to tackle the problem in a more fundamental way which challenges the culture, practices and beliefs that normalise addictions...

All that we have achieved in 2024 not have been possible were it not for the amazing work done across the organisation, at all levels. I'd like to take this opportunity to extend my sincere and heartfelt thanks to the entire Rutland staff, both clinical and non-clinical, for all their hard work, care and dedication to our clients.

Head of Clinical Services
Emma Kavanagh



Our 2024 Impact

We understand that the decision to enter treatment for addiction is difficult. But it can also be transformative. The Rutland Centre is committed to delivering a safe, and effective program for all our service users, and one that gives every person the opportunity to achieve a sustained, lifelong recovery.



PROGRAM COMPLETION RATES

One of our core beliefs is ensuring person-centred care. It behoves us to ensure that we are the right service for a person and their family when they reach out to us, and so we will engage with people extensively pre-treatment to ensure that we can meet their needs and give the best chance of recovery.

94%

Completed the **Residential program** in 2024

73%

Completed the **Outpatient program** in 2024

97%

of people who completed residential treatment engaged in our transition program

86%

of people who completed outpatient treatment went straight into Continuing care

TRANSITION AND AFTERCARE JOINERS

The transition program is an innovative and targeted six-week program that bridges the final weeks of residential treatment and the first early weeks of recovery back at home. We firmly believe that engaging with this transition program is one of the crucial keys to recovery and we encourage all individuals and a significant family member to engage with it. Similarly, we know that meaningful engagement with the aftercare program for 12 months post-treatment increases the likelihood of sustained recovery.

RECOVERY INDICATORS

Recovery is so much more than abstinence from a substance or behaviour. It's about physical and mental health and wellbeing, the ability to create and maintain healthy relationships, the drive to education and career, and so much more.

However, a good indicator of recovery is abstinence and we do believe in an abstinent recovery at the Rutland Centre.

89%

89% of people who progressed into Continuing Care after residential treatment are still in active recovery

88%

88% of people who progressed into Continuing Care after outpatient treatment are still in active recovery

59

59 people were supported in Stabilisation Group across 2024

56%

of these completed the program and went back to mainstream continuing care

22%

continued to relapse and were referred on to an appropriate service where possible

22%

withdrew entirely

STABILISATION GROUP

Our stabilisation program is an important element within our aftercare wrap-around supports that is designed to immediately help any person in relapse, support them in re-gaining their recovery and creating a pathway back to mainstream aftercare thus avoiding the need for a second primary treatment. This of course is reliant on individuals maintaining engagement with us before, during and after a relapse and we want all our service users to know that we understand relapse, and that relapses do not mean recovery is lost forever.

FAMILY RECOVERY

Addiction is a family disease, and we believe that recovery should be for the whole family too where possible and appropriate. Our weekly family day, our 5-weekly family workshops, and our family mobilisation sessions are all in place to support the loved ones (concerned persons) of those in treatment.

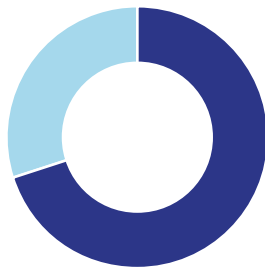
Last year 72 concerned persons joined the aftercare program.

59%

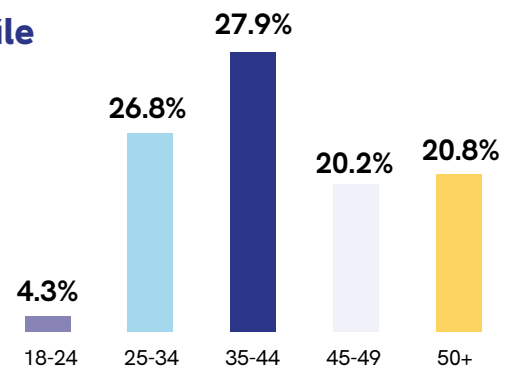
Have either completed or are still engaged

Gender

- 66% male
- 34% female

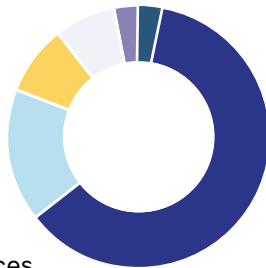


Age Profile



Primary Addiction

- 52% Alcohol
- 22.5% Cocaine
- 12.5% Other substances
- 5.5% Gambling
- 4.5% Sex
- 3% Food



Secondary Addiction

- 71.6% presented with a secondary addiction
- 37% of this cohort presented with poly addiction - 3 or more substances / behaviours



Where there were additional addictions Gambling comprised 10.5% and Cocaine comprised 33%

Continuing Care Outputs 2023

- 21 Active aftercare groups
- 3 CP specific groups
- 11,727 total attendances at aftercare groups
- 1,790 attendances at CP specific groups

Bed Nights Delivered

- 2025 - 5275
- 2024 - 5213
- 2023 - 4959

Meals served

- 15,825

Other Outputs in the Residential Program

- 11 Suicide Prevention Workshops
- 49 Art Therapy Workshops
- 51 Dance and Movement Therapy Workshops
- 51 Stress Management Workshops
- 50 Former Client talks



**We answered
16,854 telephone
calls in 2024**

Stories of Recovery

Client Testimonials inspiring hope and trust in the journey to a life free from addiction

Chris's Story

Four years ago, I walked through the doors of the Rutland Centre completely broken. I came in with nothing—my job was on the line, my relationships with family and friends were in tatters, and my own mind had convinced me that everyone had given up on me. In truth, I was the one who had shut them out and was slowly giving up on myself.

Looking back, I realise now that the people I thought were trying to “control” me or sticking their nose in were actually the ones who loved me most, and they’re the ones I have around me today. They never stopped caring, and thanks to the work I did with Rutland, I have them back in my life.

When I arrived, I was emotionally stunted—an adult child (a big baby), living with thirty-five-

year-old fears and habits. The 35 days in the house were the hardest of my life—not because of withdrawal or outside pressures, but because I finally had to face ME. I’d avoided that for 35 years.

Halfway through, I wanted to leave, I wanted to run—but that same night something clicked: no one else was going to do this for me. I needed to show up for myself.

What’s happened since still blows my mind. My career, once going nowhere, is now beyond what I could have imagined. I’ve bought my own home, learned to drive, found a partner I love, and I’m traveling the world—living a life I never dared dream of just four years ago. Recovery hasn’t just been about sobriety; it’s been about finally growing up, reconnecting with the people I love, and discovering who I really am and was always meant to be.

One thing I’ll always be grateful for is the Aftercare support. Even now, four years on, I know the Rutland is there if I ever need them. The Rutland Centre gave me the space I needed to recalibrate, the mirror to finally face myself, and the tools to rebuild my life—and I’ll always be grateful for that.





Client's Story

I was admitted into the Rutland Centre on the 20th of April 2023. I remember the journey out in the car - the dire straits, savage state of mind I was in.

My addiction all over me, the bear 6 and a half stone shaking petite girl, the not knowing weather this was going to work, letting my family down. Then I got there with my family around me saying goodbye. I went to my room and burst into tears! How did I end up here! All the chaos and madness, the way I lived my life was all going through my head. Then I met my group (a great bunch of people), then I met my therapists who were absolutely amazing people.

We started group therapy straight away. From the get go I was honest about everything, which wasn't easy. However the Rutland Centre and my group minded me, and helped me through it all. We all helped each other.

I spent 5 weeks in the house. Therapy everyday. There I learned about my savage state of mind and my addiction. There I learned how to open up and talk. There I learned to slowly start to love myself again and trust other people. The Rutland Centre has given me back my life.

I never thought just over two years later I'd be clean still and have a really good life. I've got peace of mind today, I've got my kids back in my life. My husband doesn't have to worry about what way he is going to find me when he arrives home from work. I've got a job I love doing, and we recently bought our new home. All of that is down to the 5 weeks I spent in the Rutland Centre. It gave me the foundation I needed to build my recovery, and for that I'll be forever grateful to all the gang at the Rutland Centre.



I didn't like; I loved it. I learned so much about myself. The level of denial I was in, I found the counselling sessions so tough. But they got everything out of me, Mary and Siobhan were excellent. Yoga brilliant, art therapy so so good with Mary. Food was perfection. The aftercare was explained so well and were so helpful. Transition was excellent, great idea that finishes the programme to aftercare. Excellent. No faults.

Celebrating Recovery – Medallion Ceremony 2024

In September 2024, we were honoured to host our Medallion Ceremony for the second consecutive year in the John Field Room of the National Concert Hall—a truly fitting venue for such a significant and inspiring occasion. We extend our sincere gratitude to the National Concert Hall for their continued support in providing this exceptional space.

This event is a cornerstone of our calendar, marking the profound and courageous achievement of sustained recovery among our service users. On the day, over 90 individuals received medallions celebrating their first full year in recovery from addiction, surrounded by their families, friends, and members of the Rutland Centre community.

The ceremony also recognised those in longer-term recovery, with special presentations to

individuals celebrating 5, 20, 30, 34, and an extraordinary 40 years of sobriety. Each story shared was a powerful reminder of the strength, resilience, and hope that define the recovery journey.

Awardees graciously shared their personal experiences with us, taking us through the highs and lows of recovery in a moving and deeply personal way. It was an emotional and uplifting morning—one that left us all grateful for the progress made, and mindful of those still seeking their own path to recovery.

We extend heartfelt thanks to every individual and family who joined us, and in particular to our guest speakers. Your courage and honesty made the day truly unforgettable.



Chairperson Statement

The purpose of the Rutland Centre is to help transform lives away from the relentless destruction of addiction, if not in fact to save them.

Our work focuses not just on our clients, but on the wider circles of families and friends affected by addiction.

This presents challenges to us at so many levels. We need to ensure that our services

- address the changing profile and scale of addictions;
- enjoy widespread awareness and are readily accessible;
- delivers impacts which are real and sustained.

The past year was remarkable in reaching to develop our services, broaden public awareness, improve accessibility and yet maintain exceptional impacts.

The turnaround in our financial position speaks to such exceptional performance. Last year saw the Centre report a surplus for the first time in many years. This has come about from a combination of a number of factors including strong demand and rigorous control of costs.

Quite critically, it reflects the competencies, commitment and resourcefulness of our CEO Maebh Mullany and her team who work relentlessly in support of our mission.



On behalf of the Board I want to express our sincerest thanks to the team at the Rutland, our funders, particularly the HSE and most importantly our clients who have entrusted themselves to our care.

We are honoured to be part of this journey.

Gerry Kearney,
Chairman

Mission, Vision & Values

OUR VISION

Leading the way in helping our society to recognise, understand and tackle addiction.

OUR MISSION

To help individuals and families to recover from addiction through the provision of treatment services and supports.

To advance awareness, education and advocacy in relation to addiction.

OUR VALUES

Consistent with our culture, our core values are built around respect and support for the individual and their wider circle of family/close friends, as well as inclusiveness and equality. We resolutely challenge addiction, and we work to enable our clients to find the space, strength and renewal so as to build a new life free from addiction.



Excellent counsellors, very good group therapy sessions. Everything is very well explained. House is lovely and kept spotless.

OUR OBJECTIVES

To optimise recovery outcomes for clients by:-

- Rigorously managing, sustaining and independently validating our existing programmes;
- Expanding the range of services provided by the Rutland so as to provide Detox, Residential, Outpatient, Aftercare and Secondary Care
- Developing and improving physical facilities and accommodation
- Strengthening our financial performance and renewing our reserves
- Having the best team in place in the Rutland so as to deliver for clients

OUR STRENGTHS

- Non medical treatment model which delivers exceptional impacts for the lives of our clients
- Leadership and professional expertise of the rutland gained over almost half a century
- The Rutland brand
- Passion and commitment of our staff and management

Our Commitment to Fellowship

We are deeply committed to the ethos of Fellowship Meetings and believe that for many people they support life in recovery. For a current timetable for fellowship meetings that take place at the Rutland Centre please contact reception. Please note that all Fellowships are operated independently of the centre.



Day	Time	Meeting
Monday	8pm	Narcotics Anonymous NA
Tuesday	12.45pm 7pm	Al-Anon Cocaine Anonymous CA
Wednesday	9pm	Sex and Love Addicts Anonymous SLAA
Thursday	7pm 8pm	Overeaters Anonymous OA Alcoholics Anonymous AA
Friday	8pm	Narcotics Anonymous NA
Saturday	7pm	Cocaine Anonymous CA
Sunday	7pm	Gamblers Anonymous GA

CEO Statement



As we close another year of service at the Rutland Centre, I am proud to reflect on 2024 as a year of renewed strength, transformation, and hope.

Our mission—to support individuals and families affected by addiction—remained at the heart of everything we did, and I am immensely grateful to all who contributed to making this year a success.

At the core of our work is client care. Every person who walks through our doors brings a unique story, and our team's unwavering commitment to compassionate, evidence-based support continues to ensure that recovery is not only possible, but sustainable.

This year, we saw a rise in the complexity of needs, and yet our outcomes remained strong—thanks to the professionalism, empathy, and dedication of our staff and volunteers.

To our staff team, thank you for your resilience, your expertise, and your wholehearted care.

To our volunteers, your generosity of spirit and time is deeply appreciated, and your presence enhances the lives of those we serve.

To our Board of Directors, thank you for your stewardship, your strategic guidance, and your steadfast belief in our mission.

I want to offer a special word of acknowledgement to the families of those in treatment and recovery. Your support, patience, and love are vital components of the recovery

journey, and we honour the strength it takes to walk that path alongside your loved ones. My hope is that you receive the same level of care and support so that you too recover from the impact of addiction.

To the HSE, our donors, and grant-giving bodies a sincere thank you. Your financial and moral support has helped sustain and develop our services in a time of challenge and change. Your contributions are not just investments in a centre—they are investments in people, families, and futures.

Financially, 2024 marks a turning point. Following several years of navigating difficult economic conditions, we are pleased to report a surplus for the year. This achievement is the result of careful stewardship, improved efficiencies, and the trust placed in us by our funders and supporters. This surplus allows us to reinvest in our mission, innovate, and expand our services.

Looking ahead, we are excited about the future. Plans are already underway for innovative service developments to respond to emerging needs in addiction and mental health. We are committed to deepening our therapeutic offerings, increasing accessibility, and enhancing the support we provide not only to clients but to their families and support networks.

As we move forward, the Rutland Centre remains steadfast in its commitment to walk with people through addiction and into recovery with dignity, respect, and hope.

Thank you for being part of this journey.

Maebh Mullany,
Chief Executive



Thank You



Throughout 2024, we were deeply grateful to all those who supported and donated to the Rutland Centre. Your generosity plays a vital role in helping us deliver the highest quality treatment experience to every client who walks through our doors.

We are committed to providing safe, effective, and compassionate care, and we could not achieve this without the encouragement and backing of our wider community. Whether through financial contributions, advocacy, or partnerships, your support empowers us to continue our mission of helping individuals and families affected by addiction.

Thank you for standing with us—we are truly indebted to everyone who has helped us on this journey.



Funder Spotlight – making an impact



ADELAIDE
HEALTH
FOUNDATION

We are so grateful to all our funders who assist us during the year in delivering services to the people who need us. Once such funder in 2024 was the Adelaide Health Foundation who supported a new Family Intervention and Access program (FIA).

We designed FIA specifically to help those concerned about someone else's drug and/or alcohol use, or gambling behaviour. Addiction's ripple effects extend beyond the individual, profoundly impacting their families, and very often it is a family member or members who reach out to us in the first instance for guidance and support.

Our solution, the weekly drop-in FIA sessions, offer tailored support, equipping families with the tools and community they need to navigate their concerns. Our team facilitate the weekly sessions at no cost to families, without prior booking required.

As a direct result of this grant from the AHF, and since the FIA was established in September 2024, 45 separate families have been supported, with many loved ones subsequently progressing to assessment and into treatment. We delivered 6 Family Workshops to date and through these supported over 90 individuals from multiple families.

Thanks to the foundations provided by the AHF, the FIA program is now embedded into our program for service, and we look forward to continuing to support families in the year ahead.



Future Focus

How we intend meeting the emerging needs of individuals and families

2024 has been a landmark year for the Rutland Centre, marked by significant service development, financial stability, and a renewed focus on expanding access to care. As the needs of those affected by addiction continue to evolve, so too does our commitment to meeting those needs with evidence-based, compassionate, and accessible treatment options.

Throughout the year, we have worked proactively to respond to the emerging needs of individuals and families impacted by addiction. We have seen growing complexity in the types of addiction presenting for treatment, including increased co-occurring mental health challenges. Families continue to be deeply affected by addiction, and we remain committed to developing inclusive, whole-person care that acknowledges and supports both the individual and their families.

As we look ahead to 2025, our focus is firmly on broadening access and increasing service responsiveness to the growing and changing nature of addiction in Ireland. We are excited to introduce several new and expanded services, including:

- **A dedicated Outpatient Gambling & Gaming Treatment Programme**, recognising the rising demand for specialist support in these areas. This will be delivered with the support of the HSE, for which we are very grateful.
- **A new Inpatient Detoxification Service** specifically for alcohol and cocaine dependency, providing a structured and clinically supervised detox environment as an entry point to recovery. We believe that the establishment of this service will improve recovery outcomes for our clients.

- **The launch of Free Addiction Screening Clinics**, aimed at individuals worried about their own behaviours. The objective of this clinic is guidance, support and signposting to appropriate services where required.
- **The return of our Relapse Prevention Programme**, which will re-establish and additional support for clients in early recovery—a critical component of long-term recovery outcomes.
- **Development of a mental health post in our MDT** so that we can continue to provide wraparound supports to everyone in their recovery from addiction.



These initiatives reflect our commitment not only to growth but to purposeful and client-led service provision. We are proud of the progress made in 2024 and energised by the opportunities that lie ahead.

As always, we are immensely grateful to our dedicated staff, board, funders, partners, and the broader community who make our work possible. With your continued support, we look forward to shaping a stronger, more inclusive, and more responsive service in 2025 and beyond.

Quality Improvement



At the Rutland Centre, a commitment to maintaining high standards and continuously striving for improvement remains central to our ethos. This dedication is evident in every aspect of our work, from the services we provide to the culture we foster within our organisation.

We are proud to be externally accredited by CHKS and to operate as an ISO Certified Treatment Centre. These accreditations affirm our ongoing efforts to deliver safe, effective, and evidence-based treatment programmes to all those who engage with our services.

In 2024, we were pleased to achieve full compliance in our CHKS on-site surveillance survey—an achievement that underscores our strong governance practices and dedication to continuous quality improvement. This result reflects the hard work and commitment of our entire team and serves as a strong foundation for the year ahead.

We are grateful for the continued partnership with CHKS and would like to acknowledge the guidance and support of our Surveyor Manager, Kirstie Oliver, throughout the accreditation process. Her expertise has been instrumental in helping us meet and exceed the rigorous standards required.

Looking ahead to 2025 and beyond, we remain firmly committed to enhancing our services and sustaining a culture of excellence and accountability across the organisation. We are excited to move to the new “Accreditation Plus” program which will further strengthen our commitment to quality improvement in the period ahead.



Some feedback from CHKS contained in the 2024 final report;

“The organisation is lean and small which allows for a very integrated management approach. Since the previous survey and surveillance, there has been the creation of a new management tier to support the Executive team with implementation and management of their strategy. All levels of the Management team are cohesive and supportive, ensuring flexibility, strength, and resilience both to each other and the organisation.

The operational plan and strategy for the organisation is well developed, ensuring meaningful advancement for the organisation. Progress in relation to the organisation’s objectives has already been seen and during the interviews the participants were able to articulate the operational plan and how it relates to the wider organisation.”

Head of Operations Report

Carol Delaney



Head of Operations and Administration – Annual Report 2024

I am pleased to share an overview of our operational developments at the Rutland Centre during 2024—a year marked by continued progress and a strong focus on quality, safety, and sustainability.

In an era of ever-evolving technology, protecting client data and ensuring information security remain top priorities. In 2024, we introduced mandatory cybersecurity training for all staff, complementing our existing GDPR programme. These efforts, along with enhanced IT security protocols, enabled us to report zero IT-related data breaches during the year—a significant achievement and a testament to our vigilance in this area.

While rising food costs presented challenges to our meal budgeting, our catering team responded with innovation and careful stewardship. Through seasonal menu planning,

active food waste management, and the strategic sourcing of ingredients, we limited the overall increase in meal costs to just 4%, while continuing to provide nutritious and high-quality meals to our clients.

Consistency and continuity of care are central to our treatment approach. In 2024, we made significant strides in reducing reliance on agency staff, thanks to targeted recruitment and retention strategies. This resulted in a 48% overall reduction in agency staff usage, including an 88% reduction for clinical staff specifically. This improvement supports the delivery of a more cohesive, relationship-driven experience for our service users.

In May 2024, our catering operations underwent inspection by the Environmental Health Officer. We are pleased to report that the service was found to be fully satisfactory, with no actionable items issued.

Maintaining our beautiful, listed building to a high standard is both a privilege and a responsibility. In 2024, we undertook essential roof repairs on the main structure, carried out by a specialist conservation firm that prioritised restoring original materials where possible. We are grateful for the support of South Dublin County Council, who funded this work through the Built Heritage Investment Scheme (BHIS). We know how much our clients value the therapeutic environment of our grounds and buildings, and we remain committed to preserving this heritage.

We continue to prioritise client feedback in shaping our operational practices. In 2024, we held 48 meetings with group leaders representing clients, ensuring that their voices are heard on matters such as catering, maintenance, and general service delivery. This consistent engagement supports a responsive and client-centred service.

Fire safety is an integral part of our operational planning. Every client in our five-week residential treatment programme participates in at least one fire drill. Over the course of 2024, we conducted 12 fire drills, all of which had satisfactory outcomes and no recorded issues.

Our commitment to environmental sustainability was further strengthened in 2024, with several key achievements:

- Elimination of single-use plastics across our service.
- Reduction in paper use through digital filing systems and double-sided printing initiatives.
- Rainwater harvesting for sustainable watering of plants and green spaces.
- Upgrading to energy-efficient appliances, replacing older models with environmentally friendly options.

These initiatives reflect our belief that responsible environmental stewardship is part of delivering a high-quality, modern health service.

We are proud to report a 13% reduction in the number of incidents reported in 2024. Notably, there were no serious incidents and zero reportable events, underscoring the strength of our safety culture and risk management practices.

In summary, 2024 was a year of steady and meaningful progress across all operational domains. From safeguarding data and supporting staff stability to preserving our facilities and minimising environmental impact, we remain committed to delivering a safe, high-quality, and sustainable service for all who come through our doors.

Carol Delaney,
Head of Operations and Administration

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In summary, 2024 was a year of steady and meaningful progress across all operational domains.



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"I really enjoyed my time in the house in general. The togetherness in group, I met some lovely people. Thomas and Teresa were excellent, and eventually I enjoyed opening up and speaking about myself"



Meet the Team



Residential Team Psychotherapist Siobhán Nolan

I hold a Bachelor of Science in Horticulture, a Diploma in Advanced Yoga, a Bachelor of Arts in Psychotherapy and Integrated Counselling, and a Master's in Social Therapeutic Horticulture (STH).

With 32 years of experience since my qualification in Horticulture at the Botanic Gardens Glasnevin, I began my career teaching horticulture to early school leavers before transitioning to adult education.



In 2005, I entered recovery, which opened a whole new world for me, leading me to discover yoga and meditation. In 2010, I qualified as a hatha yoga teacher. Since then, I have established my own yoga studio while teaching horticulture, personal development, stress management, women's health, and mindfulness.

My passion for the healing power of horticulture and nature inspired me to explore counselling, leading me to a BA in Psychotherapy and Integrated counselling, from there I gain a Master's in Social Therapeutic Horticulture (STH). In 2016 I left teaching and set up my private practice in psychotherapy and horticultural therapy.

In 2017, I approached Merchants Quay to explore the possibility of establishing a horticultural therapy programme in High Park for clients undergoing residential treatment for addiction. Nature had become a significant part of my own recovery journey, and I believed it would be a good fit for others. Thankfully, we received approval and set up a horticultural therapy group that met a couple of hours each week, which turned out to be very successful.

From there, I took on the role of lead horticultural therapist and psychotherapist with

the Defence Garden Scheme (DGS), working with veterans in Northern Ireland. I developed a 10-week horticultural therapy programme tailored to meet the needs of veterans and promote health and well-being through gardening and nature activities. Working with veterans was a transformative experience for me. Regardless of how deep their wounds ran, there was always the potential for healing.

I co-founded Oak Recovery in 2021, here we delivered a 10-week nature-based therapy programme called Recovery through Nature, clients presented with eating disorders, alcohol, drug, gambling and sex addictions.

In 2020, I went to work as a locum at the Rutland Centre and thoroughly enjoyed the experience. In 2022, an opportunity arose for me to work as a research psychotherapist, and I trained as a psychedelic-assisted therapist. This training allowed me to participate in various Psilocybin studies, which focused on treatment resistant depression, anorexia, and PTSD.

In 2024, an opportunity to apply for a full-time position as an addiction counsellor at the Rutland Centre came about, and I felt a deep sense of gratitude when I was offered the job.

I truly believe in the work we do at the Rutland, and I strive to connect with clients by integrating my own lived experiences with a heartfelt passion for psychotherapy, nature, mindfulness, meditation, and the journey of recovery. I understand how challenging this path can be, and I am committed to supporting individuals as they navigate their own healing journeys.

What does a normal day at the Rutland look like for you?

I start work at 8:30 AM. First, we pick up the reflection sheets from the clients and review them, which gives us insight into how the clients are doing. From there, I lead meditation with the clients, which greatly helps ground me for the day ahead. After that, we have a handover from the night staff, and then I return to my desk to address emails and any administrative tasks that needs attention.

Group sessions run from 10:15 am to 11:45 am. Afterward, I grab a quick coffee before meeting with a client for a one-on-one session. 12. 45 pm its lunch and I get some food, coffee, and fresh air.

After lunch, I return to my desk and prepare for another group session from 2:00 pm to 3:30 pm. Once that's done, I write up notes and return calls and emails. Finally, we have another handover at the end of the day before heading home.

What is the most rewarding part of your role?

There are many rewarding areas to the role. However, the most rewarding aspect of my role is witnessing the incredible transformation in clients. It's deeply fulfilling to watch individuals embrace the tools of recovery and make meaningful progress. Seeing their growth from the day they arrive to the moment they complete the programme is truly a privilege.

What advice would you give to someone considering treatment?

Starting treatment requires courage, so embrace the process and allow yourself to surrender to it.

From the start, give it everything you have and approach the process with openness, honesty, and a willingness to change. Remember, you are not alone on this journey; we will support you every step of the way.

In your opinion, what does recovery mean on a day-to-day basis?

Recovery on a day-to-day basis is a powerful journey that empowers you to reclaim your freedom from addiction and fully embrace the present moment, one day at a time. It is about wholeheartedly accepting yourself, acknowledging your challenges, and intentionally building a life rooted in recovery, honesty, self-love, compassion, and self-awareness. The path to recovery thrives on connection—actively seeking support, cultivating meaningful relationships, finding a sponsor, participating in aftercare, and remaining steadfast in your commitment to fellowship. Most importantly, no matter the obstacles you face, remember that you possess the strength and resilience to rise above them.

The key to recovery is surrendering to your addiction and asking for help daily. It's about getting honest with yourself, be open to change and willing to go to any lengths to get recovery. Fellowship and aftercare are a big part to having a fulfilling recovery.

Recovery is not merely about overcoming addiction; it is about rediscovering the joy, finding connection, purpose, and fulfilment that life has to offer. By leaning into the process, staying open to learning, and embracing the journey with trust and determination, you can build a future that reflects your inner strength and resilience. Remember you don't have to do it on your own.

Aftercare Team Psychologist Teresa Daly

I have worked in a variety of settings, including both private and community-based. My work entailed the provision of individual therapy, as well as facilitating groups characterised by either psychoeducation or of a therapeutic nature.

As well as addiction, my work has also involved client populations who primarily presented with traumatic impacts.



What does a normal day at the Rutland look like for you?

Each day would entail routine tasks such as responding to and following up phone calls with clients, connecting in with facilitators' concerns about clients, as well as general admin tasks. Also, provision of 1-2-1 client sessions for aftercare clients, facilitating community meetings for the residential community, attending clinical review meetings, and presentation of lectures to the residential community.

Added responsibilities would include and are as follows:

- **Stabilisation Group**
Provision of a space in which clients who have relapsed can begin, to not only stabilise, but also identify, explore and address the antecedents of relapse, with the aim of also reinforcing relapse prevention strategies and strengthening commitment to recovery
- **Eating Disorder Group**
This is a space for clients to explore and share, in a safe and non-judgemental manner their struggle with food and body image. It is an opportunity to begin to gain an understanding of eating disordered behaviours, its function, impacts, as well as evidence-based strategies to address same.

- **Peer Group**
With the support of co-facilitation, this is a collaborative peer-led group, in which aftercare group facilitators can meet, discuss and explore client-related issues, and provide support and feedback to each other.
- **Concerned Persons Day**
This entails meeting, once weekly, family members and significant others of residential clients, with the purpose of providing support, psychoeducation and preparation for facilitated therapeutic intervention with their loved ones in treatment.

What is the most rewarding part of your role?

The privilege of journeying with a person in their courageous endeavours to undergo a process of change, and, step-by-step, begin to reclaim their life.

What advice would you give to someone considering treatment?

Treatment is an opportunity for life-altering respite from an addictive reinforcing environment. I would encourage everyone to access and receive the supports available from the multi-disciplinary team throughout their 5 weeks with us and in the 1-2 years thereafter while in aftercare.



Try to embrace your journey, with others who truly understand what it is to struggle with addiction, as well as your own personal journey towards recovery. Give yourself an opportunity to detox mind and body and give yourself the best chance of returning to your life with the best possible outcome.

In your opinion, what does recovery mean on a day-to-day basis?

It is the practice and commitment towards learning, step-by-step, how to make informed, healthy choices that support continual growth towards physical and emotional well-being.

This crucially entails accessing and utilising all of the supportive resources at one's disposal such as aftercare group, 1-2-1 sessions, 12 step fellowships, sponsorship, service, family and community.

The key to recovery is....

Radical acceptance, honesty, commitment, support and personal growth, accompanied by an essential mindset of 'One day at a time'

The above will facilitate moving from a shame-based sense of self, created by the vulnerability to addictive states, to a sense of self and identity that is characterised by dignity and self-compassion.

Reception Team

Pauline Holmes

Before I started in Rutland I was just after been made redundant from Weight Watchers where I was PA to the Marketing Director.

I was only supposed to be doing 2 weeks temporary work in Rutland and still here 19 years later, says it all!



What does a normal day at the Rutland look like for you?

Every day is different - no two days are the same! We face new challenges each day on the phone, talking to people with life changing problems and hearing a lot of very sad stories. It is a very busy environment with admissions and assessments on a daily basis as well as helping the clients when they need us!

What is the most rewarding part of your role?

We first meet people who are coming in for assessment and starting their journey with us – they are often broken and this is a really difficult step for people. Then we meet them again when they come in for admission and from there on we see them putting the pieces of the puzzle together and starting to recovery.

The highlight of the year is when we see people receive their medallion and realising that there is hope and light at the end of the tunnel.

What practical advice / tips would you give to someone who is about to be admitted for treatment so that it all goes smoothly?

First, I put myself in their shoes and treat them as I would like to be treated, make it as easy as possible for them and help it all run smoothly and in a friendly environment. I always tell them not to worry – they're coming into a safe place, where it is like a little family, and to listen to all that they're being told, use the tools they will be given.

We have had multiple Medallion days at the National Concert Hall and here at the Centre. How important are those days and how big of an achievement is it for families to be there getting their medallion?

They are so important to people to reach that goal, and to achieve their sobriety. It is lovely to see how well they look and the relief on all their family members who thought this day would never happen. It is also a sad day as not everyone makes it and they have to be remembered too, that's the sad side of addiction.

//

Such a sense of support and love. No judgement. The determination of the counsellors was incredible.

Kitchen Team

John Teegan, Chef

I am fortunate enough to have been classically trained. I think I am only now beginning to realise the value of this! In my misspent youth I worked in hotels and restaurants before making the transition to executive catering for large organisations.

I once was a Head Chef, overseeing 2500 lunches every day. It was very intense, so I took on the catering franchise in a Golf Club. Out of the frying pan into the fire!



What does a normal day at the Rutland look like for you?

The clients are in a cocoon and I sometimes think that I am too, but that does not get the dinner made! I work hard to make my job easy... or look easy! The nature of catering alternates between frenetic and dead calm and my day mainly consists of trying to find the balance in between. Sometimes it works!

What is the most rewarding part of your role?

I am usually introduced to clients as they are being admitted. After a few weeks I can see them becoming the persons that they should be, were it not for addiction. When they leave, they inevitably fling their arms around me in genuine affection.

How important do you think good nutrition and homecooked meals are for people while they are in treatment?

I am so glad that I can provide some comfort to our clients while they are here. There is a reason why home cooking has survived since the formation of the earliest communities. It's because, by its nature, it ticks all the boxes.... communion, conviviality, comfort and 'feelgood' nutrition. I believe that this is an essential part of the process of healing.

For those finishing treatment and heading home, possibly to start cooking for the first time, what advice would you give to help them keep it easy but tasty?

Plan, plan, plan. Before you go out in the morning, know what you are doing for your dinner when you come in. (No plan is the surest way to end up buying takeouts). Have the plan and ingredients in place. Clear the workspace. Be confident in what you are doing. You do not have to try something new every night. Dabble by all means, but get about a few dinners down to a fine art. They will become routine and less of a chore.

Take the time to cook, its therapeutic. When dinner is ready give a 10-minute warning to the children...turn off the telly, tidy up the sitting room, wash up the pots and pans, sweep the floor etc.

Above all, take the time to eat. Put away the phone and the TV, sit at the table, taste the food and enjoy the company....even if it's only your own company!



Can you share a quick and simple recipe with us that people can try at home?

We make our own brown soda bread in the Rutland Centre. The recipe came to me via my mother from her mother, I believe. I adapted it for metric here. If you get in to the habit of doing it, it becomes second nature. After a couple of weeks you won't even need the scales and measuring jug. Good bread is the ultimate comfort food....as ancient as humanity itself. Unfortunately I had to stop eating it because of the half pound of butter that I put on it! I have to mention that good bread should never be cut on the day that it's made. It needs a day for the flavour of the grain to develop...and it's easier to digest after a day resting.

Equipment:

1 X 1 kg loaf tin. Mixing bowl, measuring jug, scales, big spoon for stirring.

Ingredients:

- *Coarse Wholemeal Flour: 400g*
- *Plain Flour: 75g*
- *Salt: 1 teaspoon*
- *Bread Soda: 1 teaspoon*
- *Buttermilk: 400ml*
- *Sunflower oil: 1 tablespoon*
- *Egg: 1 large*
- *Brown Sugar: 2 teaspoons*

Preheat the oven to 180C (fan). Grease the loaf tin, or use a paper liner.

In a bowl mix all the dry ingredients thoroughly. A lump of salt or bread soda is most unpleasant.

Whisk up the egg, oil, and not quite all the buttermilk.

With your big spoon add the liquid to the dry ingredients. Stir well to a smooth uniform paste. The texture should be like cold porridge, not dry but not runny either. Use the remaining buttermilk if necessary to adjust the texture. Your judgement of the texture will come with practice.

Put it all into the loaf tin and cut a deep slash down the middle with a floured knife.

Straight into the oven for 40 minutes. Turn it out onto a tray and cook for a further 10 minutes to consolidate the crust.

Please resist eating it for at least 12 hours, and then slather it with Irish Creamery Butter and good raspberry jam.



Volunteer Profile

Continuing Care Facilitator

Suzanne

I am a lone parent to three children, so life is generally extremely busy. I work in education in an area I would consider to be forgotten by successive governments and therefore has high levels of unemployment, homelessness, addiction and many social issues. I have an interest in alternative therapies and take part in sessions regarding this and I am a member of Al-Anon. I enjoy spending time with friends and family and getting out and about as much as I can.

Do you enjoy volunteering in aftercare?

I absolutely love volunteering in aftercare. Having been a member of an aftercare group for three years it is almost part and parcel of who I am. I benefited so much from the support I got that it feels right to give back. Going to aftercare quite literally gave me my life back and taught me to be responsible for myself. Now as a facilitator, there is never a week that I don't learn something new about myself. I think it is an absolute privilege to share a space with people who are literally fighting for their survival. To witness the magic that happens when somebody gets to Step Four is absolutely inspiring. Of course, it has its challenges and there can be a lot of sadness too but ultimately it is an extremely valuable and rewarding experience. I have really enjoyed getting to know other facilitators through training and peer support. The stories are all so different yet also the same.

What's the best advice anyone has ever given you in life?

To stop trying to control everything. The serenity prayer is the best life advice anyone could ever take. If we all lived our lives that way, the world would be a much happier place. It's not always easy for me to "let go" but sometimes I just have to feel the fear and do it anyway!

What piece of advice would you give to somebody starting aftercare now?

To be honest no matter what. Bring it all into group because nothing will shock either the facilitators or group members. I'd also say to treat it like important medical treatment and don't miss sessions especially when you don't feel like going. My background is as a concerned person so I would definitely say to other concerned people to go to group no matter what the addict in your life decides. Recovery is possible for anybody regardless of other people's choices.

How has the Rutland Centre supported you in your work as a facilitator?

Firstly, I was supported through the facilitator training which was very well organised and the delivery was excellent with engaging content and time for discussion and questions. The peer support every few weeks is really beneficial too. In a way it's like going back to group. It's a hugely supportive environment where you can offload things that may have been triggering or upsetting. This means you have somewhere to bring your stuff so then it won't impact your group in a negative way or take the focus off the participants. The aftercare staff are outstanding. They are always available if there is an issue and we are encouraged to ring in if something is bothering us after a group session. I have had to do that and I have received huge support around it and never felt I was left alone with anything.

Would you recommend becoming an aftercare facilitator to others? Why?

If a person was in recovery for a while (either CP or addiction recovery) and were looking for a way to give back then I would definitely recommend it. I get so much from it for myself and I enjoy being able to create a safe place for people to explore the ups and downs of their own recovery. It's not for everybody though, there are some very tough and tragic stories so I would only recommend it to somebody who felt mentally strong enough for that at the given time.



"I love how the three modules you write changed my life and love how honest people and staff were, also how the counsellors would challenge me. I loved the power of CP Day and group therapy, dance therapy and art."



Director's Report and Financial Statements for the year ended 31 December 2024

Extract from 2024 Financial
Statements



Finance Report

Directors' Report and financial statements
for the year ended 31 December 2024

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
Turnover	2,161,031	1,869,444
Administrative expenses	(2,104,334)	(1,950,040)
Operating profit/(loss)	56,697	(80,596)
Profit/(loss) for the financial year	56,697	(80,596)

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
Profit/(loss) for the financial year	56,697	(80,596)
Total comprehensive income for the financial year	56,697	(80,596)

BALANCE SHEET AS AT 31 DECEMBER 2024

	2024 €	2023 €
Fixed assets		
Intangible assets	14,080	-
Tangible fixed assets	117,463	141,932
	131,543	141,932
Current assets		
Debtors: amounts falling due within one year	248,169	278,393
Cash at bank and in hand	466,355	380,845
	714,524	659,238
Creditors: amounts falling due within one year	(489,807)	(501,607)
Net current assets	224,717	157,631
Total assets less current liabilities	356,260	299,563
Net assets	356,260	299,563
Capital and reserves		
Called up share capital presented as equity	3	3
Profit and loss account	356,257	299,560
Shareholders' funds	356,260	299,563

These financial statements have been prepared in accordance with the small companies regime.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 €	2023 €
Cash flows from operating activities		
Profit/(loss) for the financial year	56,697	(80,596)
Adjustments for:		
Amortisation of intangible assets	5,341	-
Depreciation of tangible assets	31,459	34,337
Decrease/(increase) in debtors	30,223	(14,940)
(Decrease)/increase in creditors	(11,800)	145,027
Net cash generated from / (used in) operating activities	111,920	83,828
Cash flows from investing activities		
Purchase of intangible fixed assets	(19,420)	-
Purchase of tangible fixed assets	(6,990)	(14,158)
Net cash from / (used in) investing activities	(26,410)	(14,158)
Net increase/(decrease) in cash and cash equivalents	85,510	69,670
Cash and cash equivalents at beginning of year	380,845	311,175
Cash and cash equivalents at the end of year	466,355	380,845
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	466,355	380,845
	466,355	380,845

Governance Overview



Strong governance is the foundation of the Rutland Centre’s ability to deliver high-quality, client-focused care. In 2024, we continued to uphold the highest standards of oversight, transparency, and accountability—recognising that good governance is not an end in itself, but a vital tool to ensure safe, effective, and compassionate services for our clients and their families.

As a registered charity, the directors are acutely aware of our regulatory obligations and are active in ensuring our compliance with the Charities Regulatory Authority Governance Code, and in meeting our obligations with other stakeholders including the HSE, our insurers and our auditors. They provide ongoing oversight of and support to the Chief Executive Office and her team and lend their expertise and skills whenever called upon.

EXTERNAL ACCREDITATION AND QUALITY IMPROVEMENT

This year, we maintained our commitment to continuous improvement through external accreditation processes and internal quality assurance. This ongoing evaluation by CHKS provide objective assessments of our services and reinforce a culture of excellence and reflection. We actively seek opportunities to enhance service delivery through feedback, evidence-based practice, and the integration of new standards and in 2025 we will progress to CHKS’s new program “Accreditation Plus” which aims to further drive improvement.

FINANCIAL OVERSIGHT

Regular and robust audit processes are essential to our governance framework. Throughout 2024, we conducted audits across all domains—clinical, operational, financial, and regulatory—to ensure compliance, identify areas for enhancement, and reinforce

best practices. These audits underpin our accountability to our stakeholders and, most importantly, safeguard the quality of care provided to those we serve.

BOARD STRUCTURES AND SUB-COMMITTEES

Our Board of Directors continues to play a central role in guiding the strategic direction of the Rutland Centre. The strength of our governance lies not only in the experience and commitment of our Board members but also in the effectiveness of our sub-committee structures. These committees—including Finance, Governance, and Fundraising & Communications—enable focused and informed oversight, allowing the Board to make timely, evidence-based decisions that support our mission.

REGULATORY AND COMPLIANCE COMMITMENTS

We are fully committed to meeting and exceeding our obligations to all relevant statutory and funding bodies. In 2024, we maintained our compliance with the Charities Regulatory Authority and fulfilled all reporting and governance standards required under the Charities Governance Code. We continued to collaborate closely with the HSE, ensuring that our services align with national health priorities and funding requirements. In addition, we met our contractual and reporting obligations to our health insurance partners and insurers, providing clear accountability and service transparency across all partnerships.

GOVERNANCE IN SERVICE OF RECOVERY

Ultimately, our governance structures and processes exist to serve a singular purpose, delivering a high-quality, ethical, and effective service to individuals and families affected by addiction. Every aspect of oversight—from financial control to clinical governance—is designed to support the recovery journey of our clients. We are acutely aware that those who place their trust in us are often at their most vulnerable, and it is our duty to ensure that the care they receive is grounded in integrity, professionalism, and respect.

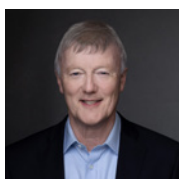
We remain committed to strengthening our governance in the years ahead, as we continue to evolve and innovate in response to the needs of our community.

CRA NUMBER 20031411



Our Board

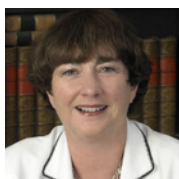
As Charitable trustees our board membership reflects a wealth of experience from across the public and private sectors and is driven by commitment to our voluntary mission and values.



Gerry Kearney

Chairperson

Gerry Kearney is a former Secretary General of a Government Department and former board Chairman of organisations including the National Concert Hall and Social Entrepreneurs Ireland. He has also chaired the Mother & Babies Collaborative Forum, the Moore St Advisory Group, and the Boundary Electoral Committee.



Melanie Pine

Secretary

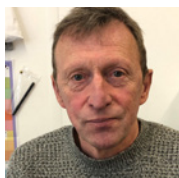
Melanie Pine worked for some years in the private sector while also running her own arts promotion company. She then transferred to the civil service where her career centred mainly on employment issues, culminating in her appointment in 1999 as Director of the Equality Tribunal. She stepped down from that in 2010.



Dr John O'Connor

Medical Director

Dr John O'Connor, Consultant Psychiatrist, leads our Clinical Team in the delivery of all services. As a director, Dr O'Connor takes an active role in both governance of the Rutland and in ensuring quality of care to clients.



Dermot MacShane

Director

Dermot held senior management roles in Operations and Human Resources in a long career with Aer Lingus. He is a serving trustee of the Irish Airline (Pilots) Superannuation Scheme and he chairs the Board of Directors of Employability, a registered charity assisting people with difficulty accessing the employment market.



Noel Garvey

Director

Noel is a partner in Deloitte Ireland's Actuarial Practice and provides advisory support to numerous clients including actuarial and risk transformation, capital and solvency, model risk governance, pricing, data quality and regulatory compliance.



David Sneddon

Director

David Sneddon is an executive employed by Google Ireland, based in Ireland and responsible for all technical support and customer care for the EMEA region for Google. He is a member of the Google EMEA management team (25 ppl), representing the c. 21k Google employees in EMEA.



Rita Kirwan

Director

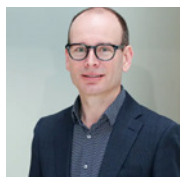
Rita Kirwan is a graduate of Trinity College Dublin and a Marketing Professional with over 20 years Commercial and Marketing experience across multiple industries. Rita has worked in Ireland and abroad on some of Irelands most loved brands, including Tayto and O2 and is currently Marketing Director for Aldi Stores Ireland.



Moling Ryan

Director

Moling served for 10 years as Chief Executive of the Legal Aid Board. He has also served as Interim Director, Irish Museum of Modern Art, Change Advisor in the National Concert Hall and in a number of Government Departments and Offices. Has undertaken a number of reviews of Government Bodies and functions including topics of governance and performance.



Brian Lynch

Director

Brian Lynch is Operations Manager and Deputy Head of School - Partnerships with the School of Population Health, RCSI. He is Chair of Health Research Charities Ireland and represents HRCl on the Irish Health Research Forum Steering Group. Prior to joining RCSI, Brian was Head of Communications and Advocacy with Arthritis Ireland.

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