



# 2024

## SOLAS PROJECT **ANNUAL REPORT**

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**SOLAS AFTER SCHOOL PROJECT COMPANY LIMITED BY  
GUARANTEE TRADING AS**

# **SOLASPROJECT**

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## **DIRECTORS' REPORT & AUDITED FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31<sup>ST</sup> DECEMBER 2024  
(12 MONTH ACCOUNTS)**

## LEGAL AND ADMINISTRATIVE INFORMATION

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|--|---|
| <b>DIRECTORS</b>                                   | Louise Jones<br>William Fitzgerald<br>Eddie D'Arcy<br>Aisling Teggart<br>Sheila Early<br>Bertilla Keane |
| <b>COMPANY SECRETARY</b>                           | Bertilla Keane  |
| <b>CHARITY NUMBER</b>                              | 17385   |
| <b>COMPANY REGISTRATION<br/>NUMBER</b>             | 432917  |
| <b>CHARITIES REGULATORY<br/>AUTHORITY NUMBER</b>   | 20064570  |
| <b>REGISTERED OFFICE AND<br/>PRINCIPAL ADDRESS</b> | Unit 1<br>Liberty View<br>Long's Place<br>Dublin 8<br>Co. Dublin<br>Ireland<br>D08 WY84                 |
| <b>AUDITORS</b>                                    | KSi Faulkner Orr Limited<br>10 Lower Mount Street<br>Dublin 2<br>Ireland                                |
| <b>PRINCIPAL BANKERS</b>                           | Bank Of Ireland,<br>Smithfield,<br>Dublin 7   |
| <b>SOLICITORS</b>                                  | Byrne Wallace<br>88 Harcourt Street<br>Saint Kevin's<br>Dublin 2  |

# Contents

|  |           |
|--|-----------|
| <b>CHAIRPERSON'S WELCOME.....</b>          | <b>5</b>  |
| <b>INTRODUCTION.....</b>                   | <b>6</b>  |
| <b>1. WHO WE ARE.....</b>                  | <b>8</b>  |
| Vision                                     | 8         |
| Mission & Values                           | 9         |
| Our Youth Work Definition & Principles     | 10        |
| <b>2. ACTIVITIES AND ACHIEVEMENTS.....</b> | <b>12</b> |
| Programme Reports                          | 13        |
| Early intervention and Schools Work        | 14        |
| Community-Based Youth Work                 | 15        |
| Youth Justice                              | 16        |
| Social Enterprise                          | 18        |
| Staff & Team Development                   | 19        |
| Volunteering Report                        | 21        |
| Impact and Strategy                        | 24        |
| <b>3. FINANCIAL REVIEW.....</b>            | <b>28</b> |
| 2024 Finances                              | 29        |
| Funders                                    | 33        |
| <b>4. GOVERNANCE.....</b>                  | <b>34</b> |
| Governance Structure                       | 35        |
| Board Structure                            | 36        |
| Governance Subcommittee                    | 36        |
| Board Attendance                           | 38        |
| Management & Operations                    | 38        |
| Policies and Guidance Documents            | 40        |
| Risk Management                            | 40        |
| <b>5. FINANCIAL STATEMENTS.....</b>        | <b>41</b> |
| Directors' Annual Report                   | 42        |
| Directors' Responsibilities Statement      | 44        |
| Independent Auditor's Report               | 46        |
| Statement of Financial Activities          | 50        |
| Balance Sheet                              | 51        |
| Statement of Cash Flows                    | 52        |
| Notes to the Financial Statements          | 53        |

# CHAIRPERSON'S WELCOME



**WILLIAM FITZGERALD**  
CHAIRPERSON

I am once again very pleased to present the Annual Report and Financial Statements of Solas Project for the period January to December 2024. As Chair of Solas Project and together with my fellow board members, our fundamental role continues to be to ensure the essential stewardship of the charity, striving to ensure the functionality and governance structures are operating at optimal levels.

One of the highlights of the year was the launch of the 5 year Strategic Plan. This followed a significant body of work undertaken and collaborated on by the leadership team, Board and staff in 2023, culminating in the finalisation of the Strategic Framework and 2024 implementation plan. Four strategic priorities were identified. This is an evolving body of work for the organisation and while significant progress was made overall, there was recognition that some of the goals for 2024 were overly ambitious and accordingly, some of the goals for 2025 have been reduced.

As ever, I highly value the contributions of my fellow board members who continue to make significant contributions through their valuable insight and expertise. They are fully committed to the mission of Solas Project and consistently give of their time to better the oversight of the organisation. This year, both Aisling Teggart and Bertilla Keane have proved excellent and valued additions and as expected, their professional experience and strong skillsets have proved extremely beneficial to the workings of the Board. We have been ably assisted throughout the year by Bethany Curley who has guided the Board through the annual accounting process with ease and clarity.

Having achieved full compliance with the Charities Governance Code in 2023 and I am delighted to say that this compliance was maintained by the organisation in 2024. As a Board we remain committed to accountability, transparency and delivering best practice in all activities. Some new policies were developed and approved by the Board, while others were reviewed and updated.

Significant effort was put into staff retention in 2024. Whilst 2024 did prove to be a more settled year, external factors such as the sector wide recruitment issues, continued to be a challenge in that regard. Senior staff and management put significant energy into staff development and team culture throughout the year to develop the organisation as a place where staff want to remain and develop their careers. A new staff appraisal process was trialed during the year and a 10% pay increase for all staff was implemented in July 2024.

Staff and volunteers continue to be the core strength of our services and the board extends its deep appreciation to each and every individual for their continuing commitment to the young people they support. The ongoing work performed at Solas Project would not be possible without the range of funding from the State, grant-making bodies, partners and the public and I would like to express my gratitude on behalf of Solas Project to each of those funders. Volunteers and supporters remain a cornerstone of the organisation and they very generously give of their time for which we are most grateful.

I look forward with confidence to 2025.

A handwritten signature in black ink, appearing to read 'William Fitzgerald'.

William Fitzgerald

# INTRODUCTION



**AMY CAREY**  
CHIEF EXECUTIVE OFFICER

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After a number of years of transition and growth, we started into 2024 in a strong and more settled place as an organisation.

Our programmes continue to go from strength to strength, responding to the evolving needs of our young people and communities. Alongside, our established work, new elements emerged this year. These included establishing a young women's group to support young mothers in our community; and a range of events to support young people's political engagement and participation in elections.

We continued to face the challenge of staff recruitment and retention, shared across the youth work sector. In response to this, a key focus of 2024 was to develop and strengthen our staff team. Our work, and our impact, is based on relationships, primarily, the relationship between a young person and a youth worker. This means that by far our most important asset as an organisation is a strong, skilled and consistent staff team. I am very thankful for, and proud of the team we have in place. Our staff team are not only passionate about their work but talented too. Our focus this year has been to build on this strength, to invest in our staff team and put structures in place to further develop our team and create an organisation where people want to stay long term.

Our work is heavily supported and enriched, by our large team of volunteers. We are fortunate to have a diverse and committed group of people, who serve directly with our young people, as well as in many 'behind the scenes' roles. We continued to develop our volunteering approach and this year we created a 5-year plan for volunteering. As volunteers, our Board of Directors, continue to bring leadership and guidance in ensuring strong governance. We are delighted to continue to remain fully compliant with the Governance Code.

The highlight of 2024 was the launch of our 5 year strategic plan, "Never Give Up: 2024 – 2028". The title reflects one of our core beliefs in Solas Project. That is both, that we work to instil hope in our young people, to never give up on believing they can live a full and fulfilled life. But also, that we commit to the challenge of never giving up on any young person. We believe every young person is worthy of love, worthy of someone who believes in them, and worthy of being invested in.

Unprompted, this sentiment was beautifully expressed by one of our young people who generously shared some of his story at the launch event,



*“The difference for me between Solas Project and other services is that they don’t give up, they actually care. On my days when I’m broken and down and feel like I have nobody, Solas is the place for me to go...it’s that little safe space so I’ll always be grateful to them forever.”*

For me, a particularly significant part of our launch event was having Salla Heron join us on the day. Salla was the initial founder of Solas Project back in 2007 and her courage in stepping out in those early days paved the way for us to become the organisation we are today. Salla moved out of Dublin nearly a decade ago and it was significant to have the opportunity to publicly thank her, and to showcase the fruit of the seeds she planted.

Alongside the highs and the achievements, 2024 also had some hard and sad aspects. The lowest point was the untimely loss of a young person, Sean Ennis, who we had the privilege of working with for many years. Sean’s death in November hit us hard, and loss like this is the worst part of our work. We continue to remember Sean, and part of his legacy will be to increase our determination to bring hope and light to each young person in our care.

This Report outlines the achievements and impact of our work over the past year. However, much of the hard work that has taken place cannot be captured in these pages. It is in the everyday commitment of our team, who tirelessly show up and pour into the lives of our young people. A big thanks to our youth workers, support staff, managers, volunteers and Board of Directors, who each play a vital role in working towards our vision. It is a privilege to work alongside, and lead, such a passionate, kind and hope-filled team.

I look forward, with gratitude, to all the year ahead has in store.

A handwritten signature in black ink that reads "Amy Carey".

Amy Carey





# WHO WE ARE

## Our Vision

*is to see an Ireland where every child and young person truly knows their self-worth and can take full advantage of their potential.*



# Mission & Values

We recognise that due to societal inequalities all young people in Ireland do not have access to the same opportunities and as a result, many are prevented from reaching their full potential. We build long term relationships with children and young people at risk of being marginalised by society, specifically through the education, employment, and justice systems. We deliver a range of innovative and holistic interventions from childhood, through adolescence and into early adulthood. We seek to equip and empower young people to live life to the full and decide how they want to make a meaningful contribution to society.

Alongside these supports we advocate for societal change to tackle the inequalities that allow young people in Ireland to grow up at a disadvantage. We are held accountable to our vision and mission through our four key values:

## 1: LOVE

We believe every young person deserves to be loved and no one should be given up on. We are relentless in our pursuit of building long term relationships of trust. We create a restorative environment where young people are free to make mistakes and have a safe space to grow and learn. We stand with young people supporting them to develop a positive sense of self, make healthy life choices and ultimately to see them reach their full potential.

## 2: HOPE

Recognising that societal inequalities have an impact on young people's aspirations we work to instil in each young person a hope for a brighter future. We create a culture of encouragement and challenge where young people's expectations are raised and self-worth can be realised. We call out the potential in every young person and no matter the obstacles we hold hope on behalf of those who don't yet believe it for themselves.

## 3: JUSTICE

We want to see a society where everyone has freedom of opportunity and can fully participate in society. We are passionate about tackling inequality to bring about social justice. We actively support young people to overcome barriers, advocating on their behalf and encouraging them to pursue a more just society where everyone can flourish.

## 4: JOY

We choose joy and joy sustains and motivates us. We pursue opportunities for young people to experience freedom and express themselves fully. Fun and laughter are intentional parts of our work. This includes a commitment to creating safe spaces for adventure and celebration.



## Our Youth Work Definition

*At Solas Project we achieve our vision and mission through the youth work process as we believe that youth work plays a key role in challenging injustice and inequality. Our youth work approach is based on developmental relationships of shared power, that start wherever young people are and strives to create a sense of belonging for every young person no matter their background, beliefs or behaviours.*

*Through action, partnership, and critical social education, we support young people to develop skills to overcome the societal inequalities they face and to create a brighter vision for their future.*



## 3 Key Principles of Youth Work



### **RELATIONAL:**

We are relentless in our pursuit of building lasting, meaningful connections with young people and are committed to long term consistent relationships. These relationships are based on voluntary participation with active engagement from the young person in decision making.



### **RELENTLESS:**

We believe that every young person is worth investing in and supporting even when others see them as too far gone, or when they have given up on themselves. Our youth work starts where they are at, creating a safe space to find belonging, staying with them until they are equipped to navigate the barriers they face. We never give up.



### **RADICAL SOCIAL CHANGE:**

We believe that societal transformation is required if we are to see all young people reach their potential and actively challenge the injustices they face. Our youth work involves raising the consciousness of young people about the structural barriers they experience and motivating them to seek societal change. We actively engage with systems and structures to affect this change.





Liam Hicks Memorial Cup at Oliver Bond / July 2024

# ACTIVITIES & ACHIEVEMENTS



# Programme Reports

In order to implement our vision of supporting children and young people to reach their full potential, our programmes operate under four key categories, offering innovative opportunities and holistic interventions from childhood, through adolescence and into early adulthood:

## FOUR KEY PROGRAMME CATEGORIES



## CASE STUDY

The **interrelation** of these categories is essential as we work together as an organisation to ensure comprehensive support for young people. A particularly impactful example of this was our work on Halloween this year. We began the evening with teams on targeted outreach in Dublin 8 and 12, while other staff supported the Liberties Haunt event. Then, for the first time ever on Halloween, we opened our buildings as safe drop-in spaces from 8pm to midnight. **Over 60 young people** joined in the fun as a safe alternative with food, games, a raffle, lots of laughs and some happily exhausted youth workers by the end.



## 2024 STATISTICS

Our statistics reveal that we had: **OVER 900 YOUNG PEOPLE** reached through Solas project programmes in 2024. **265** of those were intensive, long term youth work engagements.





# 1: EARLY INTERVENTION AND SCHOOLS WORK

## THE CLUB (PRIMARY AFTER SCHOOL PROGRAMME)

The Club is our targeted After School programme based in the Liberties. The children either live locally or attend school locally and we provide a safe, nurturing environment where children have dinner, get homework support and engage in fun activities. The Club is designed to support children to grow up to be healthy, confident and caring members of their community and to thrive, despite challenging circumstances.

### 2024 STATISTICS

**32** Young people in programme  
**10** Young people graduated/progressed to other programmes  
**720+** hours of direct contact with young people  
**48** weeks of the year  
**Over 4,200** hot meals served

## SOLAS @ SCHOOL (IN SCHOOL PROGRAMME)

Solas@School exposes young people to new experiences and different environments in recognition of the barriers that exist for young people from disadvantaged communities. We believe that by working with local schools we can provide interactive, educational and informative programmes that are inclusive and allow young people to be creative, have fun and express themselves. We provide programmes that celebrate all young people and look to elevate their voices and support them in their educational journey, particularly working with young people as they prepare to transition from primary to secondary education. While most of Solas Project's programmes are targeted, Solas@School allows for wider community reach while providing a positive introduction to the further supports available for young people through Solas Project's targeted programmes.

### SPOTLIGHT

On April 19<sup>th</sup>, we hosted our annual Community Business Final at Griffith College. **7 teams** (one from each participating school) pitched their business ideas to a panel of three judges, with **158 pupils** attending to celebrate creativity, teamwork, and entrepreneurship.



### 2024 STATISTICS

Programmes delivered in **12 different schools**  
**8** Business programmes: **200+** pupils took part  
**13** Sports programmes: **352+** pupils took part  
**2** College programmes: **42** pupils took part  
**15** Corporate partners (supporting in various roles)



## 2: COMMUNITY-BASED YOUTH WORK

### LIBERATE

Liberate is our community-based youth work programme supporting young people aged 10–25 years in Dublin’s South West Inner City. Liberate’s work includes regular outreach, programme work, individual support, drop-in sessions, residential trips and involvement in local community events.

Liberate focuses on the personal development of young people, with a view to progressing to social political education where young people become agents of change within their own community. The needs of each young person or group are assessed with the young people and a planned programme of engagement is then put in place. Liberate sees the youth work relationship as the centre to all its work, it is through this relationship that a process of change can be embarked upon.

### SPOTLIGHT

**14 young people** in our Young Leaders group took part in research and consultations, representing themselves, their community, and the youth work sector. They met with decision-makers to share their views and advocate for change, including at our “Meet the Candidates” pre-election information evenings.



### 2024 STATISTICS

**Over 250 young people** in programmes, **115** of which were intensive  
**2800** contact hours of youth work across the year  
**Over 60** first time engagements in the project  
**70** young people went on overnight residential trips

### NEW PROGRAMMES AND SKILLS DEVELOPMENT

- DJing
- North South Conflict Programme
- Sexual Health
- Hair and Nails
- Barbering
- Barista Training
- Outdoor Education
- Film Making
- Grinds
- Music Studio: instrument & voice lessons
- Older young women’s group (20-25 years) established



## 3: YOUTH JUSTICE

### RUA (D8 AND D12)

Rua is our youth work programme for 15–22 year olds involved or at risk of becoming further involved in the criminal justice system. Rua has two teams, one operating in Dublin 8 and one in Dublin 12. Central to Rua is the trusting relationships built between our team and the young people. This is achieved through a youth work model, which allows us to support them to make good life choices. We work both one-to-one and in small groups offering practical support, personal development and moving young people towards further education or employment.

We apply a 4 year intervention model using a criminogenic based risk assessment. Our model emphasises that our approach is a long term one, accepting that real changes will not take place quickly. We are committed to 4 years of relentless support for our young people, staying constant through the successes and the setbacks.

### 2024 STATISTICS

**53** Young people in programme  
**2502** hours of contract work  
**541** engagements around education and employment  
**436** engagements around peer group and lifestyle  
**554** engagements around offending behaviour  
**413** sessions of targeted outreach

### SPOTLIGHT

An overnight camping trip became a powerful turning point for a Rua young person, offering a space for connection, trust, learning skills and imagining new possibilities for the future.



*“The camping trip was one of the most engaging activities we did together and became a significant turning point for the young person. Activities like this not only provide practical skills, but also open up opportunities to experience life outside their own environment.”*

- **Jamin**, Rua D12 Youth Justice Worker



## TRY (TARGETED RESPONSE TO YOUTH)

Targeted Response with Youth (TRY) supports young people who, due to the societal impact of the drugs trade have had their lives negatively affected. The impact of which can be chaotic drug and alcohol use, mental health issues, and limited opportunities in educational and employment. TRY primarily targets those aged 18–26, implementing a peer led approach in community settings and building relationships by acting as role models. This work is centred on a youth work approach of intensive outreach and step by step key working support. Our new model was launched in January 2024 and implemented throughout the year

### SPOTLIGHT

#### 10 young people

completed Fighting for Change, a 6-week boxing programme featuring inspiring talks, personal development workshops, and training sessions with professionals including Colin Judge, Kiefer Crosbie, Willa White, Jen Healy, and Thomas Carty.



### 2024 STATISTICS

26 young people throughout the year  
3 graduations  
10 young people completed Fighting for Change

## COMPASS (PRISON PROGRAMME)

Compass is our prison programme supporting young people in prison or detention and on their release into the community. Through our work in the prison, we build up trusting relationships with young people (24 years or under) which then leads to us providing them with a strong support system when they return to the community.

In the community we provide intense key working support for 18 young people at any one time. We work with young people towards a life free from offending, building healthy lifestyles and ultimately to see them live out their full potential. Our Compass programme works in adult prisons – Wheatfield and Mount Joy, as well as in Oberstown Detention Centre (under 18s). The team supports young people transitioning from detention to adult prison, those coming to the end of their sentence, and continues that support upon release.

### 2024 STATISTICS

217 prison sessions in total:  
49 sessions in Wheatfield  
72 sessions in Mountjoy  
88 sessions in Oberstown  
8 visits and sessions in other prisons



## 4: SOCIAL ENTERPRISE

### THE YARD

The Yard is a social enterprise that uses a youth work approach through creativity to build confidence and skills. The vision of the Yard is to produce quality products, by empowering young people to fill their professional and personal potential, while creating a sustainable society. The Yard combines the teaching of both soft skills needed for a workplace (attendance, punctuality, attitude, respect) with the practical skills of teaching woodwork/woodturning and barbering. The Yard creates an environment that allows for one-to-one mentoring and to build and strengthen a young person's abilities and life experiences.

#### SPOTLIGHT

Young people from The Yard took part in The Fumbally Christmas Market, selling their handcrafted goods from the woodturning shop. Their hard work and creativity shone through—and with incredible support from the local community, they completely sold out of their stock by the end of the market!



#### 2024 STATISTICS

**18** young people engaged in The Yard

**14** young people successfully completed the full programme

**87%** attendance rate

As part of the 2024 redesign of The Yard programme, we expanded our offerings to include barbering alongside our woodwork, personal development, and employment readiness modules. To support this exciting addition, we completed renovations to the workshop space, equipping it with professional barbering stations and tools. The first year of barbering has been a resounding success—offering young people a new creative outlet, practical skills, and increased pathways into employment. This shift reflects our broader vision of developing social enterprise as a pillar in the organisation—a key focus in our strategic plan, and also helps reduce our reliance on woodturning alone.



# Staff & Team Development

As our primary tool for change and achieving our vision is through relationships, we recognise that our staff being fully equipped and supported in their roles is essential for us to achieve success in our work with young people.

2024 proved a more settled year for our staff team. However, external factors still had a significant impact on our team. We had a few team members emigrate, and we continued to be impacted by the sector wide recruitment challenges. Some of our teams remained on reduced staffing levels for significant portions of the year due to a combination of recruitment shortages and staff on extended sick leave. Amidst these challenges we added 6 new people to roles across the organisation.

In response, a key focus of the leadership team in 2024 was on staff retention. As an organisation we are striving for best practice as employers, and to be a place where people want to stay and develop their careers. To achieve this, we put significant energy into staff development and team culture throughout the year.

One aspect of this was reviewing and updating some of our employee benefits. We created a new staff appraisal process which we trialled towards the end of 2024 and plan to roll out in full in 2025. We significantly improved our maternity and sick leave policies. We also brought in a 10% pay increase for all staff in July. This was in response to increasing salaries across the sector and our hope is that this would enable us to stay on par with other youth work organisations.

The significant increase in our team size over the past three years has allowed for exciting developments in our work, as well as challenges in ensuring a united sense of team culture and values. We continued with our regular whole team meetings, these are an opportunity to share what is happening across the organisation and an important space for all of our teams to connect. We held our Team Week again in August. This was a time to reflect afresh on our vision and values and spend time looking at our strategic achievements.

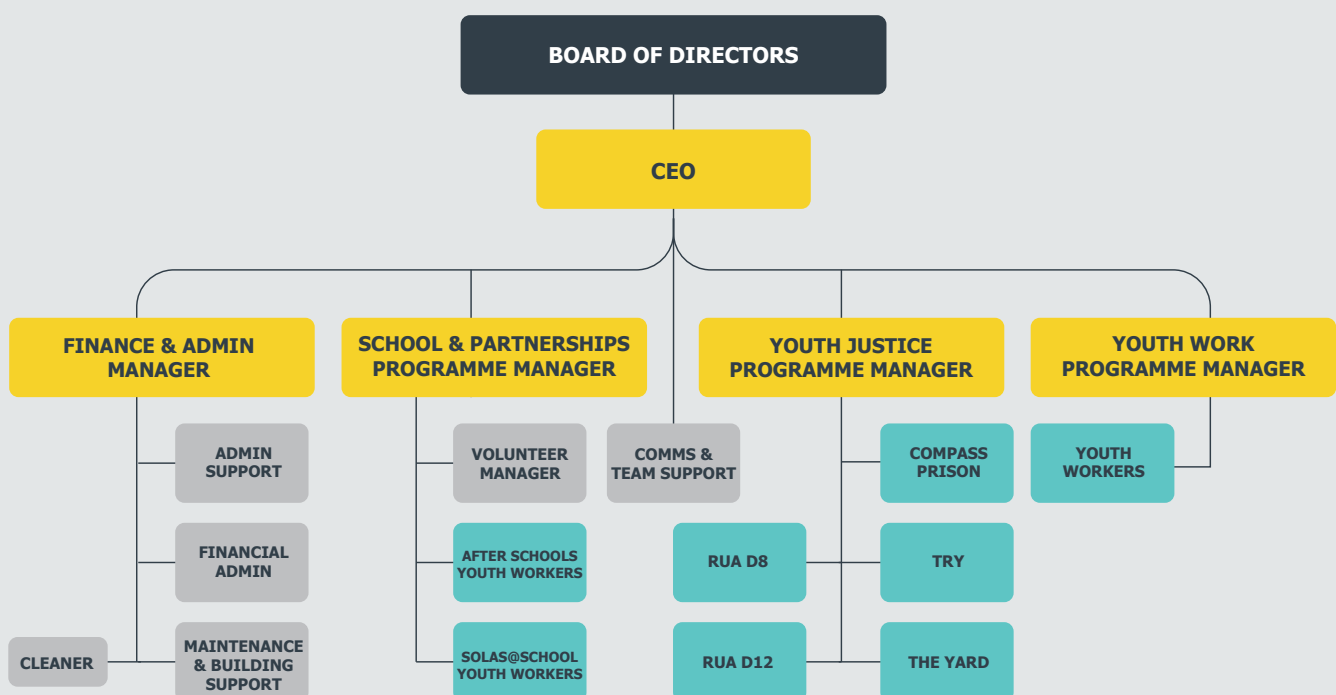


We spent time on a number of topics including our Advocacy approach, Solas Project's youth work definition and creating cross programme Task Teams for the year. We also made sure there was some fun with a friendly Footee competition and team-building exercises, reminding us of the importance of laughter, joy and connection in our work.

We have also seen an increase in staff working towards professional qualifications with 2 staff undertaking level 9 certificates in leadership and management and others continuing to work towards degrees and masters. Alongside the professional qualifications and ongoing standard training (child protection, first aid etc.) staff have also undertaken continual professional development in a variety of areas including: Trauma Informed Practice, SafeTalk, Domestic Violence, Food Safety and Restorative Practice. Our Designated and Deputy Liaison Persons also renewed their training with Tusla.

We also commissioned two pieces of training tailored to specific emerging needs of our staff. Ruhama delivered training on the sex trade and trafficking in Ireland. The Hope and Courage Collective delivered bespoke training on Understanding Hate and Extremism, equipping our team to respond to the increase in Far Right narratives, particularly in the wake of the Dublin riots.

## ORGANISATION STRUCTURE



= LEADERSHIP

= SUPPORT STAFF

= YOUTH WORK STAFF

# Volunteering Report

Solas Project places a high value on volunteering and our work would not be possible without the commitment and skills of our volunteers. We recognise the unique contributions of volunteers and the benefit for young people of building relationships with a wide range of trusting adults.

We have a diverse team of volunteers from around the world and all walks of life, ranging in age from 16 to 65+. We have volunteers who serve each week throughout the year as well as corporate volunteers who participate in short term volunteer programmes each year.

## 2024 STATISTICS

**78** people attended volunteer induction and information evenings

**34** volunteers completed Child Protection training

**39** volunteers completed Therapeutic Behavioral Skills training

## NEW INITIATIVES AND HIGHLIGHTS

### **Volunteer involvement in the Liberate Transition programme**

This year marked a meaningful milestone as we welcomed volunteers into our Liberate Transition programme for the first time. Two dedicated individuals brought consistency and kindness to the space—fostering strong connections with young people and invaluable support to our staff team.

### **Expanding academic support through volunteer tutors**

We were delighted to introduce new volunteer Grinds tutors in Irish, business, and maths for Leaving Cert students. Their commitment helped young people feel more confident in their exam preparation.

### **Support for young mothers in the Young Women's group**

Volunteers played an important role in our Young Women's group by caring for babies and preschoolers during sessions. Their presence enabled young mothers to fully engage in the programme—creating space for learning, connection, and a much-needed break.

### **Energy and consistency in Solas Sports**

A dedicated volunteer has become a vibrant part of our Solas Sports programme, bringing enthusiasm and consistency to weekly sessions to complement the contributions of our ESC volunteers and student placements.

### **Strong interest in Compass programme volunteering**

Our volunteer information evening for the Compass programme in April 2024 drew a big response, with 50 expressions of interest and 33 attendees. We're excited by the enthusiasm for getting involved in this area of work.

### **Ongoing support through volunteer training**

We delivered Therapeutic Behavioural Skills training to volunteers twice in 2024, receiving excellent feedback on both occasions. These sessions continue to build confidence, deepen understanding, and strengthen our collective capacity to support young people.

## ACHIEVEMENTS AND FEEDBACK

### A strong team supporting After Schools

Our After Schools programme continued to benefit from a steady and vibrant team of both local and international student volunteers. Their energy and commitment have been essential to creating a consistent and welcoming environment for the children.

### Celebrating Ciaran Lynam – Volunteer Ireland Award

In December 2024, Ciaran Lynam was honoured with a national Volunteer Ireland Award in the Children & Youth category for his longstanding dedication and impact. Ciaran was also recognised at our volunteer celebration in June for over 10 years of committed service with Solas Project.

### A reflection from a long-time volunteer

Vincent Perry, a cherished volunteer with our Junior After Schools programme, shared in December:



Vincent,  
After Schools Volunteer

*“The time has flown by—the result, I guess, of the joy and happiness the children bring into my life.”*

### Corporate engagement through the Solas Business programme

We continued to grow our partnerships with corporate volunteers, including Hyatt employee Jack, who supported our Solas Business programme. Reflecting on his experience, he shared:



Jack, Hyatt Centric,  
Corporate Volunteer

*“One of the highlights for me was seeing the difference in the children from week one to five... it was such a big shift in where they were, and it was so nice to see that.”*

Moments like these highlight the deep impact volunteers can have in just a short time.

### A young person’s perspective on the impact of volunteers

Eabha, a young person who has been part of Solas Project for over a decade, shared a heartfelt reflection:



Eabha,  
Young Person

*“I’ve been in Solas over 10 years so I can’t really imagine my life without a volunteer. It’s just given me a place to go, and to vent if I need, just to have someone there...I didn’t realise how hard their job was until I got older—and now I can look at the After Schools and see how brilliant their work is. It inspired me to do music.”*





2024/25 ESC Volunteers: Klara, Ray and Ilaria



Ciaran Lynam receives national Volunteer Ireland award in the Children and Youth Category



*“It’s definitely a two-way street. I’ve learnt so much from my young person and everyone I’ve come in contact with through Solas Project. It’s honestly so rewarding”*

- **Ruth**, volunteer Step Up mentor



# Impact & Strategy

One of the highlights of our year was the launch of our 5 year Strategic Plan, “Never Give Up: 2024 – 2028”. Following a significant amount of work from our leadership team, board and staff in 2023, we were delighted to complete this process, finalising Strategic Framework and our 2024 implementation plan. This plan is based around four strategic priorities.

## FOUR STRATEGIC PRIORITIES



In addition to these areas we recognised that there is still work to be done to strengthen our foundation and to prepare for further growth. This work is captured under ‘Organisational Excellence’. The 2024 implementation plan focused heavily on this area to ensure we are in the best position to achieve the remainder of the plan.

There was a lot of learning for us in this inaugural year of the plan. On reflection, we recognised that some of our goals for 2024 were overly ambitious and have reduced the number of goals we aim to achieve in 2025. The achievement of some goals were delayed due to staff changes, and vacancies throughout the year. However, there was significant progress particularly in the areas of Organisational Excellence and Priority 1.

### PRIORITY 1: DEVELOP REACH AND DEPTH OF PROGRAMMES

*Strategic Framework,  
Page 12.*

“We provide a range of innovative programmes of learning, mentoring, and social development that equip and empower young people to reach their full potential, live life to the full and participate fully in society. For the period of this plan, our ambition is to consolidate our successes to date, capture critical learnings and carefully refine and expand the reach, depth, and capacity of our programmes to better meet the needs of young people across four core areas: Early Intervention & Schools, Community-Based Youth Work, Youth Justice and Social Enterprise.”

One of our key actions in this area is to “Establish a pathway or model for young people within each programme”. The first step in this area was the development of Solas Project’s youth work definition. This is now completed and has been included (on page 10 of this document). In 2024, we launched the TRY Model. We already have models in place for our Rua and Compass programme which were reviewed. Significant work was undertaken in developing models for our After Schools and Liberate programmes and they are both expected to be completed in 2025.

Another high-level action that was an area of focus for 2024 was to “Develop the connections and collaboration between programmes”. This was primarily achieved through the development of several task teams. These teams were made up of staff from different teams to work collaboratively on an area of work eg. Seasonal events (Halloween and Christmas), developing our Transition programme and Volunteer Appreciation. Additional task teams have been put in place for 2025.

There were many other achievements under this Priority area in 2024 including: the introduction of barbering into our Yard programme, the launch and ongoing Liberate Leadership group, our Oberstown Community work operating fully, the establishment of our new Transition programme for young people from After Schools moving into Liberate, and the development of our 5 year plan for volunteering.

## ORGANISATIONAL EXCELLENCE

*Strategic Framework,  
Page 15.*

“To deliver on our strategic plan, we must ensure that our governance, leadership, structures, resources, and finance are fit for purpose and that our people are skilled, supported, and passionate in delivering our ambitions.”

Organisational Excellence was a key focus for 2024, and will continue to be into 2025. Under the area of Governance a significant achievement was the continued compliance with the Charities Governance Code. Alongside this a number of organisational and governance policies were developed or reviewed. Another achievement was our very successful Strategic Framework launch event took place in May with positive feedback from external stakeholders.



*Strategic Framework  
Launch Event, May 2024.*

In the area of Finance and Resources, we continued to build our financial reserves to ensure the long-term sustainability of the strategic plan. We also strengthened internal financial controls and planning across the organisation. Another goal in this area was to develop whole team understanding and accountability of our financial systems & processes. A number of sessions took place across the year to achieve this.

As already mentioned across this report a key focus for the organisation in 2024 was on staff recruitment and retention. Under our ‘People’ goal significant work took place including: the introduction of new HR software; the development of a new Appraisal process; review of salary scales to ensure consistency and transparency; the development of progression routes for staff within the organisation; investment in staff training and development; and improvements in our IT systems and processes.

**PRIORITY 4:**  
ADVOCACY TO  
AFFECT CHANGE  
**PAGE 14**

*Strategic Framework,  
Page 14.*

"Our advocacy mandate comes from our values and our frontline, on-the-ground experience of working with children and young people. This pillar attests that successfully affecting attitudinal change in society and influencing policy change can improve the lives of our young people and future generations. Over this plan, our aim is to know we have played our part in seeing policy change and change in societal attitudes. We can influence by bringing our frontline, on-the-ground experience in our innovative programmes in youth justice, youth work, and educational disadvantage. We will work towards supporting young people to ensure their voices can be heard directly."

The key focus for 2024 under this priority was to define our advocacy positions and identify specific areas of influence. Significant process was made in this area, particularly through a whole team workshop that took place in August. Alongside this internal work, our team also participated in a number of significant pieces of advocacy work across 2024. These included: attendance at the Citizens Assembly Report on Drugs in January; supporting the ongoing Sporting Liberties campaign and hosting a variety of local councillors and TDs to discuss issues affecting our communities.

A significant new development in 2024 was the development of a training input for new probationer Gardaí in the Kevin Street District. Our team delivered 6 sessions highlighting the role and importance in Youth Work in supporting community safety. These sessions were well received, and similar training will be rolled out in Dublin 12 in 2025.

An important focus of our Advocacy work in 2024 was on encouraging political engagement from our young people. We ran a "Register to Vote" evening ahead of the local elections in April where 22 people were registered, including young people who may have otherwise been excluded from the voting process. We then ran a "Meet the Candidates" evening in May where 8 local candidates joined us to share their vision for our community and answer questions from young people. Following the success of this event we held a larger event ahead of the General Election in November. We had around 50 people come along and put their questions to 7 candidates representing Dublin South Central.

**SPOTLIGHT**

Encouraging political engagement from our young people was an important focus of our Advocacy work. Pictured here is the first of our "Meet the Candidates" evening in May.



In addition, our team also continues to actively participate in a variety of networks and committees, including, but not limited to: National Anti Social Behaviour Forum, Dublin City South CYPSC youth services sub committee; the South West Inner City Child and Family Network, Dublin South City and Dublin 12 Community Safety Forums, the Dublin Independent Youth Projects Collective and the D12 Youth Workers Forum.





Young people in After Schools share about their highlights in The Club at the Strategic Framework Launch Event, May 2024.



Young person in the Rua programme shares about his experience at the Strategic Framework Launch Event, May 2024.



Recognition of Salla Heron at the Strategic Framework Launch Event. Salla is the original founder of Solas Project, which began as an After Schools club for girls in Basin Lane in 2007.



*Summer Residential Trip / July 2024*

# FINANCIAL REVIEW



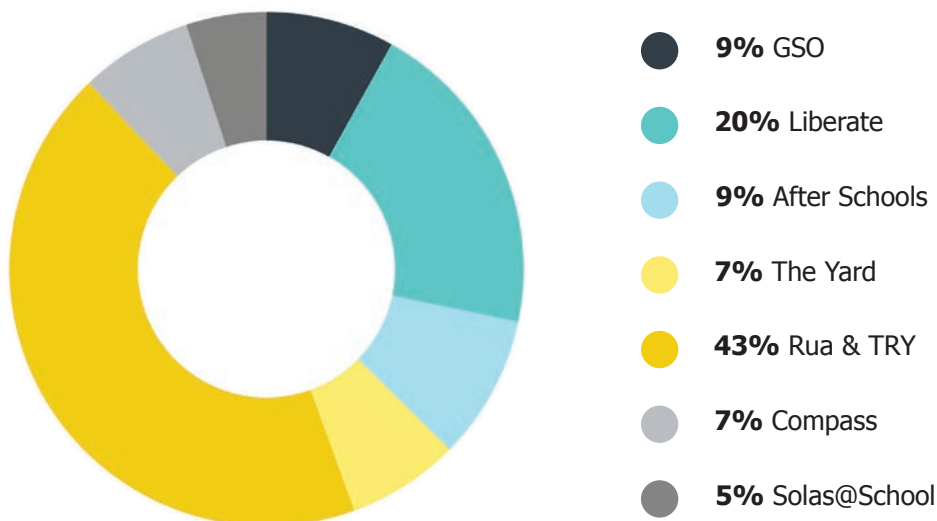
# 2024 Finances

Sources of funding at Solas Project are a mix of government intervention-based funding, corporate grants, donations, charitable activities, fundraising and other benevolent funds. The total income for the period was **€1,888,558** and equates to an 11% decrease compared to 2023. The total expenditure for the period was €1,846,879 and equates to a 9% decrease compared to 2023.

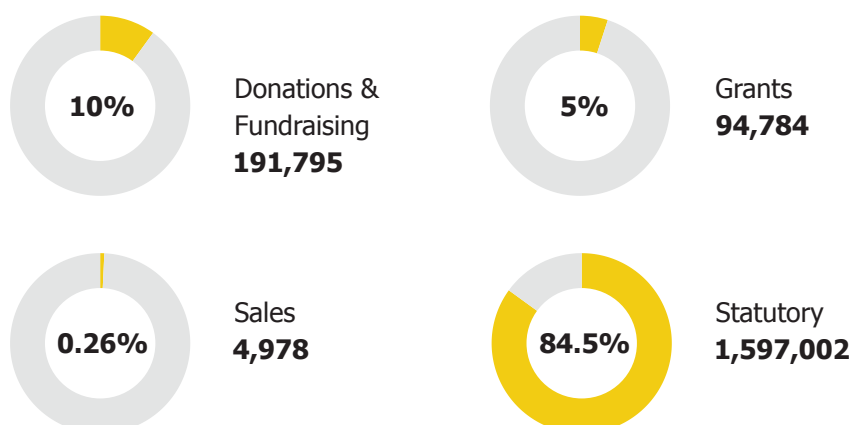
Vacant posts and staff retention contribute highly to the reduction in both income and expenditure for the period. Whilst core funding allocations from our statutory funders increased within the period, unspent funds relating to vacant positions were deferred. We also changed the way we apportion our general service overheads in this period, creating a reduction in both income and expenditure within the GSO department.

The Department of Justice and Léargas conducted financial audits within the period, both achieving a positive result. Minor recommendations from the DoJ have since been adopted and included in the updated Financial Procedures policy.

## CONTRIBUTION TO TURNOVER BY PROGRAMME:



## FUNDING SOURCES:



## KEY CONTRIBUTING FACTORS TO INCOME AND EXPENDITURE MOVEMENT DURING 2024:

The company is operating within capacity to avoid overspending. Whilst some programmes ran at a small deficit others expanded their operational reach whilst delivering a breakeven position.

Overall expenditure constitutes 98% of total income, demonstrating compliance with funders and the overarching mission of the organisation to deliver services to children and young people. All staff were given a 10% increase to their salaries in July 2024.

**AFTER SCHOOLS** programme benefited from the introduction of Equal Start funding in this period. There were also several key donors and grants, as well as church parish donations. An increase in donations resulted in an €9k surplus in the period.

**LIBERATE** has a breakeven position for the period compared to a €5k deficit in 2023. This was mainly due to a vacant Youth Worker position during the last quarter of the year.

**RUA AND TRY PROGRAMMES** achieved a breakeven position for the period. They continue to expand which is reflected in an increase in core funding. Vacant positions resulted in an underspend of allocated funding which was deferred at the end of the period.

**THE YARD** had a €4,739 deficit for the period due to payment of participants costs that are not covered through core funding. The programme achieved sales of €4,978 in the period which contribute towards participants costs. The Yard programme did not restart fully until May 2024 due to a vacancy in the Team Leader position and underspent funding was deferred at the end of the period.

**SOLAS@SCHOOL** continues to be independently financed entirely by the generosity of private donations, grants and significant corporate partnerships including a 3-year partnership with Savills that started in 2022. There is a surplus of €12,094 for the period due to the vacancy of a full time Youth Worker.

**COMPASS** achieved a breakeven position for the period however some funds were deferred at the end of the period due to budgeted staffing costs that were not realised.



Overall, both **GSO** income and expenditure is lower in the period compared to 2023 due to a change in how we account for shared costs. In addition, the Maintenance worker position finished mid-year and was not replaced.

### CORE FUNDING:

During the year Solas Project continued to focus on retaining or expanding core sources of funding available from State interventions as a method to ensure stability and quality of service delivery across the six programmes. These included:

| PROGRAMME   | FUNDED BY: (IN WHOLE OR PART)  |
|---|--|
| <b>LIBERATE</b>   | City of Dublin Youth Services through the UBU Funding stream from DCEIDY<br>Léargas through the Erasmus + European Solidarity Corps project<br>Dublin City Council                                     |
|   | National Childcare Scheme and Core Funding -<br>Department of Children, Equality, Disability, Integration and Youth (via Pobal)<br>Dublin City Childcare Committee<br>Notable Funds & Corporate Donors |
|  | Department of Justice (Youth Diversion Programme: Community Projects). This is co-funded between the Government of Ireland and the European Union (ESF+ Social Fund 2021-2027)<br>Dublin City Council  |
|  | Irish Prison Service<br>Irish Probation Service  |
|  | City of Dublin Education & Training Board (CDETB)<br>Product Sales   |
|  | Department of Justice (Youth Diversion Programme: Community Projects). This is co-funded between the Government of Ireland and the European Union (ESF+ Social Fund 2021-2027)                         |
|  | Notable Funds & Corporate Donors   |
| <b>GSO (CENTRAL SERVICES)</b>   | Notable Funds<br>Léargas through the Erasmus + European Solidarity Corps project<br>Dublin City Council  |

**RESERVES:**

To mitigate the effects of any potential closure of the organisations service activities cause by an unplanned cessation of public funding, the Board of Directors maintain a minimum level of financial reserves equating to three months operating costs to ensure that activities can continue on an immediate to short-term basis. The reserves also allow the organisation to secure replacement funding and support service users in moving on to other local services, should this be deemed necessary.

The current reserves position for the organisation is €557,55. This is made up of €502,330 unrestricted funds and €55,225 of designated restricted funds. The operating budget for 2025 is €2,193,289 meaning the reserves currently equate to 3 months operating costs.

**MOVEMENT OF RESERVES:**

|                     | <b>BALANCE<br/>31/12/23</b> | <b>INCOME</b> | <b>EXPENDITURE</b> | <b>TRANSFER<br/>BETWEEN<br/>FUNDS</b> | <b>BALANCE<br/>31/12/24</b> |
|---------------------|-----------------------------|---------------|--------------------|---------------------------------------|-----------------------------|
| <b>RESTRICTED</b>   | <b>68,425</b>               | 1,691,786     | 1,704,986          | -                                     | 55,225                      |
| <b>UNRESTRICTED</b> | <b>447,448</b>              | 196,772       | 141,890            | -                                     | 502,330                     |
| <b>TOTAL</b>        | <b>515,873</b>              | 1,888,558     | 1,846,876          | -                                     | 557,555                     |

**FINANCIAL POLICIES AND PROCEDURES:**

During 2024 Solas Project reviewed and updated its financial procedures policy in line with guidelines issued by the Charities Regulator. This policy applies to Solas Project Board of Directors, employees, and occasionally volunteers. All individuals utilising Solas Project income or expenditure have a responsibility to follow this policy. The policy was approved in March 2025 and is scheduled for further review in 2027.

**Internal financial controls at Solas Project include:**

- Documented financial policies and procedures
- Clearly defined roles and responsibilities
- Segregation of duties
- Reconciliation of transactions
- Approval hierarchies
- Financial reporting
- Audit trail maintenance and reporting

**Financial management and financial policies are split into five sections as follows:**

1. Income
2. Expenditure
3. Banking (including payments, credit cards and loans)
4. Assets and investments
5. Monitoring arrangements

Each section includes key controls and procedures, which are intended to serve as a guide for staff, charity trustees and management to implement best practice, transparency, and accountability.



# Funders



**distilled.**



**Deloitte.**



**BlackRock®**



Barber Training with Liberate / March 2024

# GOVERNANCE

# Governance



Following our achievement of “Fully Compliant” with the Governance Code in late 2023, we maintained our compliance in 2024. This included completion and board approval of the annual Charities Regulator Governance Code compliance record form. A number of new policies were developed and approved by the board, as well as some that were reviewed and updated, these included: Maternity leave policy, Drug and Alcohol Free Workplace Policy, Delegated Authority Policy and our Data Protection Policy. Continued compliance remains a key priority for the board in the year ahead.



Overview of Charities Governance Code by Charities Regulator

## GOVERNANCE STRUCTURE

Solas After School Project is a company limited by guarantee, incorporated in 2007. The company does not have share capital and consequentially the liability of the members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required shall not exceed one Euro.

The company was set up under a Memorandum of Association which established the objects and powers of the charitable company and is governed by a constitution which was updated in November 2021. All income is applied solely towards the promotion of the charitable objectives of Solas Project.

The organisation hosts an AGM each year where the members of the organisation are invited to attend to receive progress and financial updates from the Management Team. All current directors are also members in addition to two other loyal supporters. A register of all members is maintained annually.

Our Trustees Handbook sets out Solas Project’s policies and procedures in relation to all aspects of the charity’s governance from the perspective of the Board of Trustees. The handbook documents the legal obligations



of the charity trustees as well as the processes that the charity has in place to meet good governance standards, including those set out in the Charities Governance Code. The handbook will be reviewed every three years, although changes can be proposed at Board meetings and the handbook adapted accordingly.

The Board of Directors essentially provide the Governance of Solas Project with responsibility for structure and the direction of the organisation. Board meetings provide an opportunity for:

- Decision making regarding strategy and direction
- Key financial decisions
- Approval of major projects
- Approval of budgets
- Ownership and approval of accounts
- General financial oversight and direction
- Delegation of spending and decision-making authority

The Board recruitment process considers the need for adding experience and/or expertise where necessary, especially:

- Youth work
- Community Development
- Education Perspectives for Disadvantaged Communities
- Finance, Legal & HR
- Communications/ PR
- Evaluation & Risk

The induction process for new directors to the Board of Solas Project involves the provision of an induction pack, and meetings with the existing charity trustees and other key employees or volunteers within the charity. An induction pack will also be given to each new trustee. Solas Project is also committed to supporting the ongoing training and upskilling of Board members as required.

## **BOARD STRUCTURE**

Throughout 2024 there were six voluntary Board of Directors, four women and two men. There were no changes in the Board of Directors, following a number of changes in 2023. The appointment of Bertilla Keane as Company Secretary at the end of 2023, has proven very positive. Tasks previously undertaken by staff (such as recording of minutes) have now moved to a Director, separating responsibilities between staff and the board, which has been an improvement in terms of governance.

## **GOVERNANCE SUBCOMMITTEE**

In 2024 there were two active subcommittees made up of Directors and staff. The Governance subcommittee completed a review and update of the Risk Register in October. The Finance subcommittee met a number of times and covered issues such as salary reviews, reserve investments, financial procedures and reviewing the annual audit. All work of the sub-committee were brought to the full board for discussion and approval.

| NAME/ROLE  | BIOGRAPHY  |
|--|--|
| William Fitzgerald<br><b>CHAIR</b>                       | William has been a Barrister at law since 2001 with wide ranging civil, criminal, commercial & administrative law practice. William also volunteered in the early days of Solas Project's teenage mentoring programme. Supporting his mentee for 5 years.  |
| Sheila Early<br><b>DIRECTOR</b>                          | Sheila is a retired Principal from a local partner school. Sheila was in the position of Home School Community Liaison in the school when Solas Project first began and was very supportive to our Founder in the Initial set up process. Sheila is also a qualified Counsellor and Psychotherapist.   |
| Louise Jones<br><b>DIRECTOR</b>                          | Louise is an assistant pastor in St. Catherine's Church on Thomas Street, one of Solas Project's key community supporters. Louise has a BA in Psychology and is a qualified Physical Therapist. She worked in education as Head of Assessments in a private college for 10+ years. Louise has volunteered in a variety of roles in Solas Project, including cooking meals for the After Schools Clubs and taking part in sports sessions.  |
| Eddie D'Arcy<br><b>DIRECTOR</b>                          | Eddie has worked in Youth Work for the past 40 years. This included years leading and developing Ronanstown Youth Service. He also served as Head of Youth Work with CYC National Youth Organisation and lectured on the BA in Youth and Community in DKIT. Eddie served as CEO of Solas Project from 2016 – 2020. He has a Master's in Youth Work from Maynooth University and has received a number of prestigious awards for his work with young people, including the John O'Connell Award from Maynooth University. |
| Aisling Teggart<br><b>DIRECTOR/<br/>TREASURER</b>        | Aisling is Global Head of Fund Accounting for State Street International. Prior to that she had served in a number of roles in State Street including EMEA Head of Accounting, Financial and Regulatory Reporting, and Chief Operating Officer for SSFSIL.   |
| Bertilla Keane<br><b>DIRECTOR/<br/>COMPANY SECRETARY</b> | Bertilla works in Employee Relations in the HSE and has been in various HR Management roles within the HSE. Bertilla brings strong HR and administrative skills to her role as Company Secretary.  |

## BOARD ATTENDANCE

The Board typically meet 5-6 times in a year and have a minimum quorum of three persons.

| NAME/ROLE                                   | 25/01/24<br>Board Meeting | 24/03/24<br>Board Meeting | 24/04/24<br>Board Meeting | 24/06/24<br>Board Meeting | 24/09/24<br>Board Meeting | 24/11/24<br>Board Meeting & AGM | % of Attendance |
|---|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------------|-----------------|
| William Fitzgerald<br><b>CHAIR/DIRECTOR</b> | 1                         | 0                         | 1                         | 0                         | 1                         | 1                               | 67%             |
| Bertilla Keane<br><b>SECRETARY/DIRECTOR</b> | 1                         | 1                         | 1                         | 1                         | 1                         | 1                               | 100%            |
| Louise Jones<br><b>DIRECTOR</b>             | 0                         | 1                         | 1                         | 1                         | 1                         | 1                               | 83%             |
| Sheila Early<br><b>DIRECTOR</b>             | 0                         | 1                         | 1                         | 0                         | 1                         | 0                               | 50%             |
| Eddie D'Arcy<br><b>DIRECTOR</b>             | 1                         | 1                         | 1                         | 1                         | 0                         | 1                               | 83%             |
| Aisling Teggart<br><b>DIRECTOR</b>          | 1                         | 1                         | 0                         | 1                         | 1                         | 1                               | 83%             |
| Amy Carey<br><b>CEO</b>                     | 1                         | 1                         | 1                         | 1                         | 1                         | 1                               | 100%            |
| Beth Curley<br><b>FINANCE MANAGER</b>       | N/A                       | 0                         | 1                         | 1                         | 1                         | 1                               | 80%             |

## MANAGEMENT & OPERATIONS



AMY CAREY  
**CHIEF EXECUTIVE  
OFFICER**



ASHLING GOLDEN  
**JUSTICE  
PROGRAMME  
MANAGER**



PETE THOMPSON  
**SCHOOLS AND  
PARTNERSHIPS  
PROGRAMME  
MANAGER**



LEANNE LOWRY  
**YOUTH WORK  
PROGRAMME  
MANAGER**



BETH CURLEY  
**FINANCE AND  
OPERATIONS  
MANAGER**



**REGISTERED  
ADDRESSES**

|                               |   |
|-------------------------------|---|
| <b>HEAD OFFICE:</b>           | Unit 1, Liberty View, Long's Place, Dublin 8 (All programmes)             |
| <b>OPERATIONAL LOCATIONS:</b> | 82 The Coombe, Dublin 8 (The Yard)  |
|                               | 80, The Coombe, Dublin 8 (Liberate)                                       |
|                               | Saint Catherines Church, Thomas Street (After Schools/Liberate sessional) |
|                               | 26 & 27 Basin Street, Dublin 8 (After Schools)                            |
|                               | St John Bosco Youth & Community Centre (Rua Dublin 12)                    |
|                               | Elveden House, Cork Street, Dublin 8 (Liberate & TRY)                     |
|                               | Windmill View House, Oliver Bond Street, Dublin 8 (Offices & Liberate)    |

**KEY  
MANAGEMENT  
RENUMERATION**

| NO OF<br>EMPLOYEES      | INCOME BAND PER<br>ANNUM | ROLES  |
|-------------------------|--------------------------|--|
| 3                       | €50,000 - €60,000 (FTE)  | Schools & Partnerships Programme Manager<br>Youth Work Programme Manager Finance<br>Operations Manager |
| 1                       | €60,000 - €70,000 (FTE)  | Justice Programme Manager  |
| 1                       | €70,000 - €80,000        | CEO  |
| <b>Total in period:</b> | €280,777                 |  |

**EXTERNAL  
PROFESSIONALS**

|                   |  |
|-------------------|--|
| <b>AUDITORS</b>   | KSi Faulkner Orr Limited<br>10 Lower Mount Street<br>Dublin 2, Ireland |
| <b>BANKERS</b>    | Bank of Ireland, Smithfield, Dublin 7.                                 |
| <b>SOLICITORS</b> | Byrne Wallace, 88 Harcourt St, Saint Kevin's, Dublin, D02 DK18         |

## **POLICIES AND GUIDANCE DOCUMENTS**

At Solas Project, we are committed to providing transparency through all our practices. Solas Project has suite of guidance documents and policies including, but not limited to:

- Financial Procedures Policy, Credit Card Policy & Mobile Phone Policy
- Health & Safety Statement, Risk Assessment of Facilities & Operations
- Staff Handbook & Employment Contracts
- Staff Training and Development Policy, and individual annual development plans
- GDPR / Data Protection Policy
- Child Protection Policy, Child Safeguarding Statements and Risk Assessments
- Volunteer Policy and Garda Vetting Policy
- Drug and Alcohol policy and procedures
- Anti-Bullying Policy and Complaints Policy
- Transport and Travel Policy
- Conflicts of Interest Policy for the Board of Directors

## **RISK MANAGEMENT**

Solas Project recognises that charity trustees are responsible for ensuring that a risk management system is put in place to protect the charity from any harm that may be caused, by reducing the likelihood of each risk occurring and reducing the impact of each risk where possible. In 2022 Solas Project implemented a risk management system to reduce the likelihood of each risk occurring and minimise the impact of each risk where possible. There are 3 components; Risk Management Policy, Risk Register and Monitoring & Reporting to be reviewed annually at Governance Sub Committee reporting to the Board.

A review of the Risk Register took place in 2024 with full approval from the board. One of our biggest challenges this year was staff recruitment and retention. This was reflected in our updated risk register and efforts were made to improve staff retention, as outlined in the staff report above. Solas Project works with many vulnerable children and young people in the community, in line with our robust Child Protection Policy the board are updated at every board meeting of any current child protection issues and highlighting any actions taken.



*After Schools Summer Visit to the National Gallery / August 2024*

# FINANCIAL STATEMENTS



## **DIRECTORS' ANNUAL REPORT**

### **FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

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

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

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

In this report the directors of Solas After-School Project Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2024.

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

The charity is a company limited by guarantee not having a share capital.

#### **FINANCIAL REVIEW**

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

#### **FINANCIAL RESULTS**

At the end of the financial year the charity had gross assets of €843,008 (2023 - €805,160) and gross liabilities of €285,453 (2023 - €289,287). The net assets of the charity have increased by €41,682.

#### **DIRECTORS AND SECRETARY**

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

- Louise Jones
- William Fitzgerald
- Eddie D'Arcy
- Aisling Teggart
- Sheila Early
- Bertilla Keane

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In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for reelection. The secretary who served throughout the financial year was Bertilla Keane.

**COMPLIANCE WITH  
SECTOR-WIDE  
LEGISLATION AND  
STANDARDS**

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Solas After-School Project Company Limited by Guarantee subscribes to and is compliant with the following:

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

**THE AUDITORS**

UHY Farrelly Dawe White Limited resigned as auditors during the financial year and the directors appointed KSi Faulkner Orr Limited, to fill the vacancy.

**ACCOUNTING  
RECORDS**

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Unit 1, Liberty View, Long's Place, Dublin 8.

**Approved by the Board of Directors on:  
and signed on its behalf by:**



**WILLIAM FITZGERALD,**  
CHAIRPERSON



**AISLING TEGGART**  
DIRECTOR

## **DIRECTORS' RESPONSIBILITIES STATEMENT**

### **FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

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

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

#### **IN PREPARING THESE FINANCIAL STATEMENTS, THE DIRECTORS ARE REQUIRED TO:**

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

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

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

#### **IN SO FAR AS THE DIRECTORS ARE AWARE:**

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



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

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



**WILLIAM FITZGERALD,**  
CHAIRPERSON



**AISLING TEGGART**  
DIRECTOR



**INDEPENDENT AUDITOR'S REPORT**TO THE MEMBERS OF SOLAS AFTER-SCHOOL PROJECT COMPANY LIMITED BY GUARANTEE

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**OPINION**

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

In our opinion the financial statements:

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

**BASIS FOR  
OPINION**

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

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 3 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

**CONCLUSIONS  
RELATING TO  
GOING CONCERN**

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

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

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

## **OTHER INFORMATION**

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

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

We have nothing to report in this regard.

## **OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2014**

Based solely on the work undertaken in the course of the audit, we report that:

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

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

## **MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

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

## **RESPONSIBILITIES OF DIRECTORS FOR THE FINANCIAL STATEMENTS**

### **RESPECTIVE RESPONSIBILITIES**

As explained more fully in the Directors' Responsibilities Statement set out on page 6, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, as



applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## **AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

## **FURTHER INFORMATION REGARDING THE SCOPE OF OUR RESPONSIBILITIES AS AUDITOR**

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

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

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

**THE PURPOSE OF OUR  
AUDIT WORK AND TO  
WHOM WE OWE OUR  
RESPONSIBILITIES**

Our report is made solely to the charity's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



**DATED:**  
08/05/2025

**LAURA FALLON**  
FOR AND ON BEHALF OF KSI FAULKNER ORR LIMITED  
Statutory Auditors  
10 Lower Mount Street  
Dublin 2  
Ireland

**STATEMENT OF FINANCIAL ACTIVITIES  
INCLUDING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 DECEMBER 2024**

|   | NOTES | UNRESTRICTED<br>FUNDS 2024 | RESTRICTED<br>FUNDS 2024 | TOTAL<br>2024    | UNRESTRICTED<br>FUNDS 2023 | RESTRICTED<br>FUNDS 2023 | TOTAL<br>2023    |
|---|-------|----------------------------|--------------------------|------------------|----------------------------|--------------------------|------------------|
| <b>INCOME:</b>  |       |                            |                          |                  |                            |                          |                  |
| Donations and legacies income from charitable activities          | 5.1   | 191,795                    | -                        | 191,795          | 331,220                    | -                        | 331,220          |
| Grant income  | 5.2   | -                          | 1,605,518                | 1,605,518        | -                          | 1,634,016                | 1,634,016        |
| Other trading activities  | 5.3   | 4,977                      | -                        | 4,977            | 4,232                      | -                        | 4,232            |
| Other income  | 5.4   | 86,268                     | -                        | 86,268           | 161,870                    | -                        | 161,870          |
| <b>TOTAL INCOME</b>   |       | <b>196,772</b>             | <b>1,691,786</b>         | <b>1,888,558</b> | <b>497,322</b>             | <b>1,634,016</b>         | <b>2,131,338</b> |
| <b>EXPENDITURE:</b>   |       |                            |                          |                  |                            |                          |                  |
| Charitable activities   | 6.1   | 141,890                    | 1,704,986                | 1,846,876        | 225,329                    | 1,797,348                | 2,022,677        |
| <b>NET INCOME (EXPENDITURE)</b>                                   |       | <b>54,882</b>              | <b>(13,200)</b>          | <b>41,682</b>    | <b>271,993</b>             | <b>(163,332)</b>         | <b>108,661</b>   |
| Transfers between funds   |       | -                          | -                        | -                | (195,632)                  | 195,632                  | -                |
| Net movement in funds for the financial year                      |       | 54,882                     | (13,200)                 | 41,682           | 76,361                     | 32,300                   | 108,661          |
| <b>Reconciliation of funds:</b> Total funds beginning of the year | 17    | 447,448                    | 68,425                   | 515,873          | 371,087                    | 36,125                   | 407,212          |
| <b>Total funds at the end of the year</b>                         |       | <b>502,330</b>             | <b>55,225</b>            | <b>557,555</b>   | <b>447,448</b>             | <b>68,425</b>            | <b>515,873</b>   |

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:  
and signed on its behalf by:**



**WILLIAM FITZGERALD,**  
CHAIRPERSON



**AISLING TEGGART**  
DIRECTOR

**BALANCE SHEET**

AS AT 31 DECEMBER 2024

|  | NOTES | 2024<br>€      | 2023<br>€ |
|--|-------|----------------|-----------|
| <b>FIXED ASSETS</b>                            |       |                |           |
| Tangible assets                                | 11    | 55,225         | 70,217    |
| <b>CURRENT ASSETS</b>                          |       |                |           |
| Debtors  | 12    | 11,245         | 3,826     |
| Cash at bank and in hand                       | 13    | 776,538        | 731,117   |
|  |       | <b>787,783</b> | 734,943   |
| Creditors: amounts falling due within one year | 14    | (285,453)      | (289,287) |
| Net Current Assets                             |       | 502,330        | 445,656   |
| Total assets less current liabilities          |       | 557,555        | 515,873   |
| <b>FUNDS</b>                                   |       |                |           |
| Restricted trust funds                         |       | 55,225         | 68,425    |
| General fund (unrestricted)                    |       | 502,330        | 447,448   |
| <b>Total funds</b>                             | 17    | <b>557,555</b> | 515,873   |

**Approved by the Board of Directors on:  
and signed on its behalf by:**



**WILLIAM FITZGERALD,**  
CHAIRPERSON



**AISLING TEGGART**  
DIRECTOR



## STATEMENT OF CASH FLOWS

### FOR THE YEAR ENDED 31 DECEMBER 2024

|   | NOTES | 2024<br>€      | 2023<br>€ |
|---|-------|----------------|-----------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>                   |       |                |           |
| Net movement in funds   |       | 41,682         | 108,661   |
| Adjustments for: Depreciation                                 |       | 14,992         | 15,980    |
| Total   |       | <b>56,674</b>  | 124,641   |
| <b>MOVEMENTS IN WORKING CAPITAL:</b>                          |       |                |           |
| Movement in debtors   |       | (7,419)        | 23,412    |
| Movement in creditors   |       | (3,834)        | (14,637)  |
| Cash generated from operations                                |       | <b>45,421</b>  | 133,416   |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>                   |       |                |           |
| Payments to acquire tangible assets                           |       | -              | (45,500)  |
| <b>Net increase in cash and cash equivalents</b>              |       | <b>45,421</b>  | 87,916    |
| <b>Cash and cash equivalents at the beginning of the year</b> |       | <b>731,117</b> | 643,201   |
| <b>Cash and cash equivalents at the end of the year</b>       | 13    | <b>776,538</b> | 731,117   |

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

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#### 1: GENERAL INFORMATION

Solas After-School Project Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the charity is Unit 1, Liberty View, Long's Place, Dublin 8 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

#### 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

#### BASIS OF PREPARATION

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

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

#### STATEMENT OF COMPLIANCE

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

#### FUND ACCOUNTING

The following are the categories of funds maintained:

#### RESTRICTED FUNDS

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

#### UNRESTRICTED FUNDS

Unrestricted funds consist of General and Designated funds.

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

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

## **INCOME**

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

## **DONATIONS AND LEGACIES**

Income from donations, gifts and legacies is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. This includes donations, gifts, bequests, income from donations of assets and membership income.

## **INCOME FROM CHARITABLE ACTIVITIES**

Income from Charitable Activities also includes any grant income received to carry on the charitable purpose of the organisation. This income may be classed as restricted or unrestricted dependent on the conditions included in each agreement.

Revenue grants are credited to the Statement of Financial Activities when received. In the event of the grant being for a period outside that of the audited financial statements, the grant income is deferred to ensure the income is recognised in the same period of the related expenditure.

## **DONATED SERVICES OR FACILITIES**

Donations of services in kind are recognised as income in line with the accounting standard at market value.

## **EXPENDITURE**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use. Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services are supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

Support costs include those in the governance by the trustees of the charity's assets and are primarily associated with constitutional and statutory requirements of operating the organisation.

**IMPAIRMENT OF  
FIXED ASSETS**

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

**EMPLOYEE  
BENEFITS**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**TANGIBLE FIXED  
ASSETS AND  
DEPRECIATION**

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

|                                  |                   |
|----------------------------------|-------------------|
| Fixtures, fittings and equipment | 20% Straight line |
| Motor vehicles                   | 15% Straight line |
| Office equipment                 | 25% Straight line |

**DEBTORS**

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

**CASH AT BANK  
AND IN HAND**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**TAXATION AND  
DEFERRED TAXATION**

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

The company is limited by guarantee not having share capital and it has been granted charitable exemption by the Revenue Commissioners (CHY17385).

**FINANCIAL  
INSTRUMENTS**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.



**BASIC FINANCIAL ASSETS**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**BASIC FINANCIAL LIABILITIES**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**DERECOGNITION OF FINANCIAL LIABILITIES**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**3: PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES**

In common with many other charity of our size and nature, we use our auditors to assist with the preparation of the financial statements.

**4: GRANT INCOME**

During the current and prior year the charity received support through the following programmes:

- The Department of Children, Equality, Disability, Integration and Youth (via Pobal)/ National Childcare Scheme ("DCEDIY/NCS/Pobal")
- The Department of Children, Equality, Disability, Integration and Youth (via Pobal)/ Community Childcare Subvention ("DCEDIY/CCS/Pobal ")
- Dublin City Council ("DCC")
- Department of Justice/ Irish Prison Service ("DJ/Irish Prison Service")
- Department of Justice/ Irish Probation Service ("DJ/Irish Probation Service")
- Department of Justice/Youth Diversion Programme ("DJ/YDP")

- Department of Justice – Capital Grant (“DJ”)
- The Department of Further and Higher Education, Research, Innovation and Science/ City of Dublin Education and Training Board (“DFHERIS/CDETB”)
- The Department of Children, Equality, Disability, Integration and Youth/ City of Dublin Youth Service (“DCEDIY/CDYS”)
- European Solidarity Corps (via Leargas) GSO (“ESC/Leargas”)

## 5: INCOME

|  | UNRESTRICTED<br>FUNDS € | RESTRICTED<br>FUNDS € | 2024<br>€        | 2023<br>€ |
|--|-------------------------|-----------------------|------------------|-----------|
| <b>5.1 DONATIONS AND LEGACIES</b>  |                         |                       |                  |           |
| Donations and legacies   | <b>191,795</b>          | -                     | <b>191,795</b>   | 331,220   |
| <b>5.2 CHARITABLE ACTIVITIES GRANTS FROM GOVERNMENTS AND OTHER CO-FUNDERS:</b> |                         |                       |                  |           |
| DCEDIY/NCS/Pobal   | -                       | 95,053                | 95,053           | 74,629    |
| DCEDIY/CCS/Pobal   | -                       | -                     | -                | 6,215     |
| DJ/Irish Prison Service  | -                       | 55,000                | 55,000           | 55,000    |
| DJ/Irish Probation Service   | -                       | 84,346                | 84,346           | 83,247    |
| DJ/YDP   | -                       | 809,021               | 809,021          | 797,920   |
| DJ   | -                       | -                     | -                | 47,950    |
| DCEDIY/CDYS  | -                       | 371,491               | 371,491          | 393,802   |
| DFHERIS/CDETB  | -                       | 134,094               | 134,094          | 138,002   |
| ESC/Leargas  | -                       | 47,997                | 47,997           | 30,661    |
| Other Grant income   | -                       | 8,516                 | 8,516            | 6,590     |
|  | -                       | <b>1,605,518</b>      | <b>1,605,518</b> | 1,634,016 |

|                                     | UNRESTRICTED<br>FUNDS € | RESTRICTED<br>FUNDS € | 2024<br>€ | 2023<br>€ |
|-------------------------------------|-------------------------|-----------------------|-----------|-----------|
| <b>5.3 OTHER TRADING ACTIVITIES</b> |                         |                       |           |           |
| Other trading activities            | 4,977                   | -                     | 4,977     | 4,232     |
| <b>5.4 OTHER INCOME</b>             |                         |                       |           |           |
| Other income                        | -                       | 86,268                | 86,268    | 161,870   |

## 6: EXPENDITURE

|                                      | DIRECT<br>COSTS € | OTHER<br>COSTS € | SUPPORT<br>COSTS €         | 2024<br>€ | 2023<br>€ |
|--------------------------------------|-------------------|------------------|----------------------------|-----------|-----------|
| <b>6.1 CHARITABLE ACTIVITIES</b>     |                   |                  |                            |           |           |
| Expenditure on charitable activities | -                 | -                | 1,846,876                  | 1,846,876 | 2,022,677 |
|                                      |                   |                  | CHERITABLE<br>ACTIVITIES € | 2024<br>€ | 2023<br>€ |
| <b>6.2 SUPPORT COSTS</b>             |                   |                  |                            |           |           |
| Staff costs                          |                   |                  | 1,540,714                  | 1,540,714 | 1,408,766 |
| Office costs                         |                   |                  | 90,663                     | 90,663    | 184,489   |
| Programme expenses                   |                   |                  | 186,306                    | 186,306   | 389,923   |
| Legal and professional               |                   |                  | 6,087                      | 6,087     | 14,565    |
| Governance costs                     |                   |                  | 8,114                      | 8,114     | 8,954     |
| Depreciation                         |                   |                  | 14,992                     | 14,992    | 15,980    |
|                                      | -                 |                  | 1,846,876                  | 1,846,876 | 2,022,677 |

## 7: ANALYSIS OF SUPPORT COSTS

|                        | 2024<br>€ | 2023<br>€ |
|------------------------|-----------|-----------|
| Staff costs            | 1,540,714 | 1,408,766 |
| Office costs           | 90,663    | 184,489   |
| Programme expenses     | 186,306   | 389,923   |
| Legal and professional | 6,087     | 14,565    |
| Governance costs       | 8,114     | 8,954     |
| Depreciation           | 14,992    | 15,980    |
| -                      | 1,846,876 | 2,022,677 |

## 8: NET INCOME

|  |           |           |
|--|-----------|-----------|
| NET INCOME IS STATED AFTER CHARGING/(CREDITING): | 2024<br>€ | 2023<br>€ |
| Depreciation of tangible assets                  | 14,992    | 15,980    |
| Auditor's remuneration:<br>- audit services      | 8,114     | 8,954     |

## 9: EMPLOYEES AND REMUNERATION

|  |                        |                        |
|--|------------------------|------------------------|
| <b>NUMBER OF EMPLOYEES</b>   | <b>2024<br/>NUMBER</b> | <b>2023<br/>NUMBER</b> |
| The average number of persons employed (including executive directors) during the financial year was as follows: | 37                     | 38                     |

|  |                   |                   |
|--|-------------------|-------------------|
| <b>EMPLOYEES THE STAFF COSTS COMPRISE:</b> | <b>2024<br/>€</b> | <b>2023<br/>€</b> |
| Wages and salaries                         | 1,303,324         | 1,228,951         |
| Social security costs                      | 137,871           | 130,485           |
|  | 1,441,195         | 1,359,436         |



## 10: EMPLOYEE BENEFITS

| The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were: | 2024<br>NUMBER OF<br>EMPLOYEES | 2023<br>NUMBER OF<br>EMPLOYEES |
|---|--------------------------------|--------------------------------|
| €60,000-€70,000   | 1                              | 1                              |
| €70,000 - €80,000   | 1                              | -                              |

## 11: TANGIBLE FIXED ASSETS

| COST                          | FIXTURES,<br>FITTINGS AND<br>EQUIPMENT € | MOTOR<br>VEHICLES € | OFFICE<br>EQUIPMENT € | TOTAL<br>€ |
|-------------------------------|--|---------------------|-----------------------|------------|
| At 31 December 2024           | 13,443                                   | 88,000              | 2,540                 | 103,983    |
| <b>DEPRECIATION</b>           |  |                     |                       |            |
| At 1 January 2024             | 11,651                                   | 19,575              | 2,540                 | 33,766     |
| Charge for the financial year | 1,792                                    | 13,200              | -                     | 14,992     |
| At 31 December 2024           | 13,443                                   | 32,775              | 2,540                 | 48,758     |
| <b>NET BOOK VALUE:</b>        |  |                     |                       |            |
| At 31 December 2024           | -  | 55,225              | -                     | 55,225     |
| At 31 December 2023           | 1,792                                    | 68,425              | -                     | 70,217     |

## 12: DEBTORS

|               | 2024<br>€ | 2023<br>€ |
|---------------|-----------|-----------|
| Trade debtors | 3,004     | -         |
| Other debtors | 2,075     | 3,826     |
| Prepayments   | 6,166     | -         |
|               | 11,245    | 3,826     |

## 13: CASH AND CASH EQUIVALENTS

|                        | 2024<br>€ | 2023<br>€ |
|------------------------|-----------|-----------|
| Cash and bank balances | 776,538   | 731,117   |

## 14: CREDITORS

| Amounts falling due within one year | 2024<br>€ | 2023<br>€ |
|-------------------------------------|-----------|-----------|
| Trade creditors                     | 1,530     | -         |
| Taxation and social security costs  | 32,761    | 27,012    |
| Other creditors                     | 862       | 862       |
| Accruals                            | 41,077    | 32,147    |
| Deferred income                     | 210,085   | 229,266   |
|                                     | 285,453   | 289,287   |

## 15: STATE FUNDING

|                     |  |  |            |
|---------------------|--|--|------------|
| GRANTOR:            | Department of Children, Equality, Disability, Integration and Youth (via Pobal)/National Childcare Scheme Core Funding   |  |            |
| GRANT PROGRAMME     | After-School   |  |            |
| PURPOSE OF GRANT    | The After Schools programme provides supports for children including meals, assistance with homework and group activities. It is designed to support children to grow up to be healthy, confident, and caring members of their community and to thrive, despite challenging circumstances. |  |            |
| TERM                | 2024   |  |            |
| TOTAL GRANT AWARDED | €95,053  |  |            |
|                     | Amount of the grant taken to income  |  | €95,053    |
|                     | Grant amounts deferred/(due) at year end   |  | €Nil       |
|                     | Capital grant  |  | No         |
|                     | Restriction on use, if any   |  | Restricted |

|                     |   |  |            |
|---------------------|---|--|------------|
| GRANTOR:            | Department of Justice Youth Diversion Programme: Community Projects   |  |            |
| GRANT PROGRAMME     | Rua & TRY   |  |            |
| PURPOSE OF GRANT    | Rua supports young people who have found themselves involved in offending behaviour, focusing on a youth work model Rua staff focus on building relationships with young people deemed no longer suitable for diversion, supporting them to make good life choices. |  |            |
| TERM                | 2024  |  |            |
| TOTAL GRANT AWARDED | €867,473  |  |            |
|                     | Amount of the grant taken to income   |  | €809,021   |
|                     | Grant amounts deferred/(due) at year end  |  | €58,452    |
|                     | Capital grant   |  | No         |
|                     | Restriction on use, if any  |  | Restricted |

|                     |  |  |            |
|---------------------|--|--|------------|
| <b>GRANTOR:</b>     | <b>Department of Justice/ Irish Prison Service</b>   |  |            |
| GRANT PROGRAMME     | Compass  |  |            |
| PURPOSE OF GRANT    | Solas Project provides an In-Reach programme to offenders up to 24 years old in Mountjoy & Wheatfield. Compass is designed to deliver a prison based social intervention programme that continues into the community for 18 to 24 year olds in order to develop participants' self-awareness and self-confidence, and encourage personal, social and civic responsibility. |  |            |
| TERM                | 2024   |  |            |
| TOTAL GRANT AWARDED | €55,000  |  |            |
|                     | Amount of the grant taken to income  |  | €55,000    |
|                     | Grant amounts deferred/(due) at year end   |  | €Nil       |
|                     | Capital grant  |  | No         |
|                     | Restriction on use, if any   |  | Restricted |

|                     |  |  |            |
|---------------------|--|--|------------|
| <b>GRANTOR:</b>     | <b>Department of Justice/ Irish Probation Service</b>  |  |            |
| GRANT PROGRAMME     | Compass  |  |            |
| PURPOSE OF GRANT    | Upon release with a trusting relationship already established Compass works with the young people who are on probation in the community. The charity supports them to find their feet in the community and concentrate on supporting them around serious risk issues such as employment, education, drug abuse, homelessness, mental health to name a few. |  |            |
| TERM                | 2024   |  |            |
| TOTAL GRANT AWARDED | €80,040 awarded, €65,441 received  |  |            |
|                     | Amount of the grant taken to income  |  | €80,782    |
|                     | Grant amounts deferred/(due) at year end   |  | €10,368    |
|                     | Capital grant  |  | No         |
|                     | Restriction on use, if any   |  | Restricted |

|                     |   |  |            |
|---------------------|---|--|------------|
| <b>GRANTOR:</b>     | <b>Department of Justice/ Irish Probation Service</b> |  |            |
| GRANT PROGRAMME     | Compass   |  |            |
| PURPOSE OF GRANT    | Capital Grant   |  |            |
| TERM                | 2024  |  |            |
| TOTAL GRANT AWARDED | €4,500  |  |            |
|                     | Amount of the grant taken to income                   |  | €3,564     |
|                     | Grant amounts deferred/(due) at year end              |  | €936       |
|                     | Capital grant   |  | Yes        |
|                     | Restriction on use, if any                            |  | Restricted |

|                     |   |  |            |
|---------------------|---|--|------------|
| <b>GRANTOR:</b>     | <b>Department of Further and Higher Education, Research, Innovation and Science/City of Dublin Education and Training Board (DFHERIS/CDETB)</b>   |  |            |
| GRANT PROGRAMME     | The Yard  |  |            |
| PURPOSE OF GRANT    | The Yard is a social enterprise & skills development programme that equips young people with skills and knowledge that will see them empowered to fulfil their personal and professional potential. |  |            |
| TERM                | 2024  |  |            |
| TOTAL GRANT AWARDED | €134,094  |  |            |
|                     | Amount of the grant taken to income   |  | €134,094   |
|                     | Grant amounts deferred/(due) at year end  |  | €6,133     |
|                     | Capital grant   |  | No         |
|                     | Restriction on use, if any  |  | Restricted |

|                     |  |  |            |
|---------------------|--|--|------------|
| <b>GRANTOR:</b>     | <b>Department of Children, Equality, Disability, Integration and Youth/ City of Dublin Education and Training Board/ City of Dublin Youth Service Board - UBU Liberate</b> |  |            |
| GRANT PROGRAMME     | Liberate   |  |            |
| PURPOSE OF GRANT    | UBU Your Place Your Space provides out of school supports to young people. These supports offer a wide range of quality activities, which are mainly community-based.      |  |            |
| TERM                | 2024   |  |            |
| TOTAL GRANT AWARDED | €371,491   |  |            |
|                     | Amount of the grant taken to income  |  | €371,491   |
|                     | Grant amounts deferred/(due) at year end   |  | €Nil       |
|                     | Capital grant  |  | No         |
|                     | Restriction on use, if any   |  | Restricted |

|                     |  |  |            |
|---------------------|--|--|------------|
| <b>GRANTOR:</b>     | <b>European Solidarity Corps (via Leargas)</b>   |  |            |
| GRANT PROGRAMME     | GSO  |  |            |
| PURPOSE OF GRANT    | The European Solidarity Corps brings together young people to build a more inclusive society, supporting vulnerable people and responding to societal challenges. It offers an inspiring and empowering experience for young people who want to help, learn and develop. |  |            |
| TERM                | 2024   |  |            |
| TOTAL GRANT AWARDED | €70,866  |  |            |
|                     | Amount of the grant taken to income  |  | €47,997    |
|                     | Grant amounts deferred/(due) at year end   |  | €22,869    |
|                     | Capital grant  |  | No         |
|                     | Restriction on use, if any   |  | Restricted |



## 16: RESERVES

|                                | 2024<br>€ | 2023<br>€ |
|--------------------------------|-----------|-----------|
| At the beginning of the year   | 515,873   | 407,212   |
| Surplus for the financial year | 41,682    | 108,661   |
| At the end of the year         | 557,555   | 515,873   |

## 17: FUNDS

|   | UNRESTRICTED<br>FUNDS € | RESTRICTED<br>FUNDS € | TOTAL<br>FUNDS € |
|---|-------------------------|-----------------------|------------------|
| <b>17.1 RECONCILIATION OF MOVEMENT IN FUNDS</b> |                         |                       |                  |
| At 1 January 2023                               | 371,087                 | 36,125                | 407,212          |
| Movement during the financial year              | 76,361                  | 32,300                | 108,661          |
| At 31 December 2023                             | 447,448                 | 68,425                | 515,873          |
| Movement during the financial year              | 54,882                  | (13,200)              | 41,682           |
| At 31 December 2024                             | 502,330                 | 55,225                | 557,555          |

|  | BALANCE<br>1 JANUARY<br>2024 € | INCOME<br>€      | EXPENDITURE<br>€ | TRANSFERS<br>BETWEEN<br>FUNDS € | BALANCE<br>31 DECEMBER<br>2024 € |
|--|--------------------------------|------------------|------------------|---------------------------------|----------------------------------|
| <b>17.2 ANALYSIS OF MOVEMENTS ON FUNDS</b> |                                |                  |                  |                                 |                                  |
| <b>Restricted Funds</b>                    | 68,425                         | 1,691,786        | 1,704,986        | -                               | 55,225                           |
| <b>Unrestricted funds:</b> General Funds   | 447,448                        | 196,772          | 141,890          | -                               | 502,330                          |
| <b>Total funds</b>                         | <b>515,873</b>                 | <b>1,888,558</b> | <b>1,846,876</b> | <b>-</b>                        | <b>557,555</b>                   |

|  | FIXED ASSETS<br>- CHARITY USE € | CURRENT<br>ASSETS € | CURRENT<br>LIABILITIES € | TOTAL<br>€     |
|--|---------------------------------|---------------------|--------------------------|----------------|
| <b>17.3 ANALYSIS OF NET ASSETS BY FUND</b> |                                 |                     |                          |                |
| Restricted trust funds                     | 55,225                          | -                   | -                        | 55,225         |
| Unrestricted general funds                 | -                               | 787,783             | (285,453)                | 502,330        |
|  | <b>55,225</b>                   | <b>787,783</b>      | <b>(285,453)</b>         | <b>557,555</b> |

## 18: STATUS

The charity is a company limited by guarantee not having a share capital.

The liability of the members is limited.

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

## 19: CAPITAL COMMITMENTS

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

## 20: CONTINGENT LIABILITIES

The company had no contingent liabilities at the reporting date.

## 21: RELATED PARTY TRANSACTIONS

There were no disclosable related party transactions during the year (2023 - none). None of the directors (or any persons connected with them) received any remuneration or benefits from the charity during the year.

## 22: POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

## 23: APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on:

08 MAY 2025.











**[www.SolasProject.ie](http://www.SolasProject.ie) | [@SolasProject](https://www.instagram.com/SolasProject)**