



THE ROAD TO HOME

IN THE EYE OF THE CRISIS. INVESTING IN SOLUTIONS.

ANNUAL IMPACT REPORT 2024



"This organisation, this community accepts you for what you are, they understand you... they care that you're doing well, they want to see you do well." - Derek



DEREK

Before coming to Dublin Simon, Derek was sleeping rough at bus stops and Luas stations, barely holding onto his job. His hardships led him to seek an escape through alcohol and soon his addiction spiralled out of control.

After completing his recovery programme at our Health and Addiction Care Facility at Usher's Island, he found a safe place in one of our accommodation services in Clonskeagh. Along with this he found a renewed sense of purpose and a future filled with hope. "I feel normal again," he says. "I feel part of something. I feel like there's a bit of the old Derek back — the good part."

Derek said that staff were always encouraging him and helping him believe in himself; "Jess, Seán, Shauna, Licia, Linda and Michael all used to say to me, this is your recovery, these are your decisions, you make the decisions. No one ever made a decision for me, they would always say to me... Derek, it's yours, nobody else's, we're here to support you."

Derek was blown away by the number of supports available to him and by how many staff were on hand to assist him in his recovery. "I was getting counselling sessions. I was getting one-to-ones, I was getting group, I was getting key worker, I was getting medical appointments. I was so looked after and put in the right places that I had a foothold in my own recovery."

Following his detox and recovery programmes, Derek felt that he had been given a fresh start. He began rediscovering his dignity, his integrity, and his sense of self-worth. He's developing the tools he needs to respond to life's challenges. And he has plans of giving back, by volunteering and coaching soccer sessions, all while continuing his recovery journey.

Derek's story is an inspiration to all of us at Dublin Simon and is the reason why we do the work that we do. He sums his progress up best; **"I'm living and not just existing anymore."**



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VISION, MISSION, VALUES



Our Vision

Making home a reality.



Our Values

Community & Inclusion - We provide those associated with Dublin Simon Community with a sense of involvement, inclusion and belonging.

Respect and Empowerment - We are committed to showing respect to each other and creating an environment where staff and the people who use our services are empowered to improve their lives.



Our Mission

As a community, we support people to exit homelessness, access and retain homes, and rebuild lives by delivering housing, health and wellbeing services.

Excellence and Innovation - We provide services to the best standards that are cost-effective, and we are constantly pioneering new and innovative delivery mechanisms for service provision.

Accountability and Integrity - We operate with transparency so that we are accountable for actions, individually and collectively, while being equitable and fair in all our dealings.

MESSAGE FROM THE CHAIR AND CEO



KATHRYN HOLLY & CATHERINE KENNY

2024 marked the 55th year of Dublin Simon Community's existence — a milestone that prompts reflection not just on our longevity but on our enduring commitment to addressing one of Ireland's most complex and persistent social challenges: homelessness. During that time, we supported people across Dublin, Kildare, Wicklow, Meath, Louth, Cavan, and Monaghan, rebuilding their lives and finding safety, dignity, and a home. That work has never been more critical than it is today.

2024 was a year of deepening crisis — and determined action — from Dublin Simon Community.

This past year brought rising levels of demand and increasing complexity of needs across the region. The number of people living in emergency accommodation across Dublin increased by 9% compared to 2023. However, these figures do not capture the full picture. They are constrained by capacity and by narrow measures, rather than showing the depth of need. We are **in the eye of the crisis** — and that is why investing in solutions is so urgent. In the last four years, we've increased our emergency accommodation capacity by 35% to better meet growing demand. And we've done more than expand beds: we've expanded reach. Our Street Outreach team engaged with 36% more people in 2024 than the year before, ensuring that those sleeping rough were met with immediate support, compassion, and pathways into stable accommodation and tailored support. On an average night, we accommodated more than 1,250 men, women and children across our emergency, treatment and housing services. This year, we also continued to invest in increasing our housing stock and funded the construction of 14 one-bedroom apartments at Arbour Hill.

MESSAGE FROM THE CHAIR AND CEO

Dublin Simon provides a full continuum of care — from Outreach for those sleeping rough, to emergency accommodation for those in urgent need, treatment, counselling and recovery services for people experiencing homelessness with addiction, and long-term supported housing for those who need ongoing help. We also offer independent housing units, tenancy support and homelessness prevention services, resettlement support for those moving on, and education and employability programmes that help people rebuild their lives. It's only by combining crisis intervention with long-term solutions that we can break the cycle of homelessness.

We are committed to giving our clients the space to reflect on their lives and focus on personal growth. Through our Client Development initiatives, we give them the opportunity to upskill and prepare for a life beyond homelessness. At every step, we support people in moving forward with dignity and practical tools to improve their health and quality of life.

Healthcare is at the heart of what we do. Nowhere is this more visible than at Usher's Island, our new five-storey health and addiction care facility situated on the south quays. With 51 of the 100 beds operational by the end of 2024, this one-of-a-kind centre in Ireland is a vital response to the growing need for integrated health and addiction treatment services for people experiencing homelessness. With support from the Dublin Region Homeless Executive, Department of Housing, Department of Health, and the HSE, Usher's Island is our response to the high demand for health, addiction treatment, and recovery services for the homeless community.

Every day across our services, we witness what it means to break the cycle of homelessness. People move out of emergency accommodation and turn the key in the door to a home of their own. Others complete their detox and take their first steps toward long-term recovery. Some begin attending regular mental health support, managing chronic conditions, reconnecting with family, and rebuilding their confidence. These are not just stories of

survival — they are stories of progress, of people moving forward with support, dignity, and purpose. Their courage drives us, and their outcomes are the clearest measure of the impact we strive for.

In parallel with this operational delivery, we've also focused on how we ensure long-term impact. This year, we completed a comprehensive, organisation-wide review and launched our new five-year strategic plan: The Impact Roadmap. Developed through months of staff and client engagement, analysis and reflection, this strategy places impact — tangible, measurable, life-changing outcomes — at the centre of everything we do. It is a plan that asks not only what we do but why it matters and how we can do it better. Each team, each service, and each individual across our community has a role to play in delivering on this mission.

We are proud that in 2024, our governance, compliance and organisational standards were further strengthened. The Board implemented an internal audit plan, adopted enhanced risk management practices, and completed an external evaluation. Dublin Simon was also awarded the Charities Institute of Ireland Triple Lock standard, recognising our commitment to transparent reporting, strong governance and ethical fundraising.

All of this is made possible by our people. Our staff, volunteers, donors, corporate partners, funders and advocates carry forward the values that defined our foundation in 1969: compassion, inclusion, respect, belief in human dignity, and the refusal to look away. In a context of rising need, limited resources and significant system gaps, the work of this Community is not just impactful — it is essential.

As we look ahead, we do so with determination and purpose. The homelessness crisis in Ireland must be treated as the emergency it is. At Dublin Simon, it already is. We will continue to adapt our services, challenge policy, expand our reach, and put impact at the heart of every decision — until everyone has a place to call home.



Kathryn Holly, Chair

A handwritten signature in blue ink that reads "Kathryn Holly".

Catherine Kenny, CEO

A handwritten signature in blue ink that reads "Catherine Kenny".

2024 IN REVIEW

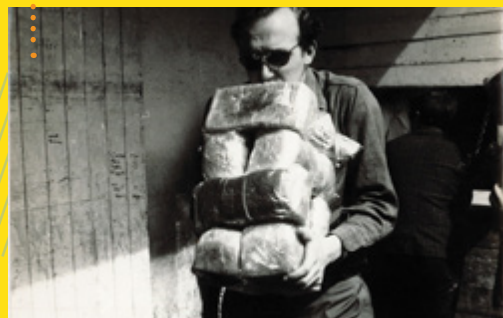
01 JANUARY

Organisational strategy review kick-off.



02 FEBRUARY

55th Anniversary of Dublin Simon's first soup run.



03 MARCH

Business Journalists Association of Ireland Quiz; Launch of VATSU research.



04 APRIL

The passing of one of our founders, Larry Masterson.



05 MAY

Dublin Simon is chosen as the charity partner for GamerFest.



06 JUNE

Longest Day Community Festival.



2024 IN REVIEW

07 JULY

Our clinical nurse management team presents at the Nursing and Midwifery Conference.



08 AUGUST

Dublin Simon's high-support accommodation, Riversdale House, celebrates its 10th anniversary since opening its doors.



09 SEPTEMBER

2023 Annual Report launch.



10 OCTOBER

41st edition of Dublin Simon's Home Run in Phoenix Park; Usher's Island operational.



11 NOVEMBER

Scrappy but Happy and Client Recognition Awards; the Art Auction.



12 DECEMBER

Dublin Simon launches Christmas Campaign TV Ad featuring Glen Hansard (achieving the highest engagement rate ever); Sing for Simon at the Helix Theatre; the Carolathon; The Busk.



A hand holding a key against a yellow background. The hand is positioned on the left side of the frame, with the index finger pointing towards the right. The key is a standard metal key with a circular head and a notched blade. The background is a solid yellow color with some subtle texture.

OUR IMPACT IN 2024

8,382

interactions were made on the streets by our Outreach team. An increase of 25% on the previous year.

814

people received medical, residential treatment, detox, and recovery services

1,902

interventions made by our primary care nursing across our services

16,656

contacts made by our Soup and Breakfast Run teams.



OUR IMPACT
IN 2024

WE MADE HOME A REALITY FOR
1,570 PEOPLE

On an average night, we accommodated more than
1,250 men, women and children across our emergency,
treatment and housing services.

REIMAGINING OUR STRATEGY TO FOCUS ON IMPACT

In 2024, we began a significant transformation of our organisational strategy — placing impact at the centre of our mission.

Our previous strategic plan provided a strong foundation, guiding us through growth and challenge. But as part of our ongoing review process, we saw an opportunity to evolve — shifting our focus from tracking activities to measuring the outcomes and impact of our work. This insight prompted a reimagining process early in the year, with a clear goal: to design a strategy centred on the real, lasting change our work makes in people's lives.

We assembled a Strategy Working Group that conducted research into impact-focused strategies in Ireland and abroad. We explored a variety of planning frameworks and ultimately selected the **Theory of Change** model. This approach offered the structure we needed to define, understand and measure the impact of each service we provide — from emergency accommodation to long-term recovery programmes and housing.

Listening was central to the process. Through tailored consultation sessions, client-facing

teams mapped out their service models, identifying the short-, medium-, and long-term outcomes they support. Support functions also defined the internal conditions and resources required to enable impact on the frontline.

We also listened to the people who matter most — **our clients**. Over **90 clients** participated in interviews, focus groups and surveys to share how our services are working and where we can improve. Their insights are embedded throughout the strategy's goals and actions.

To ensure the strategy was shaped by the wider organisation, we launched a **Strategy Insight Series** for staff to share their experiences and ideas in relation to a selected topic per week. The Executive Management Team and Board were also closely involved throughout.

By the end of 2024, we had developed a clear, focused, and measurable plan. Structured around key strategic pillars, our new strategy was approved by the Board in January 2025. It is underpinned by strategic pillars, goals, initiatives, and a monitoring framework to ensure we stay on track.

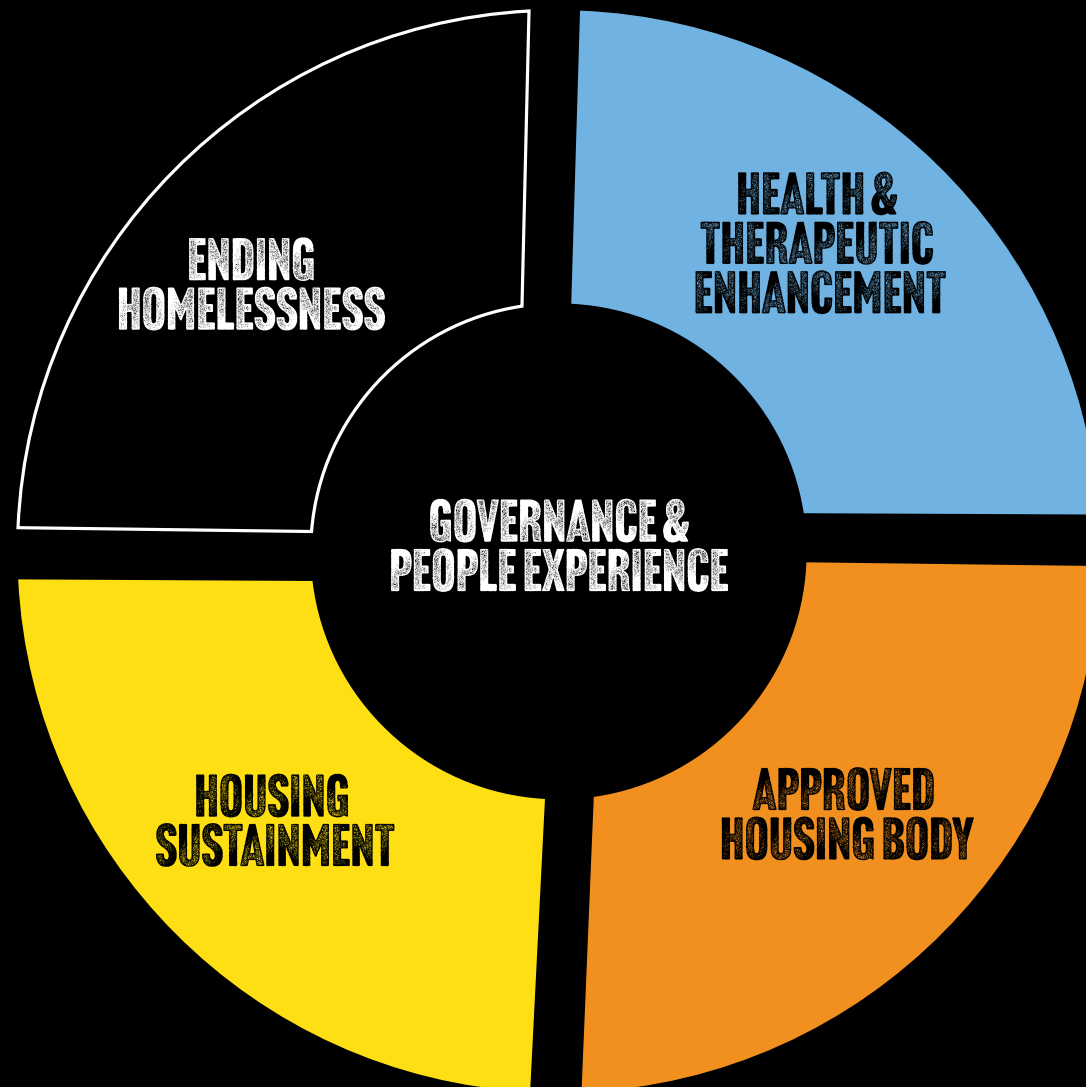


REIMAGINING OUR STRATEGY TO FOCUS ON IMPACT

Our revised strategy reflects our renewed commitment to hope, dignity, care, and practical solutions to Making Home a Reality. It asks every person in the organisation to think about **not just what we do — but about how we do it and the impact we have.**

Each service, each support team, and each individual has a role to play in delivering on this promise. Our strategy is built to be used by teams, leadership, and our partners to stay focused on outcomes, adapt to changing needs, and ultimately, deliver lasting, positive impact for people experiencing or at risk of homelessness.

At the heart of this strategy are five core pillars. Together, they define where we are focused, what we intend to achieve, and how we will measure success:



THE IMPACT REPORT





ENDING HOMELESSNESS

GOAL

Deliver housing-led initiatives to move those experiencing homelessness into housing through high-quality services.

INITIATIVES

- **Crisis Response:** Providing a point of contact for the most vulnerable in society by engaging with rough sleepers and ensuring that service delivery is addressing the most urgent needs, including crisis responses, rapid responses to emerging trends and harm reduction.
- **Supported Emergency Accommodation:** Providing short-term, needs-based emergency accommodation for men, women, couples and families who are homeless.
- **Advocacy:** Advocating for sustained, impactful, national and international policies to prevent and respond to the crisis of homelessness.

ENDING HOMELESSNESS

In 2024, this commitment was brought to life across a continuum of care — from assertive street outreach to supported emergency accommodation, crisis responses, and advocacy. Our teams met people experiencing homelessness where they were, offering not just shelter, but a plan, a pathway, and a promise of support.

We continued to tailor our services to evolving needs, including the growing demand for age-appropriate and medically supported housing. Our housing-led approach recognises that ending homelessness isn't just about providing a roof but building the conditions for stability, dignity and independence.

Alongside our frontline work, we amplified the voices of those we serve through sustained advocacy, policy engagement business cases and research. From national lobbying to EU-level participation, we continue to advocate for full cost recovery on new and existing services, solutions to service and housing delivery. Ending homelessness is possible. Every day, our work moves us closer to that goal.

4,500 key-working sessions with clients

498 people stayed in Dublin Simon's short-term emergency accommodation

632 cases supported by Dublin Simon's emergency accommodation services

59 people supported to move from emergency accommodation into long-term independent or supported housing

A PRESENCE ON THE STREETS, EVERY DAY

365 days a year, **Dublin Simon Community's Outreach team, which is funded by and works closely with the Dublin Region Homeless Executive**, is on the ground across Dublin, meeting people who are rough sleeping with compassion, persistence, and practical support. This assertive street outreach service plays a vital role in connecting some of the most vulnerable members of our community to immediate accommodation, health supports, and long-term housing pathways.

Our team works tirelessly to ensure that no one is left behind, engaging with individuals wherever they are, building trust over time, and guiding them toward safe, stable alternatives to life on the streets. Whether it's securing a place in temporary accommodation, making referrals to permanent housing like Housing First, or linking people to critical health services, the focus is always on helping each person take the next step out of homelessness and preventing a return to rough sleeping.

In 2024, the service continued to respond to growing needs across the city, while also preparing for a new chapter as the Outreach contract entered a final phase of renewal with the Dublin Region Homeless Executive. This work remains one of the most direct expressions of our mission — to walk with people through crisis and into hope, one connection at a time.

- **8,382** interventions with people sleeping rough.
- **1,722** unique individuals supported by the Dublin Simon Outreach team.
- **3,562** referrals to accommodation, health, and other essential services on behalf of people sleeping rough.
- **16,656** contacts made by our volunteer-led soup and breakfast run teams on the streets.



ADVOCACY: INFLUENCING CHANGE THROUGH EVIDENCE AND EXPERIENCE

In 2024, Dublin Simon Community continued to be a leading voice for those experiencing homelessness — shaping policy, influencing funding decisions, and championing solutions grounded in our frontline experience.

Through pre-budget submissions, political engagement, and our seat on the National Homeless Action Committee, we advocated for urgent investment in housing, healthcare, and homelessness services, including the successful campaign to secure funding for the operation of our new Usher's Island Health and Addiction Care Facility. Our lobbying efforts were focused on full cost recovery for services, protecting frontline delivery, and ensuring that policy decisions reflect the real challenges faced by those we support.

Alongside advocacy, our commitment to research remained strong. In collaboration with academic partners, we supported pioneering studies into the lived experience of homelessness, addiction, and charitable trust. Our research 'Opportunities and Challenges for Refurbishing Vacant Above the Shop Units' was launched in March and dissemination of findings and recommendations continued to key sector stakeholders throughout the year. These insights are helping to shape more responsive, informed approaches to homeless service delivery, housing solutions, and public understanding.

By combining lived experience, expert knowledge, and data-driven insight, we strive to ensure that policy decisions don't just respond to homelessness — they work to end it.

- **Pre-Budget Submission 2025.**
- **Lobbied to influence the Programme for Government.**
- **Engagement with elected representatives via local and national elections.**
- **Political lobbying for full cost recovery on existing state-funded services and Usher's Island development.**



HEALTH & THERAPEUTIC ENHANCEMENT

GOAL

Clients are healthier and enjoy a better quality of life as a result of time spent in our services.

INITIATIVES

- **Clinical Services:** Low-threshold health and addiction services to people experiencing homelessness.
- **Therapeutic Services:** Addiction recovery services using a Community Reinforcement Approach to support building recovery capital.
- **Priorities of Service Delivery Operational Planning:** Training, Quality Improvements, Recovery Capital, Advocacy and Care Models for Clients.



HEALTH & THERAPEUTIC ENHANCEMENT

In 2024, this vision took a major step forward with the phased opening of the new Usher's Island Health and Addiction Care Facility. With its first 51 beds now operational and integrated care pathways in place, clients have access to low-threshold detox, blood-borne virus treatment, Step-Up Step-Down care, and phase-one recovery services — all under one roof, in partnership with the HSE and major hospitals.

Across our wider network, we delivered counselling, primary care, suicide prevention, and aftercare services. These were essential lifelines for hundreds of people navigating the aftermath of trauma, relapse, and crisis.

This year also reinforced the importance of recovery capital: the personal, social, and community supports that help people sustain their wellbeing. Our therapeutic services, built on evidence-based models, helped clients not only recover but also build resilience and connection.


Health is fundamental to stability. Whether through medical treatment, psychological support or compassionate care, we remain committed to ensuring no one's health is left behind.

814 people received medical and residential treatment in our detox and recovery services

1,902 interventions made by Dublin Simon's Primary Care nursing team

1,920 hours of one-to-one counselling and crisis suicide intervention provided by Dublin Simon's Sure Steps Counselling service





"Dublin Simon has helped me to achieve more in my few weeks here than I have in years in and out of recovery." - Trish



TRISH

Trish had been dealing with addiction for a number of years before coming to Dublin Simon. She was in a recovery house after being at a treatment centre but found there were no real follow-on accommodation options due to the housing crisis. She ended up in hostels, which she found very unsafe and offered no privacy. The lack of stability drastically affected Trish's recovery journey. While staying at a hostel run by a charity, a volunteer told her about Dublin Simon's Detox service at Usher's Island.

"Things changed for me when I got to Usher's Island. Within an hour I knew I could feel safe there. I couldn't believe it when I got my own room and saw I had my own bathroom too," she said. "I've gone through periods of detox before, but I have to say this is the easiest one I've done because the

staff were supporting me every step of the way. Dublin Simon has helped me to achieve more in my few weeks here than I have in years in and out of recovery."

One thing that reassured her throughout the process was that she would be taken care of when she left Usher's Island. "I don't know what buildings of the Simon I will be living in in September but because I honestly trust them when they say we won't put you back in a hostel or on the street. Because of that, I was able to apply for college, so I am starting college in September to do Level 5 Social Care. And it's because I know that wherever I am as a Simon client, I will be safe. I will be able to study and have a little laptop, and I know that my stuff will be safe, and I will be safe where I am, that I can go to college and come back and study."

USHER'S ISLAND HEALTH AND ADDICTION CARE FACILITY (HACF) - A GAMECHANGER IN HOMELESS HEALTHCARE

In October 2024, we opened the doors of our new Health and Addiction Care Facility (HACF) at Usher's Island. With a construction cost of €35.9 million, the 100-bed site is the first of its kind in Ireland and has already proven itself to be a gamechanger in the homeless healthcare sector. As part of Phase 1, it began with 51 out of 100 beds operational. Once operating at full capacity, the facility will support between 1,200 and 1,400 adults annually, offering comprehensive health, addiction recovery, and wellbeing services. The HACF is an essential resource in helping people overcome their addictions.

Usher's Island Health and Addiction Care Facility is a collaborative project between Dublin Simon Community, Dublin City Council, the Dept. of Housing, the Dept. of Health and the HSE to improve access to healthcare services and support the health and addiction care needs of homeless adults. The design and delivery of the project would not have been possible without the support and experience of the architecture and construction partners: O'Connell Mahon Architects, ARUP Consulting Engineers, Linesight Quantity Surveyors, IPUT Project Management, Oakfield Project Management, Duggan Brothers Construction Limited, and Eaton.

By providing early interventions and specialised care, we are helping reduce the demand for hospital emergency department beds, shorten hospital stays, and free up outpatient appointment slots. These services will not only alleviate pressure on public hospitals but will also generate substantial savings by reducing the overall burden on the healthcare system.



An Roinn Tithíochta,
Pleanála agus Rialtais Áitiúil
Department of Housing,
Planning and Local Government



Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council



An Roinn Sláinte
Department of Health



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

USHER'S ISLAND DEVELOPMENT MILESTONES



1989

Before Building Usher's Island

Originally opened in 1989 as emergency accommodation, from 2002 the facility developed to cater for up to 38 people experiencing homelessness.



2018

Laying the Foundations

In 2018, Dublin Simon began the journey to transform it into a purpose-built, 100-bed homeless health and recovery facility by submitting funding applications to the Department of Housing and the Department of Health.



2021

The Construction Commences

With capital funding secured, planning permission in place and construction contracts signed in 2021, the vision for a new 100-bed facility moved closer to reality. Design Teams, Delivery Teams and Client Teams came together on site as demolition began, and construction forged ahead.



2022

Building with Purpose

As construction advanced, key decisions around service design, staffing, and funding were actively shaped through collaboration with the HSE and Department of Health.



2024

Summer

Final Touches

As the building reached completion, volunteers from Eaton, one of our valued corporate partners, lent their time and energy to help prepare the space for opening. Their hands-on support reflected the broader community's effort behind this transformative project.



2024

October

A New Chapter Begins

With construction complete and Phase One fully operational, clients are now receiving life-saving healthcare and treatment on site with 51 beds in operation. Work continues to secure funding for the remaining 49 beds, moving us closer to the full 100-bed vision.

SERVICES AVAILABLE IN USHER'S ISLAND

Detox – In our Detox service, we work with clients who are addicted to either alcohol or benzodiazepines, and tailor the medical intervention to the client's needs dependent on their addiction. The programme is of three to five weeks duration. There is a qualified nurse on duty 24 hours a day who supports clients to manage their withdrawals safely.

Step-Up Step-Down – The purpose of this unit is to provide short-term semi-acute healthcare (medical and nursing) interventions, treatment, investigations, and observations for people experiencing homelessness to include pre and post hospital care.

Blood Borne Virus Unit – The Blood Borne Virus Unit provides care to clients who have a primary need for treatment and stabilisation for HIV or a BBV, who may also have complex needs such as alcohol and/or drug addiction or mental health issues.

Recovery – 20 beds at Usher's Island are devoted to our Recovery Service. Clients in this service have recently completed an alcohol/benzodiazepine detox and are in the earliest stages of recovery. This service supports and empowers individuals to rebuild their lives through addressing the causes and effects of their addictions. The CRA model (Community Reinforcement Approach) assists clients to engage in recovery day programmes, groups, meaningful activities, care planning, and building recovery capital, which is essential to maintaining long-term recovery.

Aftercare – Our Aftercare team also sits in Usher's Island and provides group care in our purpose-built group rooms. These groups allow clients to help each other through peer support, an essential element of building recovery capital. Clients who are further along in their recovery journey can provide a sense of hope to other clients that recovery is achievable.



PRIMARY CARE, COUNSELLING, AFTERCARE

Primary Care Nursing Services (PCNS)

- PCNS is a nurse-led initiative where we embed nurses in our accommodation services with the aim of identifying clients' healthcare needs, provide on-site nursing care where possible and appropriately refer to relevant clinical services. The team has a skill mix of mental health and general nursing capabilities and recently developed a Clinical Nurse Specialist post in tissue viability. The aim of PCNS is to improve the quality of life for our clients by reducing barriers to healthcare for people experiencing homelessness. We do this by early identification of any deterioration in a client's chronic health issues and provide early interventions. If we cannot provide treatment on site, we will advocate for clients to reconnect them to mainstream services.

Recovery – Dublin Simon Community provides residential Recovery services across 3 phases, each phase tailored to provide the level of support required by the individual at each stage in their recovery pathway.

Phase 1 - 20 beds at Usher's Island are devoted to the first stage of our Recovery Service. Clients in this service have recently completed an alcohol or benzodiazepine

detox and are in the earliest stages of recovery. This service supports and empowers individuals to rebuild their lives through addressing the causes and effects of their addictions.

Phase 2 - consists of a 13-bed residential recovery service in the community, for clients who require less intensive support and are more stable in their recovery. Clients in Phase 2 continue to engage in meaningful activities and further integrate the CRA model into their lives.

Phase 3 - consists of eight 2-bed houses in the community with daily visiting support from staff. Phase 3 empowers clients to be more independent, continue to bolster their recovery capital, and ultimately prepare and equip clients to move into independent accommodation where they will maintain their recovery via robust recovery capital.

Sure Steps Counselling – Sure Steps, our Counselling Service, provides in-reach counselling supports across Dublin Simon Community residential services. The building provides several 1:1 rooms and therapeutic spaces where clients can engage in counselling supports in a safe and supportive environment.



CLIENT DEVELOPMENT

Supporting Confidence, Purpose, and Progress

At Dublin Simon Community, we know that recovery from homelessness involves more than housing — it's about rebuilding purpose, confidence, and connection. Our Client Development service provides education, training, wellbeing, and personal development opportunities tailored to each person's journey.

Through creative classes, one-to-one support, employability pathways, and volunteering or education grants, clients are empowered to develop new skills, grow their confidence, and reconnect with their own potential. In 2024, our team continued championing quality-of-life outcomes and advocated for expanding our programmes and amplifying client voices in strategic decisions.

- **217** individuals engaged in wellbeing, education and employability programmes.

- **12** clients accessed educational grants to access 3rd level education.





"Client Development did more than support me with a path out of addiction; they have helped me to grow in ways I never thought I could." - Christina



CHRISTINA

In our 2023 Impact Report, we featured Christina's story, detailing how she overcame homelessness and addiction and was setting herself up for success. One short year later, we are amazed by how far she's come. She's now a staff member of our Client Development team and has used her experience to build a course to help others overcome the same obstacles she faced.

Christina began sleeping rough when she was just 13 years of age. It wasn't long before she fell into addiction, something she would struggle with for years. Eventually, she contracted Hepatitis C and ended up in Dublin Simon's Blood Borne Virus Unit. While undergoing treatment there, Christina considered her future, one where she could be free from dependence on the substances she was using to escape. Soon after this, Christina entered our Detox services and set her sights on overcoming her addiction. Now, Christina has over two years of sobriety under her belt and is using her experience to help others.

Having gone through so much herself, Christina knew she wanted to assist

others who faced similar difficulties. Her determination led her to pursue a qualification in social care. She also began working with our Client Development team, impressing them so much that she has been employed as a course coordinator. With the support of her Client Development colleagues and funding from Eaton, Christina developed a peer-led wellbeing support programme.

Christina said, "Their social integration pathways have helped me change my whole outlook on the way I am perceived by society, which gave me the confidence to explore education and then, with the help of my friend, to create and design a programme that helps me to grow in new ways, and it helps others."

Using her own experience to help others, Christina found that making small changes and setting manageable goals really helped her in making progress in her own recovery journey. Through the programme, she wants to uplift and empower others as they navigate their own journeys.

FOOD FOR SIMON

Meeting Hunger with Dignity and Compassion

Food for Simon is more than a meal — it's a foundation for health, stability, and human dignity. Operating across our services, the programme provides nourishing food to people experiencing homelessness and food insecurity, ensuring that no one goes without the basics during their time of crisis.

Throughout 2024, the team prepared and delivered thousands of meals to emergency accommodation services, supported accommodation, and rough sleeping initiatives. Each meal is designed to meet nutritional needs while also offering a moment of comfort and care.

- **Over 350,000** nutritious meals served to clients throughout the year
- **950** meals served a day



HOUSING SUSTAINMENT

GOAL

Deliver services to sustain people who experienced, or are at risk of experiencing, homelessness in long-term accommodation.

INITIATIVES

- **High Long-Term Supported Accommodation:** for those who are unable to live independently.
- **Medium Long-Term Supported Accommodation:** for men and women who are able to live semi-independently with low support needs.
- **Visiting Support Services:** tenancy establishment and visiting support to those exiting homelessness, extending supports and tenancy advice to address those at-risk in existing tenancies.



HOUSING SUSTAINMENT

In 2024, our long-term supported accommodation provided stable homes for those unable to live independently, with tailored supports to meet individual health, social care and development needs. As client needs evolve, our services do too — with flexible, age-appropriate care and integrated pathways to nursing homes or other specialised settings where needed.

Our visiting support teams continued to play a critical role, helping individuals and families across five counties settle into and sustain tenancies and build resilience against future risk. These services are about more than housing; they are about health, stability, and the long-term recovery journey.


Sustainment is not a single intervention. It's a daily commitment to walk with people toward independence, wellbeing and dignity — for the long haul.

801 adults and children were supported by our settlement services

402 children were supported to move from homelessness (via our tenancy and regional services)

193 people living in medium and high support accommodation with access to key working and supports needed to rebuild their lives

98% sustainment rate in Dublin Simon's medium and high support accommodation

A man with a short haircut, wearing a grey zip-up sweater over a blue shirt, is sitting on a dark brown leather sofa. He is holding a dark blue mug with both hands. He has a serious expression. The background shows a room with a brick wall, a white staircase railing, and a bookshelf. A yellow text box with a white border is overlaid on the left side of the image.

***"The staff are great.
Anything I can't do,
someone will do it
for me." - Rory***



RORY

Rory, who is in his late fifties, became homeless after suffering a stroke. He came across Dublin Simon by chance and soon found a place to stay in our Harcourt Street accommodation. Following this he moved to Maple House before settling in our Chester House high-support service. Rory was pleasantly surprised by the living conditions in the various accommodation services, finding that he had everything he needed at his fingertips.

Given Rory's additional health needs, he was relieved to avail of healthcare services through Dublin Simon. He has found the 'Step Up Step Down' service useful in preparing for his hospital visits. These specific supports are a great help to him, but he found that staff were always willing to go above and beyond to assist him, no matter what was required. Due to his stroke, he is unable to perform everyday activities, but staff members make sure to step in and give Rory a helping hand when he needs one. He said, "anything I can't do, someone will do it for me."

APPROVED HOUSING BODY (AHB)

GOAL

Ensuring a greater availability of housing to address homelessness as a consequence of housing acquisition, development, estate and asset management.

INITIATIVES

- **Property Acquisition & Development:** Acquire and develop properties to provide tenancies, client services and workplaces.
- **Asset Management:** Deliver an effective, robust asset and estate management framework.
- **Tenant Management:** Effectively manage all tenancies to generate income for the organisation, ensure compliance with regulations and that we are a responsible landlord where tenants are always at the heart of what we do.



APPROVED HOUSING BODY (AHB)

As an Approved Housing Body (AHB), Dublin Simon delivers and manages social housing for people who have previously experienced homelessness. This strategic pillar focuses on expanding access to long-term housing through property development, acquisition, high-quality estate management, and tenant management.

In 2024, our Property Development, Asset & Facilities Management, and Independent Housing teams continued to grow and maintain our housing portfolio, providing people with a place to rebuild their lives with dignity and stability.

The completion of the construction of the Usher's Island Health and Addiction Care Facility marked a major milestone as the largest single construction project in the history of the charity. At the same time, progress continued on residential developments and planning for future housing needs. Across all properties, we prioritised maintenance, safety and sustainability — ensuring every building supports both quality of life and long-term impact.

Our Independent Housing team worked to ensure that people not only can access housing but that they are sustainable tenancies. Behind each tenancy is a story of resilience, and behind each building, a promise that home is possible.

849 adults and children living in long-term independent housing

99% sustainment rate in Dublin Simon's tenancy services

776 units in Dublin Simon Community's accommodation stock

Construction completed on five-storey 100-bed unit at Usher's Island Dublin.

€121.1M in asset value (15% increase YOY)

*"It's changed my life.
It's a moment that
I'll never forget."
- Wayne*





WAYNE

Wayne was living in homeless accommodation for five and a half years before getting the keys to his own home. While there, he found it hard to find a sense of stability, often having to share his room with others. He regularly heard screaming and shouting and it wasn't uncommon for fights to break out. For years, Wayne came up against obstacle after obstacle when looking for a place to call home. He said that before seeking assistance from Dublin Simon, "everyone else was shutting doors on me."

Recently, he received the greatest gift he could have hoped for when he got the keys to his own place. "It's changed my life," he said. It's a moment that he'll never forget. He even finds it hard to explain how much it meant to him. He compared the feeling to lifting the Champions League Cup.

For many waiting to move on from emergency accommodation, it can

be hard to see light at the end of the tunnel. Wayne emphasised the importance of keeping faith. "Never ever give up." He said that despite multiple setbacks, when one door closes, another one will open. He's incredibly grateful to have a roof over his head and the security that this has given him. Now that he is in a position to help people, he wants to give back. "I'm no better than anyone," he said. "I won't give up helping people." Informed by his own experience of homelessness, Wayne intends to become a key worker and has his sights set on becoming a counsellor. He is currently offering a helping hand at The Lighthouse.

Wayne can't believe how much his life has changed since getting his keys. Having received help himself, he is eager to give back and wants to help others make home a reality and see their lives change like his has. "There's not enough thanks I can give," he said.

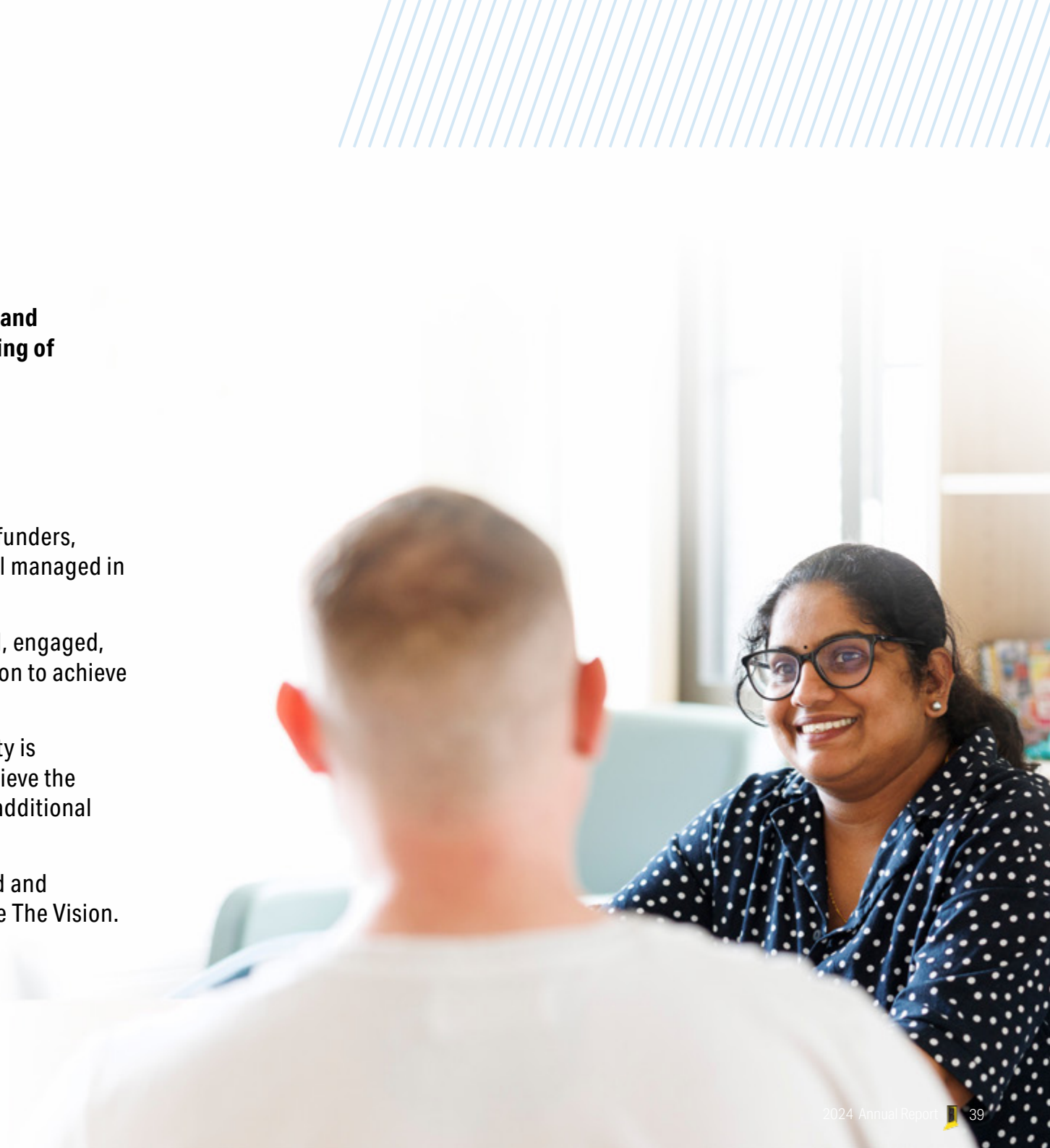
GOVERNANCE & PEOPLE EXPERIENCE

GOAL

Ensuring we operate in an ethical, responsible, and sustainable manner, contributing to the wellbeing of the Community.

INITIATIVES

- **Governance:** Provide confidence to the Board, funders, regulators and public that the organisation is well managed in a long-term sustainable manner.
- **People Experience:** Our people are empowered, engaged, and equipped with the skills, knowledge, and vision to achieve Dublin Simon Community's Mission.
- **Financial Resourcing:** Dublin Simon Community is resourced to implement activities required to achieve the stated strategic impact and has a plan to obtain additional resources for any unfunded activities.
- **Infrastructure:** Infrastructure will be developed and enhanced to facilitate the organisation to achieve The Vision.



GOVERNANCE & PEOPLE EXPERIENCE

Dublin Simon continues to maintain and improve its high standard of corporate and charity governance. The Directors are committed to, and act as, a strong proponent of ethical fundraising, good governance and transparent financial reporting. Dublin Simon continues to operate to ensure that we comply fully with all relevant compliance and legal requirements.

The Board believes it is the duty of care of government to ensure fully funded services are to the forefront of new government policy and the Board's responsibility to deliver on its commitments as a charity and Approved Housing Body. Therefore, the future of homeless service delivery is directly linked with the requirement of the State to adequately and appropriately fully fund frontline, treatment and housing service provision. The Board will continue to seek satisfactory funding for new and existing service provision in order to fulfil its strategic purpose and maintain high-quality service, governance, and compliance standards.

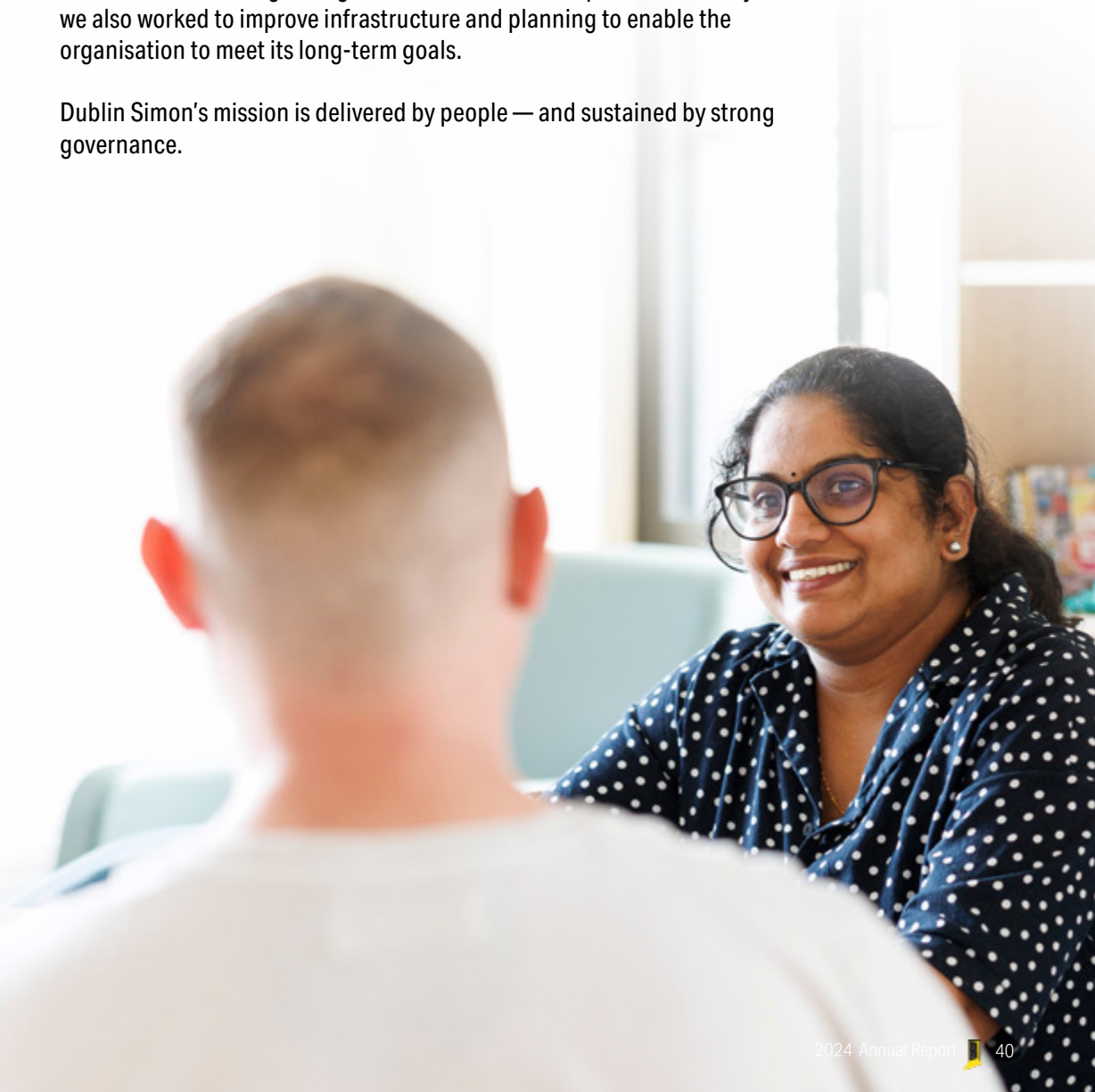
In 2024, we strengthened our governance frameworks to give confidence to our Board, funders, and the public that our work is sustainable, compliant, and mission-driven. At the same time, we deepened our investment in people — recognising that the delivery of high-quality services is only possible through a supported, skilled, and engaged workforce.

Our HR strategy focused on wellbeing, retention and fair pay, with the introduction of a competitive pay structure designed to match the complexity and professionalism of the work our teams do. Volunteers continued to play an integral role in our services, contributing over 41,000 hours across soup runs, service supports, and fundraising.

Through dynamic communications and high-impact campaigns, we raised

awareness, trust and vital funding — reaching millions through digital channels and building stronger connections with the public. Internally, we also worked to improve infrastructure and planning to enable the organisation to meet its long-term goals.

Dublin Simon's mission is delivered by people — and sustained by strong governance.





"Dublin Simon Community didn't just give me a job — they saw my potential, supported my education, and helped me turn my passion into a specialist career. I wouldn't be where I am today without them." - Forget Topa



After completing a master's degree in Wound Management and Tissue Viability, Forget Topa became a Clinical Nurse Specialist and the first nurse to hold a specialist post within Dublin Simon Community's Clinical Governance Department. This role marked a significant milestone for both Forget and the organisation.


His journey as a Clinical Nurse Specialist has been both exciting and challenging. Working with one of the most vulnerable populations, he has seen firsthand the transformative impact of specialist wound care. One aspect of his role he's found especially rewarding is witnessing clients who have lived with chronic ulcers for over three or four years see them finally heal. These successes bring immense joy not only to our nursing teams but also to the clients themselves and the wider Dublin Simon Community staff who support them every day.

However, delivering high-quality care to clients doesn't come without its challenges. Due to stigma, past experiences, or other barriers, many clients are reluctant to

attend GP clinics or hospitals for essential assessments, particularly when it comes to initiating antibiotic treatment. While the out-of-hours doctor service is an alternative, access can be inconsistent, leaving gaps in care.

Recognising this as a critical barrier, Forget pursued the Nurse Prescribing course through the Royal College of Surgeons in Ireland. With the unwavering support of his line manager, Ciara Cotter, and the Director of Clinical and Therapeutic Services, Naomi Nicholson, Forget successfully applied for funding through Dublin Simon Community to undertake this training. This qualification will empower Forget to respond more quickly to the needs of our clients, improving access to timely, holistic care, while also helping reduce strain on external services such as the HSE.

He said, "I am proud of the positive changes we are making, and I remain committed to advancing clinical practice, empowering our clients, and supporting the incredible work of my colleagues across Dublin Simon Community."

A man with a shaved head and a slight smile stands on a city street. He is wearing a dark green jacket over a red shirt and white pants. He holds a large silver thermos with a black lid in his left hand. The background shows a street with colorful buildings, shops, and other people walking. The scene is slightly blurred, focusing on the man.

"I wouldn't be here without Dublin Simon. They got me back on track, so I wanted to help. I wanted to give back." - Justin



JUSTIN

Every Wednesday Justin heads down to our Outreach office to start preparing the bags for the Soup Run. From 6:30pm, he fills them with sandwiches, snacks, and hygiene products. By 7pm, he's on his way to The Church Café Bar & Restaurant to collect the soup. This is when other volunteers arrive to prepare the coffee and tea to give out to the people who are sleeping rough. Once all the essentials are packed, the team hits the streets.

Justin first came to Dublin Simon in 2008 after spending 14 years sleeping rough in England. He went through our Detox, Recovery and Aftercare services and was able to overcome his addiction. After his recovery, Justin started to volunteer with Dublin Simon. For 17 years, he's always been willing to lend a hand, dressing up as Santa, the Easter Bunny and even Superman at Dublin Simon events. He recently became a coordinator of our Soup Run.

He says that he's seeing more people on the streets than he did a few years ago.

"It's tough out there. You see it when you go out." He also remarked on the diversity of people he comes across, whether that's their nationality, gender or age.

One of the things he's found to be key in engaging with people sleeping rough is building up a relationship. "You have to build up their trust," he says. Some people don't want to engage with the volunteers at first, but this can change over time when they get to know them a little better.

Safety is of paramount importance to Justin when out on the Soup Run. "You've got to keep the team safe when you go out and keep your wits about you."

Despite its challenges, Justin has found his experience with the Soup Run incredibly rewarding. His first-hand experience of homelessness is invaluable in relating to those who are bedded down on our streets.

The Dublin Soup Run operates 365 days of the year with more than 100 volunteers delivering support on Dublin's streets.

FINANCIAL SUSTAINABILITY INSPIRING SUPPORT, BUILDING TRUST

In 2024, Dublin Simon Community continued to grow awareness and deepen public understanding of our mission to end homelessness. Through powerful storytelling, strategic campaigns, and expanding digital engagement, we shared the realities of homelessness — and the hope that comes with recovery.

Our fundraising efforts were bolstered by standout moments, including the exceptional success of our **Christmas TV campaign featuring Glen Hansard**, which resonated with audiences across the country and significantly expanded our reach and support. Media coverage of our health, housing, and client development initiatives remained strong, further reinforcing our reputation as a trusted voice in the homelessness sector.

Across digital platforms, engagement rose steadily, and our events and partnerships — from GamerFest to Sing for Simon with RTÉ Concert Orchestra — helped to connect new audiences to our cause. This growing connection was reflected in our public trust score, which remained well above the sector average.

Every message shared, every euro raised, and every story told brings us closer to a society where homelessness is not insurmountable — but solvable.

- **€7,692,025 raised in 2024**, thanks to the kindness and generosity of our donors
- **71% brand trust rating** on Irish Charity Engagement Monitor* (against 58% average)
- Nearly **100,000 visits to dubsimon.ie**
- **60,000 followers** on social media channels
- **4.2m people reached** by Christmas TV ad

*Undertaken by NFP Public Ireland



***"It's an absolute pleasure to partner with such an amazing charity and team with a mission that's more important today than ever before."
- Ultan Doyle***





ULTAN DOYLE
Programme Manager at Eaton

In 2024, Eaton did more than support Dublin Simon — they helped drive real transformation. Together with Eaton and other partners, we didn't just construct a building; we laid the foundation for lasting change. Through their partnership, they empowered individuals, strengthened our systems, and showed what is possible when compassion meets expertise.

Eaton provided critical consultation on our Health and Addiction Care Facility (HACF) on Usher's Island's energy systems with technology not found in any other building in Ireland. The consultation and technology services provided had an estimated combined value of €500,000.

Beyond circuits and systems, Eaton's support extended directly to the people we serve. In late 2023, Eaton donated over €130,000 to support our drop-in counselling service, Sure Steps. These services not only improved our clients' quality of life but there were instances where clients were facing the threat of suicide and these services were there

to identify, diagnose, and address such cases. This service has saved lives — offering immediate intervention for those in crisis and ongoing care for those on the path to recovery.

Eaton also helped nurture new approaches to service delivery. A €150,000 investment through the Bridge to Freedom programme enabled us to roll out empathy-based training across our frontline teams. Developed by Christina, a former client turned facilitator, the programme has not only enhanced staff skills but empowered Christina to co-lead sessions and mentor new colleagues — an inspiring example of lived experience driving meaningful change.

In December 2024, the Eaton Creative Evening returned with renewed energy and participation. The event featured artwork, storytelling, and musical performances from both Eaton staff and our clients. It was a joyful reminder of the strength and connection at the heart of this partnership.

QUALITY STANDARDS AND AWARDS

Dublin Simon Community holds a Bronze Award in Investors in Diversity from the Irish Centre for Diversity for our efforts to foster equality, diversity and inclusion. We are working with the See Change organisation and have taken its workplace pledge, a commitment to creating an open culture around mental health for managers and employees.

Dublin Simon Community was once again selected as one of the Top 100 Companies Leading in Wellbeing by Ibec and the Business & Finance Media Group, recognising us as one of the organisations in Ireland who are leading the way in workplace wellbeing in our commitment to instilling a best practice approach to wellbeing.

The organisation was also awarded the Ibec Keep Well Mark.

EQUASS (European Quality in Social Services) renewed its certification with the mid certification reporting structures of the EQUASS Assurance for our emergency, supported accommodation and tenancy sustainment services in 2024. We are participating in the continued rollout of the Dublin Region Homeless Executive's National Quality Standards Framework (NQSF) for homeless services in Ireland. NQSF and also external auditors via the DRHE completed audits in services in 2024. These were all passed successfully with some minor issues identified, mostly relating to maintenance matters that were outstanding.



WHAT'S AHEAD

As we look ahead, our driving force at Dublin Simon Community remains as strong as ever: to stand alongside people experiencing homelessness and ensure they are not left behind. The path forward is grounded in the five strategic pillars that shape our work — housing provision, health, housing sustainment, governance, and, ultimately, ending homelessness altogether.

In the coming year, we will continue to meet people where they are, especially those on the margins — people who are sleeping rough, people in crisis, individuals and families in emergency accommodation.

Housing remains central to everything we do. In 2025, we will complete 14 new apartments at Arbour Hill and move forward with plans for additional homes on Seán McDermott Street. While we face challenges — including new limitations on second-hand acquisitions — we are responding with focus, and turning toward sustainable long-term housing through new developments and collaborative partnerships. We know that one-bedroom and larger family units are the most difficult to access, and we are determined to grow our housing portfolio to meet that demand.

One of the most transformative milestones ahead lies at our Health and Addiction Care Facility (HACF) on Usher's Island. Further phases with additional funding will bring the facility to full capacity, with 100 beds providing a spectrum of healthcare, addiction treatment, and recovery support to people experiencing homelessness. This facility is not only a lifeline for those it serves — it is also a highly cost-effective solution for the State operated by this charity in collaboration with the State.

We will also be opening a new five-bed semi-independent unit for women in Kildare, extending tenancy support services, and launching new staff development programmes to enhance the quality and impact of our frontline care. Across every service, our aim is not only to respond to immediate needs but to build pathways toward stability and independence — ensuring that people exiting homelessness can remain in their homes and rebuild their lives.

As an Approved Housing Body, our 30-year property strategy continues in 2025. We're planning for tomorrow, not just today — strengthening our portfolio, investing in new builds, and maintaining the highest standards of governance and sustainability. We'll identify new sites for service delivery, and repurpose key buildings to better support the people behind our mission.

Public support and engagement remain vital to our work. In 2025, we're proud to partner with Beyond the Pale, GamerFest, Taste of Dublin, Gormley's Fine Art and others — raising awareness, building community, and connecting people to our cause in meaningful ways.

But while we continue to expand, adapt, and invest in solutions, we cannot ignore the reality: homelessness in Ireland is a national crisis. And we are treating it as such. We are scaling our services and delivering evidence-based, cost-effective responses; investing in research to examine ways to implement service improvements, but we cannot do it alone. Homelessness is not only a housing issue — it's a health issue, a social issue, and a policy issue. What's needed is an integrated, whole-of-government approach

with fully funded services that reflect the complexity of the crisis we face.

At Dublin Simon, we will continue to advocate for that integrated response. We will speak out for those who are less often heard and work every day to ensure that compassion leads the way.

- **We will complete 14 new apartments at Arbour Hill and move forward with plans for additional homes on Seán McDermott Street**
- **A new five-bed semi-independent unit for women in Kildare**
- **Continuously ensure homelessness is recognised as a national crisis requiring an integrated, whole-of-Government approach.**
- **Ensure that Usher's Island operates at its full capacity of 100 beds.**





DIRECTORS' REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Board of Directors (Trustees) is responsible and ensures through its governance that the Charity has sufficient resources, financial and otherwise, for our future operations.

Dublin Simon will continue to maintain and improve its high standard of corporate and charity governance. The Directors are committed to, and act as a strong proponent of, ethical fundraising, good governance, and transparent financial reporting. Dublin Simon continues to operate to ensure that we comply fully with all relevant compliance and legal requirements.

The Board reviews and monitors the necessary numbers and expertise on our Board and Committees. Our Directors also sit on at least one sub-committee where they are joined by up to another four committee members providing the necessary skills and expertise for the committee on which they serve.

Extensive work was undertaken two years ago on our governance manual. Reviews in 2024 made no material changes to our governance manual or code of conduct. Substantive work was undertaken in reviewing key Board and organisational policies as outlined via committee structures.

The Board achieved the Charities Institute of Ireland (CII) Triple Lock Standard in 2024.

Structure

Dublin Simon Community is a charitable company limited by guarantee (CLG) incorporated in the Republic of Ireland under the Companies Acts 2014. The company does not have a share capital and consequently the liability of 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 not exceeding one Euro (€1).



STRUCTURE, GOVERNANCE AND MANAGEMENT

The Memorandum of Association has established the objects and powers of the charitable company and is governed under its Articles of Association and managed by a Board of Directors. Charitable status has been granted under section 207 and 208 of the Taxes Consolidation Act 1997, charity No. CHY 5963.

A Memorandum Of Understanding (MOU) exists with Dundalk Simon Community where Dublin Simon Community manages Dundalk Simon's service provision. Financial statements for Dundalk Simon Community are separately prepared.

The Directors and Company Secretary who currently hold office and who held office during the year are listed below. Dublin Simon has been an advocate for rigorous statutory regulation of governance and fundraising in registered charities and approved housing bodies. We are proud of our track record of governance and compliance with the full range of best practice codes in the Irish charity sector including:

- **Standards issued by the Approved Housing Bodies Regulatory Authority (AHBRA).**
- **Charities Governance Code issued by the Charity Regulatory Office (CRO).**
- **Company codes, governance and legal considerations as issued by the Company Registration Office (CRO).**
- **Triple Locked — Membership of Charities Institute Ireland.**

Dublin Simon Community is governed by an elected Board of Directors as per its Constitution. The Board is responsible for providing leadership, setting strategy and ensuring control and oversight. The Non-executive Directors are drawn from diverse backgrounds, including financial, HR, legal, clinical, property, healthcare, governance and any other areas there is particular expertise required. There is a division of responsibility with the Board retaining control of major decisions under a formal workplan and schedule of matters reserved to the Board for decision. The CEO is responsible for devising strategy and policy within the authorities delegated to the CEO by the Board. The CEO and Company Secretary are non-Board Directors.



STRUCTURE, GOVERNANCE AND MANAGEMENT

There exists a comprehensive process for reporting information to the Board. Regular information includes key performance, risk indicators, compliance, financial controls, internal audits and service delivery for all aspects of the organisation.

The Board work plan in 2024 saw 7 meetings of the Directors. Recruitment of Directors and Committee members is the responsibility of the Nominations and Remuneration Committee. This Committee reviews the skills and experience matrix and framework and identifies potential Board Directors for consideration by the Board, taking into consideration alignment with the organisational values and avoidance of conflict of interest. New Directors normally join via one of the committees with subsequent election to the Board at the AGM or are co-opted onto the Board. External appointments directly to the Board are also considered.

Directors follow an induction process, briefing sessions and briefing documents, designed to familiarise themselves with operations and structures. Appointments are for an initial three-year term which may be renewed for two further three-year periods, giving a maximum of nine continuous years for any Director.

One third of Directors are required to retire annually by rotation and, if eligible, may offer themselves re-election. Directors are independent of management.

The Board of Directors retain overall responsibility for the strategic development of the company in close liaison with the executive officers.

The company can have a maximum of twelve directors. There were seven formal Board meetings during 2024, and the attendance of the directors was as follows:

Gene Clayton	6/7
John Daly	7/7
Edward Farrelly	7/7
Wendy Hamilton	6/7
Alison Hodgson	3/7
Kathryn Holly	5/7
James Howell	6/7
Barry McKimm	7/7
Etain Kidney	7/7
Neil McLoughlin (resigned 30/12/2024)	6/7
Diarmuid McNamee (resigned 1/7/2024)	3/4

There are five Committees of the Board, established for good governance. Each of the committees report back to the Board, help support the governance and oversee the executive management of the organisation. Membership consists of Board Directors and up to four Non-Board Directors (external expertise), volunteering their time. Executive management attend committee meetings.

The Board take this opportunity to acknowledge and thank Board and Committee members for their volunteering time, experience and skills. In particular the Board expresses our gratitude to both Diarmuid McNamee who after long service retired in July and Neil McLoughlin who resigned at the end of the year.

The Board are grateful to the work of the CEO and wider management team in their constant professional approach to achieving the objectives of Dublin Simon and continuously striving to support the most vulnerable who come to our doors for support. We extend our gratitude to the staff, employees and volunteers who day to day commit to our vision: making home a reality.

The Committees and their roles are as follows:

STRUCTURE, GOVERNANCE AND MANAGEMENT

AUDIT AND RISK COMMITTEE

7 meetings.

Committee is authorised by the Board to assist with oversight of the following areas:

- Integrity of the annual audited financial statements.
- Compliance with legal, regulatory and internal finance and treasury policies.
- Effectiveness of the systems of corporate governance, internal controls and risk management.
- Performance and scope of the internal audit work.
- Integrity of financial management, the financial reporting process and efficiency including the budgeting process.

Summary of Activity

2024 was a challenging year due to a number of factors, including sectoral cost challenges and evolving structure within Dublin Simon as we filled roles such as Director of Finance and Director of Advocacy and Compliance.

The Committee had oversight and scrutiny of financial accounts, cash flow and associated risks. They worked with the Executive to formulate and review business plans associated with the new strategy. While monitoring progress and enhancing the charity's risk management systems, financial reporting and audit functions the Committee prioritised its work the following areas:

1. Compliance on required annual returns ensuring evidence of compliance.
2. Overseeing changing risk management process and reporting cycle.
3. Understanding of costs base and service contract financial impact. A significant area of improvement leading to availability of information for better decision making.
4. Overseeing internal audit function.
5. Review of Risk Maturity Assessment.
6. Policy reviews included: Procurement, Treasury, Fraud Management, Protected Disclosure, Data Protection and Conflict of Interest.

STRUCTURE, GOVERNANCE AND MANAGEMENT

PROPERTY COMMITTEE

5 meetings.

Committee is authorised by the Board to assist with oversight of the following areas:

- The implementation and review of Property Strategy and ensuring compliance with all regulatory requirements regarding the property function.
- Advising the Board on the overall control and monitoring of the Property function.

Summary of Activity

The Committee continued to focus on risk awareness, management compliance and consolidation, as well as continued growth related to property. They reviewed and recommended a number of policies to ensure ongoing compliance and ability to attract loan finance. The highlight of the year was the completion on time and only slightly over budget of the new development at Usher's Island. It demonstrated the ability of Dublin Simon to successfully undertake and deliver a major construction project. Acquisition and development of additional properties remains a priority and completed in a way that does not pose financial, regulatory or reputational risk. The Committee was focused on new-build opportunities on small in-fill sites where we are in control of the process and ensure high-quality product. Areas of prioritised work of the committee included:

1. Endorsement to acquire 24 properties.
2. 10 housing units purchased.
3. Review and endorsement of refurbishment works at location Ellen Hall and Blessington Street.
4. Endorsed the progression of Seán McDermott Street and Arbour Hill constructions via Capital Assistance Scheme.
5. Reviewed AHBRA Assessment report

STRUCTURE, GOVERNANCE AND MANAGEMENT

FUNDRAISING & COMMUNICATIONS COMMITTEE

6 meetings.

This Committee is authorised by the Board to assist with oversight of the following areas:

- Maximising fundraising efforts and objectives.
- Strengthening communications delivery and plans.
- Cultivating relationships with donors.
- Guiding the CEO in developing communications and fundraising strategies and initiatives incorporating the use of various media sources.

Summary of Activity

Positive fundraising performance in delivering its budget in order to support deficit costs and provide investment in services. Further strengthened corporate partnership during the year and added new committee member in the area of ESG partnerships. Important relationships and partnerships developed with media and public relations. During the year the Committee was focused on and prioritised:

1. Strategic Fundraising proposals.
2. Reviewed and endorsed crisis communications and reputational risks.
3. Conducted internal review against Charity Regulatory standards.
4. Detailed planning on Q3/Q4 events and activities including campaigns.
5. Reviewed on major KPIs, grants, donor events, budget and business planning staffing and retention levels.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CLINICAL AND FRONTLINE SERVICES COMMITTEE

6 meetings.

This Committee is authorised by the Board to assist with its oversight of the following:

- Appropriate governance of all clinical and frontline services to ensure the delivery of safe and effective services that meet need of all key stakeholder groups.

Summary of Activity

Significant year for the Committee with the opening of the new Development at Usher's Island where decanted services remained operational during the year, returning to the new building in October. This Committee provides governance oversight to this facility. The Committee noted the work of frontline and homeless services providing tenancy sustainment in the range of short- and long-term facilities, however there were significant challenges in finding options to progress to housing. Work was focused on ensuring safe and effective services to clients and oversight of areas of risk, management of includes and review of relevant policies. The Committee is strongly supportive of the intent to move towards a Trauma-Informed Model of Care in the context of new strategy. During the year the Committee was focused on and prioritised:

1. Review and endorsement of policies: complaints, clinical governance, working with sexual offences, child protection, health and safety, and open disclosure.
2. Reviewed incidents and emerging trends including safeguarding, and thematic analysis of incident reports and recommendations.
3. Monitored staff management and attrition in clinical and frontline services.

STRUCTURE, GOVERNANCE AND MANAGEMENT

NOMINATIONS AND REMUNERATION

6 meetings.

This Committee is authorised by the Board to assist with its oversight of the following:

- Ensuring that the Board and CEO retain an appropriate structure, size, and balance of skills.
- To support the strategic objectives and values of Dublin Simon.
- Meeting its responsibilities regarding the determination, implementation, and oversight of executive remuneration arrangements to enable the recruitment, motivation and retention of staff in executive management positions.
- Arrangements for executive appointments (including election processes) and succession planning.
- Reviewing and making recommendations in respect of the remuneration policies and framework for all staff.

Summary of Activity

The Committee focused on the issue of staff retention as identified as a strategic risk. A competitive pay strategy 2024 – 2026 was reviewed in the context of a new strategic plan. This was to deal with pay disparity in the sector. Focus was given to sustainable and sequential Board and Committee succession planning for 2025 and 2026. Board evaluation exercise was undertaken with external facilitation and review days. Areas of work prioritised:

1. Review and monitoring of Board and Committee skills and experience matrix.
2. Appointments of Board and Committee members endorsed.
3. Review and endorsement of Policies related to diversity, inclusion and equality
4. Compensation and benefits reviewed and endorsed recommendations including pay strategy, pay equalisation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Committee Volunteer Members & Attendance 2024

Name	Audit & Risk	Nominations & Remuneration	Fundraising & Communications	Clinical & Frontline Services	Property
Noel Prior	6/7				
Sylvia McNeece	7/7				
Paul Mooney	1/1				
Niall Saul		3/6			
Jennifer Farrelly	1/1				
Terry Prendergast					4/5
Peter O'Toole					4/5
Zara Walsh					4/5
Eunice Dreelan			5/6		
Caitriona Ni Laoire			Leave		
Noel Quinn			4/6		
Adriano Eliezer			3/4		
Stan Burridge				5/6	
Kendra Schneller				1/3	
Gerry Bury				3/6	
Gerry O'Neill				4/6	
Clare Cotton				1/2	

Directors and Secretary and their Interests

The Directors do not hold any beneficial interest in Dublin Simon. In line with the requirements of the Charities Governance Code, the organisation has a Conflict-of-Interest Policy in place. There is also a declaration of interest statement which is completed by each Board, Committee Member and Senior Manager and listed on a register of interest. Agendas for each Board meeting are circulated in advance for review. The Chairperson at Board and Committee meetings ask at the start if anyone has a conflict of interest that needs to be declared. Any conflicts are recorded at board meetings and conflict of interest register.

The Board is committed to achieving high standards of governance. Board Directors do not receive any remuneration or expenses in respect of their services to the company. There have been no contracts, or arrangements entered, during the financial year in which a Board Director was materially interested or which were significant in relation to the company activities.

RISK MANAGEMENT

Dublin Simon operates a risk-management process culminating in a risk register that identifies the top risks, their likelihood and impact and mitigation actions necessary to manage them effectively. Risk appetite statements are reviewed by our Committees and Board; this sets the approach Dublin Simon takes to managing our risks. Risk appetite is the amount of risk Dublin Simon is willing to take or accept to achieve its strategic objectives. The Board and Audit and Risk Committee have been actively engaged in enhancing the risk-management process since 2023. Dublin Simon has low-risk appetite in areas, such as governance and finance, to protect the reputation of the organisation.

Risks are recorded and are reviewed through an internal risk cycle process six times a year. Each Committee reviews its risk register and the Board review strategic risk. Risk is managed in line with our Board-approved risk management framework.

An online risk management application is operational and serves as the main organisational database for all key risks across the various management levels. On a regular basis, risks are formally identified, assessed and prioritised by senior management using risk registers. Actions are documented to mitigate risks, and risk registers are regularly submitted to the Board and as relevant to each Committee, along with regular risk updates and emerging risks from the CEO.

A risk management policy is in place with a risk governance and escalation pathway to allow key risks to be escalated in a timely manner for action and remediation across each management level of the organisation. The risk policy consists of a series of well-defined steps to support ongoing risk management, and to raise awareness of risk and the need to manage it consistently and effectively across all levels of the

organisation. The principal risks identified that could have serious impact on performance are as follows:

Principal risk and uncertainties

The Directors are aware of the key risks to which Dublin Simon is exposed, in particular those related to the operations, finances, staff turnover and insufficient funding of Government contracts. Funding constraints have impacted staffing recruitment and retention, posing challenges in attracting and retaining qualified and experienced personnel. Staff retention is essential for maintaining organisational sustainability and delivering consistent, high-quality care to clients. The Directors will continue to seek full cost recovery on funding for new and existing service provision in order to fulfil its strategic purpose ensuring a retention of staff and experience as well as delivering high-quality service provision. The Directors have identified the key risks and uncertainties the charity faces, and the Board is satisfied that there are systems in place to mitigate these risks as appropriate.

Key Risks:

- Financial non-viability to maintain service delivery
- Statutory non-compliance against legislation and regulatory requirements
- Strategy does not direct and inform operational activity
- High staff turnover impacting on key objectives and service delivery
- Health and Safety compliance and best practice not being achieved

- I.T. systems becoming ineffective and/or compromised including cyber attack.

The Charity mitigates these risks as follows:

- Continued implementation of HR plan to target staff turnover
- Compensation and benefit review to assess sustainability and sector comparisons
- Negotiations with Statutory funders in seeking full cost recovery on all contracted services
- Internal Audit Maturity assessment completed with action plan implemented
- Continually monitor the level of activity, including preparation and monitoring of budgets, targets and projections in line with Treasury and Procurement policies
- Policy of maintaining cash reserves of three months' core essential operational expenditure, which allows the company to meet its statutory obligations
- Structure in place to identify and monitor compliance requirements against legislative, regulatory and best practice standards
- Board direct and monitor strategic direction via management reporting to Committees and Board
- Annual IT plan implemented related to IT resources, hardware replacement, anti-virus protection and remote desktop environment

Relationships with other Charities

Dublin Simon actively promotes partnership working with statutory bodies and other charitable organisations in the provision of services. This work includes participation in the Dublin Homeless Network and partnership work with local authorities and health services in the Regional Homeless forums. The CEO meets regularly with other

RISK MANAGEMENT

Homeless NGO CEOs on common agenda items. Dublin Simon holds the majority of directorship on the Board of Dundalk Simon Community. Dublin Simon, as is each 'Simon Community', is an independent registered company limited by guarantee and a registered charity; there are no shared assets or liabilities with other communities. Each Simon Community is independently responsible for its governance, separate finances and work serving their respective local area. Dublin Simon is a part of a national network of Simon Communities, supporting agreed policy, advocacy, research and national campaigns.

Health and Safety

We acknowledge and respond to our role in protecting the safety, health and welfare of all our employees and those with whom the organisation comes in contact within the course of our work. We are aware of and understand our legal obligations and we are committed to compliance with the Safety, Health and Welfare at Work Act (2005), Safety, Health and Welfare at Work (General Application) Regulations (2007) and other legislation in relation to health, safety and welfare in the workplace.

We are committed to implementing, managing and conducting programmes that ensure, where possible, that all risks and hazards are eliminated or otherwise controlled to an acceptable level and include:

1. Annual review of Safety Statements for all premises and services.
2. Policies to cover a range of specific situations identified by the company in our compliance with legislation.

3. Monitoring the effectiveness of processes and systems through dedicated working groups.
4. Use of both internal and external health and safety Audits across service locations.

Internal controls

The Directors acknowledge their overall responsibility for the charity's system of internal controls and for reviewing effectiveness. Responsibility is delegated for implementation to the executive management. This includes financial controls, which enables the Board to meet its responsibility for the integrity of accuracy of accounting records. A process of indicating compliance is also in place which addresses the Board's wider responsibility to maintain, review and report on financial, operational, regulatory and compliance risk management. Key elements of controls systems in place are:

- Policies and procedures in place for the receipt, recording and control of donations received from private individuals and the corporate sector. These are reviewed and independently audited.
- Risk Management Framework escalation pathway in place. Risk management is owned and monitored by the executive management. Reporting structure in place from executive to committee to Board.
- Internal audit and risk functions in place to evaluate the internal financial controls and assessment of risk.
- Committees report independently to the Board on all aspects of controls and risks, relevant to each committee.
- Independent internal audit plan agreed and implemented. Findings are presented to the Audit and Risk Committee, associated Committees

and in turn the Board. Tendering process saw the establishment of an external audit firm to conduct internal audit in 2024.

- Formal structure in place that defines lines of responsibility, delegation and division of duties.
- Budgets prepared annually in line with strategic and operational plans. Budgets are reviewed by the Audit and Risk Committee and further reviewed and approved by the Board. Actual financial results and strategic KPIs are regularly compared against budgets and plans to ensure alignment and tight budgetary controls.
- Reserve policy ensures Dublin Simon maintains reserve levels to mitigate risks and to ensure sustainability of our services.
- Governance manual and terms of reference of committees are reviewed annually as well as a code of conduct.
- Review of key organisational policies by Committees and Board as listed in governance manual.
- Mandatory annual review of policies including Procurement, Treasury, & Conflict of Interest.
- Board and committee work plans are agreed and implemented annually to ensure oversight and review of organisational policies, compliance report writing, budget and risk management.

Board Evaluation

An external Board evaluation took place in late summer/ early autumn. The remit was to assess the Board's effectiveness and provide suggestions on improving processes and governance. A plan of action based on the review was established and enacted into the annual work plan. It is planned to have annual Board evaluations and for Committees, evaluations every three years.

RISK MANAGEMENT

Environment

Dublin Simon Community recognises that we have a responsibility as an organisation to demonstrate our commitment to the UN Sustainable Development Goals. The Company has a proactive approach to assisting all staff to conduct its work in a manner that protects the environment. An Environmental Sustainability Vision and Mission statement exists.

Environmental Sustainability Vision. Dublin Simon Community will strive to ensure that its activities, services and operations are as environmentally friendly with the least harmful impact on the planet as can be practically achieved.

Environmental Sustainability Mission. Dublin Simon Community is committed to making the Environmental Sustainability Vision a reality by:

- Promoting the creation of a culture of environmentally sustainable responsibility across the organisation through training and adoption of best practice.
- Assessing the environmental impacts of our operations where feasible and continuously trying to reduce these impacts.
- Building resilience and future proofing the environmental sustainability of the organisation through better practices in the management of procurement.
- Informing all our stakeholders (including clients) of the value of environmental sustainability and positive environmental choices.
- Researching, assessing and embracing new thinking and technologies in the field of environmental sustainability.
- Complying fully with our legal obligations, including following all relevant statutory requirements, codes of practice and regulations.

REFERENCE AND ADMINISTRATIVE DETAILS

Name of charity: Dublin Simon Community
Charity number: CHY 5963
Address: 5 Red Cow Lane, Smithfield, Dublin 7

The names of the persons who at any time during the financial year were Directors are as follows:

Gene Clayton
John Daly
Edward Farrelly
Wendy Hamilton
Kathryn Holly
Alison Hodgson
James Howell
Etain Kidney
Neil McLoughlin
Barry McKimm
Diarmuid McNamee

Company Secretary

The company secretary throughout the financial year was Pat Greene.

Name of CEO and Executive Management to whom responsibility for the day-to-day management of the company was delegated in 2024:

Division	Executive in Charge
CEO	Catherine Kenny
Director Finance	Ken Doyle
Director of Human Resources	Tracey O' Malley
Director of Fundraising & Communications	Emma Kilkenney
Director of Advocacy and Compliance	Pat Greene
Director of Clinical & Therapeutic Services	Naomi Nicholson
Director of Homeless & Community Services	Emma McMillen
Director of Property	David McKenna
Programme Director of Usher's Island	Majella Darcy (concluded October 2024)

Auditors:

Grant Thornton
13 -18 City Quay | Dublin 2

Solicitors:

Ryans & Company Solicitors
46 Harrington Street | Dublin 8

Exemptions from disclosure

The company has not availed of any disclosure exemptions.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The company does not hold any funds or other assets by way of custodian arrangement.

Likely future developments

The company plans to continue its charitable activities for the foreseeable future, subject to satisfactory funding arrangements.

Events after the end of the financial year

There were no other significant events affecting the company since the year-end.

Political donations

The company did not make any political donations during the financial year (2023 none).

Accounting records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate

resources to the financial function. The accounting records of the company are located at the charity's premises, 5 Red Cow Lane, Smithfield, Dublin 7.

Statement on relevant Audit Information

In the case of each of the persons who are Directors at the time this report is approved in accordance with section 330 of Companies Act 2014:

- so far as each Director is aware, there is no relevant audit information of which the company's statutory auditors are unaware; and,
- each Director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Auditors

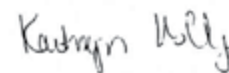
The auditors, Grant Thornton, having expressed their willingness to continue in office in accordance with section 383 (2) of the Companies Act 2014.

This report was approved by the Board and signed on its behalf.

John Daly
Director

Kathryn Holly
Director

Date: 22nd May 2025



DIRECTORS' RESPONSIBILITIES STATEMENT

For the financial year ended 31 December 2024

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

Irish company law requires the directors to prepare financial statements for each financial year giving a true and fair view of the state of affairs of the company for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with Generally Accepted Accounting Practice in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and in compliance with the Statement of Recommended Practice "Accounting and Reporting for Charities", effective 1 January 2019.

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 company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with Companies Act 2014.

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, 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 company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply

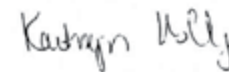
with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

This report was approved by the board and signed on its behalf.



John Daly
Director



Kathryn Holly
Director

Date: 22nd May 2025

BOARD MEMBERS



Kathryn Holly, Chair

Kathryn Holly has over 25 years of senior-level experience in the health and social care sectors in Ireland. She served as the CEO of the Orchard Care Group, which is engaged in the provision of residential and other services to vulnerable children and young adults. Prior to this, Kathryn had an extensive career in the Mater Private Healthcare Group, including serving as group COO. Previous board experience includes serving on the Board of the Pieta charity from 2018 to 2022.

Kathryn obtained a BSc (Human Nutrition) from Trinity College and an MBA from the Smurfit Business School. She has also completed the Diploma in Company Direction organised by the Institute of Directors. Kathryn Joined the Board in 2023 and was appointed Chair of the Board in January 2025.



Alison Hodgson

Alison Hodgson has more than 25 years of experience in senior management positions in Ireland and the UK, with particular expertise in HR. She is the former Group Head of Resourcing at Royal Mail, Head of HR Ireland for Bank of America and most recently, VP of People at Virgin Media Ireland. Alison is a graduate of Queens University Belfast with a BA in Psychology and a Master's in Occupational Psychology. She joined the Board in 2022.



Barry McKimm

Barry McKimm is the Human Resources Director with the St John of God Community Services. He has over 30 years of experience in Human Resources across various sectors. He is a Chartered Fellow of the Institute of Personnel & Development. Barry holds a Master's in Human Resource Strategy and a primary BBS degree from DCU. He also volunteers on the Dublin Simon Soup Run. Barry has been a Board member since 2020 and held position of Chair of the Board in 2023 /2024 and is current Chair of the Clinical and Frontline Services Committee.



Diarmuid McNamee

Diarmuid is Managing Director of TowerView, an advisory and investment firm based in Dublin which he formed in 2016. He is the former Chief Financial Officer of Mater Private Group, the leading private healthcare group in Ireland and the UK. He also spent 9 years as a Director of Corporate Finance at NCB, specialising in equity and debt financing and mergers and acquisitions. Diarmuid has over 20 years of general and financial management with a particular specialism in healthcare finance. He is a Fellow of the Institute of Chartered Accountants and a graduate of University College Dublin with Bachelor of Commerce and Master's in Accounting. Diarmuid retired from the Board in July 2024 after 6 years.

BOARD MEMBERS



Edward Farrelly

Edward Farrelly is a practising barrister in commercial, insolvency and property law. He became a Senior Counsel in 2019 and also practices as a Mediator. He has experience advising and litigating concerning corporate governance issues and the role and duties of company directors. He graduated from UCD with a degree in History and Politics (First Class) and obtained a scholarship to complete a Master's in Politics (First Class). After working in business while attending King's Inns, he was called to the Bar in 2000. Edward sat on the Dublin Simon Board from 2005 to 2012 and returned to it in 2020. Edward is Chair of the Nominations and Remuneration Committee.



Etain Kidney

Etain Kidney is currently the Head of the School of Marketing and Entrepreneurship at TU Dublin and where she has worked as a researcher and lecturer for 15 years. She holds PhD in Inclusive Entrepreneurship, and her research interests are sustainability, digital marketing, and minority entrepreneurship. Etain has worked with the Simon Communities education programmes since 2015. Etain joined the Board in 2022 and is the current Chair of the Fundraising Committee.



Gene Clayton

Gene began his career in social housing, managing hostels for ex-offenders in London in 1985. He subsequently became Director of Housing with an Irish housing association before returning to Dublin in 2001 to take up the post of Housing Development Manager with Dublin Docklands Development Authority. He was then recruited to become the Chief Executive of the Iveagh Trust, the longest-established provider of social housing in Ireland. During this time, he held a number of elected positions both in Ireland and Brussels, including President and Vice-President of the Irish Council for Social Housing, Vice President of the Not-for-Profit sector and Chairman of the Economic Finance and Internal Markets Committee of Housing Europe, the Brussels-based federation of social, public and co-operative housing bodies who collectively house 25 million tenants across Europe. Gene retired in 2019.

Gene joined the Board in 2020 and is Chair of the Property Committee.



James Howell

James Howell has worked in the Technology sector for over 25 years and currently leads the EMEA Digital Sales organisation for Johnson Controls (JCI). Prior to working with JCI, James spent 12 years with Microsoft in a number of senior roles across EMEA, most recently as the Channel Sales Director for Microsoft's IoT business in EMEA.

James has over 30 years of sales and marketing experience — 25 years specifically in international sales and marketing positions across the Hi-Tech, Telecoms, and Software industries. Prior to being elected to the Board in 2016, James was a volunteer Soup Runner. James was Chair of the Fundraising Committee in 2024.

BOARD MEMBERS



John Daly

John, now retired, had a career spanning almost 40 years, 31 of which were with An Post. He held many senior management positions in both finance and operational roles, including 10 years as Retail Operations Director, when he was responsible for the national post office network. In his final years, he was the Retail Finance Director and Deputy Managing Director of the An Post Retail Business. John is a Chartered Management Accountant with an MSc in Management from Trinity College Dublin. John joined the Board in 2021 and is current Chair of the Audit and Risk Committee.



Neil McLoughlin

Neil McLoughlin is the Co-Founder and Managing Director of NioSync, a company focused on bringing innovative medicines to patients in Europe. Formerly, Neil was the Chief Commercial & Legal Officer at Datalex plc. Prior to that, Neil was Chief Operating Officer and a member of the founding team at life sciences investment business Malin plc. Neil also spent 10 years at Elan plc, a biotech company that developed therapies for some of the world's most difficult to treat diseases. Neil is a barrister, a graduate of NUI Galway (B.Comm) and the Honourable Society of King's Inns (BL) and is a Fellow of the Chartered Governance Institute. Neil joined the Board in 2022 and retired in December 2024.



Wendy Hamilton

Wendy Hamilton is the COO at Motor Distributors Ltd. She previously held CEO and COO roles at Translation.ie and Netwatch Group/System. Wendy served on the Board of Sunbeam House Services from 2016-2018 and previously on the Board of FIT (Fastrack to Information Technology). A Dublin native, now enjoying the Garden County's delights, Wendy holds a Master's in Lean Business Practice, along with a BA in International Marketing.

Wendy Hamilton joined the Board in 2022.

ORGANISATIONAL CHART - DECEMBER 2024

BOARD OF DIRECTORS

**AUDIT AND RISK
COMMITTEE**

PROPERTY COMMITTEE

**FUNDRAISING
COMMITTEE**

**CLINICAL AND FRONTLINE
SERVICES COMMITTEE**

**NOMINATIONS AND
REMUNERATION
COMMITTEE**

CATHERINE KENNY
CEO

DAVID McKENNA
DIRECTOR OF PROPERTY

EMMA KILKENNY
DIRECTOR OF FUNDRAISING
& COMMUNICATIONS

EMMA MCMILLEN
DIRECTOR OF HOMELESS &
COMMUNITY SERVICES

KEN DOYLE
DIRECTOR OF FINANCE

NAOMI NICHOLSON
DIRECTOR OF CLINICAL &
THERAPEUTIC SERVICES

PAT GREENE
DIRECTOR OF ADVOCACY
AND COMPLIANCE

TRACEY O'MALLEY
DIRECTOR OF HR

A background image showing a close-up of hands holding coffee cups. One hand is holding a dark cup, and another is holding a light blue cup. The image is slightly blurred, creating a soft, intimate feel.

FINANCIAL STATEMENTS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DUBLIN SIMON COMMUNITY

Opinion

We have audited the financial statements of Dublin Simon Community, which comprise the Statement of Financial Activities, incorporating the Income & Expenditure Account, Statement of Financial Position, Statement of Changes in Reserves and Statement of Cash flows for the financial year ended 31 December 2024, and the related notes to the financial statements, including the summary of significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish law and accounting standards issued by the Financial Reporting Council including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (Generally Accepted Accounting Practice in Ireland).

In our opinion, Dublin Simon Community's ("the company") financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the assets, liabilities and financial position of the company as at 31 December 2024 and of financial performance and cash flows for the financial year then ended; 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 in the 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, namely the Irish Auditing and Accounting Supervisory Authority (IAASA) Ethical Standard concerning the integrity, objectivity and independence of the auditor, and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. 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 Company'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

Other information comprises information included in the Director's report, other than the financial statements and our auditor's report. The directors are responsible for the other information. 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.

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DUBLIN SIMON COMMUNITY

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the directors' report is consistent with the financial statements. Based solely on the work undertaken in the course of our audit, in our opinion, the directors' report has been prepared in accordance with the requirements of the Companies Act 2014.

Matters on which we are required to report by exception

Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

Responsibilities of management and those charged with governance for the financial statements

As explained more fully in the Directors' responsibilities statement, management is responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS 102, and for such internal control as they determine 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, management is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the company's financial reporting process.

Responsibilities of the auditor for the audit of the financial statements

The auditor's 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 their 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.

As part of an audit in accordance with ISAs (Ireland), the auditor will exercise professional judgement and maintain professional scepticism throughout the audit. The auditor will 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 their 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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DUBLIN SIMON COMMUNITY

- Conclude on the appropriateness of management's 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 company's ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the company 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 matter that achieves a true and fair view.


The auditor communicates 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 may be identified during the audit.

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

This report is made solely to the company'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 company'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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Shelley
For and on behalf of
Grant Thornton
Chartered Accountants & Statutory Audit Firm
13-18 City Quay
Dublin 2, Ireland
Date: 22nd May 2025

STATEMENT OF FINANCIAL ACTIVITIES, INCORPORATING THE INCOME & EXPENDITURE ACCOUNT

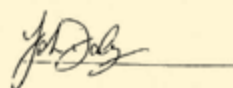
for the financial year ended 31 December 2024

	Note	Unrestricted Funds €	Restricted Funds €	2024 €	2023 €
Income from:					
Donations					
Donations and fundraising income		6,796,390	895,635	7,692,025	6,763,102
Charitable activities					
Statutory grants		-	18,754,475	18,754,475	16,966,247
Occupancy & Rental Income		2,288,357	-	2,288,357	2,316,370
Payment & Availability		1,293,962	-	1,293,962	1,176,177
Income from other activities					
Shops		185,432	-	185,432	203,879
Other income		1,313,745	-	1,313,745	1,487,947
Total income	6	11,877,886	19,650,110	31,527,996	28,913,722
Expenditure on:					
Raising funds		1,472,313	-	1,472,313	1,481,340
Charitable activities		7,881,758	19,235,438	27,117,196	26,006,903
Other expenditure		1,583,765	-	1,583,765	1,453,486
Total expenditure		10,937,836	19,235,438	30,173,274	28,941,729
Net surplus / (deficit)		940,050	414,672	1,354,722	(28,007)

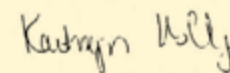
All amounts relate to continuing operations.

The notes on pages 40 to 59 form part of these financial statements.

The financial statements were approved and authorised for issue by the board:



John Daly
Director



Kathryn Holly
Director

STATEMENT OF FINANCIAL ACTIVITIES, INCORPORATING THE INCOME & EXPENDITURE ACCOUNT

for the financial year ended 31 December 2024

	Unrestricted Funds €	Restricted Funds €	Designated Funds €	2024 €	2023 €
Net surplus/ (deficit)	940,050	414,672	-	1,354,722	(28,007)
Transfer to Sinking fund	(1,283,523)	(250,000)	1,533,523	-	-
Transfer to Restricted and Designated funds	(1,707,569)	329,675	1,377,894	-	-
Net movement on reserves and funds for the year	(2,051,042)	494,347	2,911,417	1,354,722	(28,007)
Reserves and fund balances brought forward at beginning of the financial year	13,686,569	972,477	18,968,107	33,627,153	33,655,160
Reserves and fund balances carried forward at end of the financial year	11,635,527	1,466,824	21,879,524	34,981,875	33,627,153

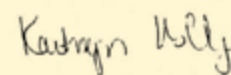
All income and expenditure relate to continuing activities.

The notes on pages 40 to 59 form part of these financial statements

The financial statements were approved and authorised for issue by the board:



John Daly
Director



Kathryn Holly
Director

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

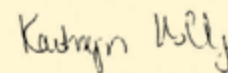
	Notes	2024	2023
		€	€
Fixed assets			
Tangible assets	11	121,057,089	105,311,314
Current assets			
Debtors	12	4,874,827	3,748,655
Cash and cash equivalents	13	14,171,954	15,126,184
		19,046,781	18,874,839
Creditors: amounts falling due within one year	14	(4,543,101)	(6,242,969)
Net current assets		14,503,680	12,631,870
Total assets less current liabilities		135,560,769	117,943,184
Creditors: amounts falling due after one year			
Loans and grants	15,16	(100,578,894)	(84,316,031)
Net assets		34,981,875	33,627,153
Reserves and funds			
Unrestricted funds	18	11,635,527	13,686,569
Restricted funds	18	1,466,824	972,477
Designated funds	18	21,879,524	18,968,107
Total reserves and funds		34,981,875	33,627,153

The notes on pages 40 to 59 form part of these financial statements.

The financial statements were approved and authorised for issue by the board:



John Daly
Director



Kathryn Holly
Director

Date: 22nd May 2025

STATEMENT OF CHANGES IN RESERVES

As at 31 December 2024

	Notes	Designated Funds					Total Funds €
		Unrestricted Funds €	Restricted Funds €	Building Reserve €	Sinking Fund €	Total Designated Funds €	
At 1 January 2023		15,581,359	1,635,903	11,936,701	4,501,197	16,437,898	33,655,160
31 December 2023 (deficit)/surplus		(264,019)	236,012	-	-	-	(28,007)
Transfer to Building Reserve		(1,022,596)	(126,956)	2,454,290	(1,304,738)	1,149,552	-
Transfer to Sinking Funds		(608,175)	(772,482)	-	1,380,657	1,380,657	-
Balance at 31 December 2023		13,686,569	972,477	14,390,991	4,577,116	18,968,107	33,627,153
31 December 2024 surplus		940,050	414,672	-	-	-	1,354,722
Transfer to Building Reserve and Restricted Funds	18	(1,707,569)	329,675	2,085,212	(707,318)	1,377,894	-
Transfer to Sinking Funds	18	(1,283,523)	(250,000)	-	1,533,523	1,533,523	-
Balance at 31 December 2024	18	11,635,527	1,466,824	16,476,203	5,403,321	21,879,524	34,981,875

The building reserve and sinking fund are the designated reserves within the financial statements.

The notes on pages 40 to 59 form part of these financial statements

STATEMENT OF CASH FLOWS

For the financial year ended 31 December 2024

	2024 €	2023 €
Cash flows from operating activities		
Surplus/(deficit) for the financial year	1,354,722	(28,007)
Adjustments for:		
Depreciation of tangible assets	2,498,803	2,277,257
Amortisation of grants	(1,744,900)	(1,560,781)
Gain on disposal of tangible assets	-	(3,865)
Interest charged	301,056	240,492
Movements in working capital		
Increase in debtors	(1,126,172)	(1,493,060)
(Decrease)/increase in creditors due within one year	(1,755,808)	1,557,347
Net cash flows (used)/generated from operating activities	(472,299)	989,383
Cash flows from investing activities		
Receipts of government & other grants	14,196,008	21,650,420
Receipts from sale of tangible assets	-	364,418
Purchase of tangible assets	(18,244,578)	(23,270,783)
Net cash flows used in investing activities	(4,048,570)	(1,255,945)
Cash flows from financing activities		
Proceeds of loan from credit institutions	4,122,029	3,382,185
Repayment of bank loans	(314,150)	(271,542)
Interest paid	(241,240)	(191,470)
Net cash flows from financing activities	3,566,639	2,919,173
Net (decrease)/increase in cash and cash equivalents	(954,230)	2,652,611
Cash and cash equivalents at beginning of financial year	15,126,184	12,473,573
Cash and cash equivalents at end of financial year	14,171,954	15,126,184

The notes on pages 40 to 59 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

1. General information

Dublin Simon Community is a company limited by guarantee and not having share capital, incorporated in the Republic of Ireland. The Registered Office is 1-2 Cope Street, Dublin 2. The nature of the charity's operations and its principal activities are set out in the Directors' Report on pages 1 to 29.

These financial statements comprising the Statement of Financial Activities, the Statement of Financial Position, the Statement of Changes in Reserves, the Statement of Cash Flows and the related notes 1 to 26 constitute the individual financial statements of Dublin Simon Community for the financial year ended 31 December 2024.

Statement of compliance

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of Companies Act 2014, FRS 102. The organisation has implemented SORP where relevant in these accounts. The company constitutes a public benefit entity as defined by FRS 102.

Currency

The financial statements have been presented in Euro (€) which is also the functional currency of the Company.

2. Going concern

The company is substantially dependent on discretionary income to cover its operating expenses and to meet its stated objectives as stated in the directors' report. Such income normally takes the form of grants, general fundraising receipts and other funding. The directors believe that income will continue at an adequate

level for the foreseeable future so that the company can continue in operational existence. In these circumstances the financial statements are prepared on a going concern basis.

3. Accounting policies

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

3.1 Basis of preparation

Statement of compliance with the Financial Reporting Standards
The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014.

In preparing the financial statements, the company has referred to guidance included within the following, Statements of Recommended Practice (SORP): Accounting and Reporting for Charities, 2020 FRS 102. The company has adopted best practice to the extent that requirements contained within the aforementioned SORP are applicable to the company.

3.2 Fund accounting

The company receives income under three headings as follows:

Restricted Funds

Restricted funds are to be used for the specified purposes as laid down by the donor/grantor. Expenditure which meets the criteria is allocated to this fund.

Unrestricted Funds

General funds represent amounts which are expendable at the discretion of the directors in furtherance of the objectives of the company and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Designated Funds

Directors can designate part or all of the unrestricted funds for specific purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund. The directors have allocated this fund as a Building Reserve Fund and Sinking Fund in the financial statements.

3.3 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SoFA) when the company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

3.4 Donations and gifts

For donations to be recognised, the company will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the company and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

Where practicable, gifts in kind donated to the company for distribution to the service users or for resale in charity, shops are included in donations in the financial statements at their fair value. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh the benefits, then the income and associated expenditure is not recognised.

Fixed asset gifts in kind are recognised when receivable and are included at fair value.

For legacies, entitlement is recognised when the legacy is actually received. On occasion legacies will be notified to the company, however, it is not possible to measure the amount expected to be distributed and in these circumstances it is not recognised until received.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the company. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

3.5 Government grants

The Charity receives government grants in respect of housing projects. Income from government and other grants are recognised at fair value when the company has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

3.6 Other income

Other income is recognised in the period in which it is

receivable and to the extent the goods have been provided or on completion of the service.

3.7 Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds;
- Expenditure on charitable activities; and
- Other expenditure represents those items not falling into the categories above and consists of depreciation and management / governance costs.

3.8 Retirement benefit costs

The company operates a defined contribution plan for its employees. Retirement benefit contributions in respect of the scheme for employees are charged to the statement of financial activities as they become payable in accordance with the rules of the scheme. The assets are held separately from those of the company in an independently administered fund.

3.9 Operating leases: the company as lessee

Rentals paid under operating leases are charged to the statement of financial activity on a straight-line basis over the term of the lease.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight-line basis over the

period of until the date the rent is expected to be adjusted to the prevailing market rate.

3.10 Finance costs

Finance costs are charged to the statement of financial activity over the term of the debt using the effective interest rate method so that the amount charged is at a consistent rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

3.11 Foreign currencies

Transactions and balances

Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are retranslated at the rate of exchange ruling at the financial year end date. All foreign exchange differences are taken to the statement of financial activities.

3.12 Tangible assets

All tangible assets are recorded at historic cost. This includes legal fees, stamp duty, other non-refundable purchase taxes and any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management, which can include the costs of site preparation, initial delivery and handling, installation and assembly, and testing of functionality.

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each Statement of Financial Position date. If such an indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is recognised as a revaluation decrease.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost or valuation of each asset systematically over its expected useful life, on a straight line or reducing balance basis, as follows:

Grant funded freehold premises	- 3.33% Straight line
Freehold and leasehold premises	- 2% Straight line
Computer equipment	- 25% Straight line
Furniture & equipment	- 20% Straight line
Motor vehicles	- 20% Reducing balance

Freehold properties have been split between their land and building costs and a specific set of major components which require periodic replacement.

No depreciation is charged to fixed assets in the year of acquisition. Components are depreciated over the estimated useful life of the component (excluding land) as follows:

Kitchens	- 5% Straight line
Boilers	- 5% Straight line
Heating	- 4% Straight line
Bathroom/Sanitary	- 3.33% Straight line
Water Services	- 3.33% Straight line
Windows and Doors	- 3.33% Straight line
Externals	- 3.33% Straight line
Roof	- 1.167% Straight line

3.13 Debtors

Short term debtors are measured at transaction price, less any impairment.

Loans receivables are measured initially at fair value, net of transaction costs and are measured subsequently at amortised cost.

Prepayments are valued at the amount prepaid net of any trade discounts due.

3.14 Cash & cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

3.15 Creditors

Short term creditors are measured at the transaction price.

Other financial liabilities, including bank loans are measured initially at fair value, net of transaction costs and are measured subsequently at amortised cost using the effective interest method.

3.16 Holiday Pay Accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the financial year end date and carried forward to future period. This is measured at the undiscounted salary cost of future holiday entitlement so accrued at the statement of financial position date.

3.17 Financial instruments

Loans and borrowings

All loans and borrowings, both assets and liabilities are initially recorded at the present value of cash payable to the lender in settlement of the liability discounted at the market interest rate. Subsequently loans and borrowings are stated at amortised cost using the effective interest rate method. The computation of amortised cost includes any issue costs, transaction costs and fees, and any discount or premium on settlement, and the effect of this is to amortise these amounts over the expected borrowing period. Loans with no stated interest rate and repayable within one year or on demand are not amortised. Loans and borrowings are classified as current assets or liabilities unless the borrower has an unconditional right to defer settlement of the liability for at least twelve months after the financial year end date.

Capital assist scheme (CAS) loans

In line with FRS102, amounts advanced by local authorities and the Department of Housing, Planning and Local Government, under the Capital Assistance Scheme (CAS) have been classified as government grants. CAS loans received for the acquisition of property are released to the unrestricted income funds when the terms of the relevant CAS mortgage are completed. As a result, where housing developments have been financed wholly or partly by such grants the value of the related grant for the development is shown net of amortisation. Grants relating to

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

assets are recognised in income on a systematic basis over the term of the grant, amounting to 30 years.

3.18 Taxation

No charge to current or deferred taxation arises as the company has been granted charitable status under Section 207 and 208 of the Tax Consolidation Act 1997, Charity No. CHY 5963.

3.19 Designated Reserve

The company holds a designated sinking fund reserve for the long-term maintenance of the company's properties. Funds transferred into this reserve each year are based on the assessment of the long-term amounts required. The company also holds a designated reserve for property acquisitions and development.

Funds historically transferred out of this reserve, are based on actual spend on an agreed planned maintenance programme which reflects the needs of our tenants and service users, and adequate maintenance of housing stock.

4. Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The items in the financial statements where these judgements and estimates have been made include:

Going concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

Allowances for impairment of receivables

The company estimates the allowance for doubtful receivables based on assessment of specific accounts where the company has objective evidence comprising default in payment terms or significant financial difficulty that certain tenants are unable to meet their financial obligations. In these cases, judgement used is based upon the best available facts and circumstances including but not limited to the length of relationship.

Useful lives of tangible assets

Long-lived assets comprising primarily of property assets represent a significant portion of total assets. The annual depreciation charge depends primarily on the estimated lives of

each type of asset and, in certain circumstances, estimates of residual values. The directors regularly review these useful lives and change them if necessary to reflect current conditions. In determining these useful lives management consider patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation charge for the financial year.

Impairment of non-financial assets

The directors annually consider the carrying value of land and housing assets, and whether there has been any market indicators that would require an impairment. The directors have assessed that given the growth in land and property values over the course of the year, along with the programme of repairs and maintenance to the properties, that no material impairment has occurred that requires adjustment in the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

5. Statement of Financial Activities for the financial year ended 31 December 2024

	Unrestricted Funds	Restricted Funds	2023
	€	€	€
Income from:			
Donations			
Donations and fundraising income	5,801,842	961,260	6,763,102
Charitable activities			
Statutory grants	-	16,966,247	16,966,247
Occupancy & Rental Income	2,316,370	-	2,316,370
Payment & Availability	1,176,177	-	1,176,177
Income from other activities			
Shops	203,879	-	203,879
Other income	1,487,947	-	1,487,947
Total income	10,986,215	17,927,507	28,913,722
Expenditure on:			
Raising funds	1,481,340	-	1,481,340
Charitable activities	8,315,408	17,691,495	26,006,903
Other expenditure	1,453,486	-	1,453,486
Total expenditure	11,250,234	17,691,495	28,941,729
Net (deficit)/surplus	(264,019)	236,012	(28,007)

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

6. Income

An analysis of income is as follows:

	2024	2023
	€	€
DRHE and Local Authorities	10,996,442	10,933,149
HSE	7,079,464	5,306,521
Other statutory funding	678,569	726,577
Donations and funding	7,692,025	6,763,102
Occupancy income & rent receivable	2,288,357	2,316,370
Payment & availability	1,293,962	1,176,177
Other income	1,499,177	1,691,826
Total Income	31,527,996	28,913,722

DHRE and Local Authority Income by region as follows:

	1/1/24	Income	Expenditure	31/12/24
		€	€	€
DRHE and Local Authorities	-	9,468,756	(9,468,756)	-
Wicklow and Meath	-	1,144,706	(1,144,706)	-
Louth and Cavan	-	382,981	(382,981)	-
Total Income	-	10,996,442	(10,996,442)	-

HSE income by region is as follows:

	1/1/24	Income	Expenditure	31/12/24
		€	€	€
Region				
CHO Dublin				
South Mid Leinster	-	5,793,762	(5,793,762)	-
CHO Dublin				
North City and County	-	1,285,702	(1,285,702)	-
Total Income	-	7,079,464	(7,079,464)	-

Other grant income by project is as follows:

	1/1/24	Income	Expenditure	31/12/24
		€	€	€
Project				
DSP Community Employment	-	441,663	(441,663)	-
Grants	-	137,322	(137,322)	-
EVS Overseas Grant	-	89,779	(89,779)	-
DOE Gap Grant				
Housing Agency Grant		9,806	9,806	
Total Income	-	678,569	678,569	-

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

The three income types – DHRE and Local Authority income, HSE Income and other Grant Income above totals the €18,754,475 (2023: €16,966,247) statutory restricted grants on the statement of financial activities.

CE Scheme

Dublin Simon Community received two grants from Department of Social Protection (DSP); the Community Employment (CE) Mainstream which runs from 24 January 2024 to 22 January 2025 and the Community Employment Engagement (CEE) Scheme which runs from 30 October 2023 to 29 October 2024. This funding is restricted to the payment of wages for CE supervisors and participants registered under the grant, materials and training expenses. No Capital Grants were awarded.

Other Restricted Income

Included in restricted donations & fundraising are the following grants which Dublin Simon Community received in 2024. Grants expended in 2024 were released to income. Any unspent grants were deferred to 2024.

Donor	2024 €	Purpose
The DWF Foundation	5,484	Medication Administration Record (MAR) and Mass Drug Administration (MDA) records for Clinical Services
DFHERIS / SOLAS / City of Dublin ETB / Reach Fund	1,498	Client Development- Learning & Development Women's group
Fidelity	143,417	Digital Transformation- Capacity Building for Homeless Services - Creating a Mobile Workforce and Improving Data Driven Decisions
The Hospital Saturday Fund	3,000	Enclude 360 addition for clinical services
Dublin City Council	4,421	Charity shops- Increased Cost of business
ESB Energy for Generations	9,964	Outreach- Needle exchange programme
Vitology Foundation	9,089	Client Development
Smart D8	9,500	Clinical services- Digital Medication Management System

7. Surplus on ordinary activities before taxation

Surplus on ordinary activities before taxation is stated after charging /(crediting):

	2024 €	2023 €
Depreciation of tangible assets	2,498,803	2,277,257
Amortisation of grants	(1,744,900)	(1,560,781)
Audit Remuneration (including VAT and outlay)		
- Audit fees	48,376	31,965

8. Directors' remuneration

There are twelve directors during the year two of which resigned during the year, none of whom receive any remuneration or expenses (2023: €Nil) from the company.

9. Staff costs

The average monthly number of persons employed by the company during the financial year analysed by category, was as follows:

	2024	2023
Management and governance	18	13
Human resources	15	14
Fundraising	20	20
Homeless services	431	421
	484	468

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

The average monthly number of persons employed by the company during the financial year analysed by category, was as follows:

	2024	2023
	€	€
Wages and salaries	17,305,470	17,084,043
Social security costs	1,835,139	1,805,552
Pension costs	175,495	153,976
Total employee costs	19,316,104	19,043,571

In 2024, twenty-one (21) persons employed by the company worked on its subsidiary (2023: 23), Dundalk Simon Community. Wages and salaries amounting to €895,240 (2023: €927,730) and pension costs amounting to €17,229 (2023: 16,103) was charged to Dundalk Simon Community.

All the amounts stated above were treated as an expense of the company in the financial year.

The CEO's salary for the year was €132,609 (2023: €127,188).

Including the CEO, the following number of employees received total employee benefits (excluding employer pension costs) for the reporting period of more than €60,000:

Amount (€)	2024	2023
	€	€
€60,000 to €70,000	11	11
€70,000 to €80,000	3	4
€80,001 to €90,000	3	1
€90,001 to €100,000	2	3
€100,000 to €110,000	-	-
€110,000 to €120,000	-	-
€120,000 to €130,000	-	1
€130,000 to €140,000	1	-
	20	20

10. Retirement benefit costs

The average monthly number of persons employed by the company during the financial year analysed by category, was as follows:

	2024	2023
	€	€
Retirement benefit charge	175,495	153,976

Defined contribution scheme – the company operates a defined contribution pension scheme for its employees. The scheme is externally managed, the assets of the scheme are held separately from those of the company in an independently administered fund. The increase in retirement benefit costs in 2024 was due to a number of factors including an increase in active pension members. At the financial year end there were unpaid contributions amounting to €Nil (2023: €Nil).

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

11. Tangible assets

	Grant funded freehold premises	Freehold and leasehold premises	Computer equipment	Furniture and equipment	Motor Vehicles	Total
	€	€	€	€	€	€
Cost or valuation:						
At 1 January 2024	83,188,701	37,531,500	101,973	574,524	173,621	121,570,319
Additions during the year	14,079,087	4,140,884	-	24,607	-	18,244,578
Transfers	(498,671)	(124,637)	-	623,308	-	-
At 31 December 2024	96,769,117	41,547,747	101,973	1,222,439	173,621	139,814,897
Depreciation:						
At 1 January 2024	10,833,092	4,655,860	101,973	512,535	155,545	16,259,005
Charge for financial year	1,744,900	731,030	-	17,245	5,628	2,498,803
Disposals	-	-	-	-	-	-
At 31 December 2024	12,577,992	5,386,890	101,973	529,780	161,173	18,757,808
Net book value						
At 31 December 2024	84,191,125	36,160,857	-	692,659	12,448	121,057,089
Net book value						
At 31 December 2023	72,355,609	32,875,640	-	61,989	18,076	105,311,314

All motor vehicles are used for purpose of carrying out charitable activities and there is no personal use of the charities motor vehicles. Dublin Simon does not provide company vehicles for personal use.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

12. Debtors

	2024	2023
	€	€
Trade debtors, net	175,328	199,366
Grants receivable	3,195,477	2,448,106
Prepayments, other debtors and accrued income	1,504,022	1,101,183
	4,874,827	3,748,655

Included within debtor balances are provisions in respect of bad debts for €100,058 (2023: €96,129).

13. Cash and cash equivalents

	2024	2023
	€	€
Cash at bank and in hand	8,192,632	9,804,350
Building reserve bank accounts	5,403,321	4,577,116
Capital development fund account	576,001	744,718
	14,171,954	15,126,184

14. Creditors: amounts falling due within one year

	2024	2023
	€	€
Trade creditors	1,396,349	3,158,615
Taxation	398,830	405,578
Loans owed to credit institutions	366,127	310,127
Accruals and other creditors	2,381,795	2,368,649
	4,543,101	6,242,969
Included in taxation creditors are amounts as follows:		
PAYE / PRSI	398,830	405,578

Tax and social securities are repayable at various dates over the coming months in line with tax and authority guidelines.

Trade creditors, accruals and other creditors, are payable at various dates over the coming months in accordance with the suppliers usual and customary credit terms.

Secured loans

Included within loans owned to credit institutions are amounts owing to the HFA for €366,127 (2023: €310,127). Housing loans provided by the HFA are secured by fixed charges on specific housing properties. The loans are subject to interest rates of 1.75% - 3.75% (2023: 1.75% - 3.75%) The loans are due for repayment in bi-annual instalments ranging over 20-30 years.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

15. Creditors: amounts falling due after one year

	2024 €	2023 €
Loans owed to credit institutions	15,771,231	11,959,476
Grants (Note 16)	84,807,663	72,356,555
	100,578,894	84,316,031

Secured loans

Included within loans owned to credit institutions are amounts owing to the HFA for €11,384,205 (2023: €9,125,730) and CALF for €4,387,026 (2023: €2,833,746). Housing loans provided by the HFA are secured by fixed charges on specific housing properties. The loans are subject to interest rates of 2% on CALF funding and 1.75% - 3.75% (2023: 1.75% - 3.75%) on HFA funding. The HFA loans including its interest are due for repayment in bi-annual instalments ranging over 20-30 years. CALF loans including its interest are only repayable at the end of the loan period.

16. Grants

	2024 €	2023 €
Grants balance at 1 January	83,189,645	61,539,225
Grants received during the year	14,196,008	21,650,420
Grants balance at 31 December	97,385,653	83,189,645
Cumulative amortisation at 1 January	10,833,090	9,272,309
Amortisation charge for the year	1,744,900	1,560,781
Cumulative amortisation 31 December	12,577,990	10,833,090
Net grant balance at 31 December	84,807,663	72,356,555

Dublin Simon has benefitted from the receipt of grants from the Department of Housing, Local Government and Heritage and from various local authorities. These are principally via the Capital Assistance Scheme (CAS) to fund the acquisition and refurbishment of qualifying housing and other properties for use by the company. As at the 31 December 2024 the total outstanding in respect of these grants was €84,807,663 (2023: €72,356,555). The grants typically have a thirty-year repayment periods however Dublin Simon is relieved of all repayment obligations so long as the properties continue to be used for qualifying charitable purposes. In the event of the properties not being used for qualifying charitable purposes in accordance with the terms of the various grant agreements Dublin Simon will become liable for repayment of the outstanding balance on the grant. The various funders continue to hold the title deeds to the properties as security for the outstanding grant balances.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

17. Loans and debt analysis

Analysis of the maturity of loans is given below:

	2024 €	2023 €
Amounts falling due within one year		
Loans owed to credit institutions	366,127	310,127
Amounts falling due 1-2 years		
Loans owed to credit institutions	375,425	317,399
Amounts falling due 2-5 years		
Loans owed to credit institutions	1,184,652	997,663
Amounts falling due after more than 5 years		
Loans owed to credit institutions	14,211,154	10,644,414
	16,137,358	12,269,603

The following is an analysis of the anticipated contractual cash flows including interest payable on HFA and CALF loans on an undiscounted basis. Interest is calculated on drawn debt held as at 31 December 2024. The Interest on Debt is calculated by reference to the underlying loan agreement and the rate applicable at the balance sheet date.

Analysis of the maturity of loans is given below:

	Debt €	Interest on debt €	Total €
For the financial year ended 31 December 2024			
Due less than one year	366,127	313,212	679,339
Between one and two years	375,425	303,914	679,339
Between two and three years	384,978	294,361	679,339
Between three and five years	799,674	559,003	1,358,677
In five or more years	14,211,154	5,317,134	19,528,288
	16,137,358	6,787,624	22,924,982

	Debt €	Interest on debt €	Total €
For the financial year ended 31 December 2023			
Due less than one year	310,127	222,514	532,641
Between one and two years	317,399	215,242	532,641
Between two and three years	324,852	207,789	532,641
Between three and five years	672,811	392,470	1,065,281
In five or more years	10,644,414	3,371,790	14,016,204
	12,269,603	4,409,805	16,679,408

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

18. Analysis of changes in net debt

Analysis of the maturity of loans is given below:

	At 1 January 2024	Cash flows	Other non-cash changes	At 31 December 2024
	€	€	€	€
Cash at bank and in hand	15,126,184	(954,230)	-	14,171,954
Debt falling due within one year	(310,127)	314,150	(370,150)	(366,127)
Debt falling due after more than one	(84,316,031)	(17,947,946)	1,685,083	(100,578,894)
	(69,499,974)	(18,588,026)	1,314,933	(86,773,067)

Cash flow for debt due within one year is the repayment of the debt due in 2024 of €314,150. Non-cash changes to debt due within one year is the reclassification of debt due after more than one year to debt due for repayment within one year in 2024 of €370,150.

Cash flow for debt due after one year is grants and loans acquired and drawn down in 2024 of €17,947,946. Non-cash changes for debt due after one year comprises 2024 grant amortisation, reclassifications of loans due after one year to loans due within one year and 2024 accrued CALF interest of €59,816.

19. Reserves and funds

	Unrestricted Funds	Restricted Funds	Designated Funds	Total
	€	€	€	€
Balance at 31 December 2024	11,635,528	1,466,823	21,879,524	34,981,875

Restricted funds

The restricted funds balance relates to the Capital Development Fund and other Restricted Donations. In 2024, the company received restricted capital development donations of €280,000 (2023: €248,717) and other restricted donations of €611,651 (2023: €712,543). During the year €397,305 (2023: €1,624,686) was spent on capital investment and restricted donations leaving a balance of €1,466,823 (2023: €972,477).

Designated funds

The designated funds balance is split across a building reserve €16,476,203 (2023: €14,390,991) and sinking fund €5,403,321 (2023: €4,577,116).

The organisation's sinking fund policy is to move 35% of all income received as rent and resident contribution to the sinking fund each year, in 2024 €1,283,523 and €250,000 was moved to the sinking fund from general funds and restricted funds (2023 €608,176 and €772,482).

The total reserves and funds of €34,981,875 contain cash at bank and in hand of €14,171,954 with the balance in Property assets.

20. Commitments under operating lease

At 31 December 2024 the Company had future minimum lease payments under noncancellable operating leases as follows:

	2024	2023
	€	€
Not later than 1 year	297,734	643,729
Later than 1 year and not later than 5 years	560,712	886,404
Later than 5 years	-	55,712
Total	858,446	1,585,845

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2024

21. Related party transactions

During the financial year, Dundalk Simon Community incurred services of Dublin Simon Community under a shared Memorandum of Understanding agreement. Total expenses incurred from the services provided by Dublin Simon Community for wages and salaries and other operating costs amounted to €1,154,051 (2023: €1,008,534). These were charged to Dundalk Simon Community. Balance outstanding at the end of the financial year was €147,777 (2023: €116,101).

There were no other related party transactions during the financial year requiring disclosure in the financial statements.

Details of key management personnel compensation is provided in note 8.

22. Pension commitments

The Company operates a defined contribution pension scheme for all employees. The assets of the scheme are held separately to the assets of the Company in an independently administered fund. Contributions to the scheme are charged to the Income and Expenditure Account as they become payable. The charge for the period is shown in note 9 of the financial statements and at the period and there were no unpaid contributions (2023: €Nil).

23. Company status

The Company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount does not exceed €1 towards the assets of the company in the event of liquidation.

24. Capital commitments

The board has approved a strategy of housing expansion to carry on in 2024 to meet the growing needs of homeless people.

There were capital commitments committed to but not contracted or provided for at 31 December 2024 €3,755,096 (2023: €9,956,955).

25. Contingent liabilities

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

26. Events after the end of the financial year

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

27. Controlling party

The Company is owned by its members and managed by the Board of Directors, who are also the Company's members.

28. Approval of financial statements

The board of directors approved these financial statements and authorised them for issue on 22 May 2025.

OUR PARTNERS



An Roinn Tithíochta,
Pleanála agus Rialtais Áitiúil
Department of Housing,
Planning and Local Government



Feidhmeannacht um Dhaoine ar Easpa
Díidíne Réigiún Bhaile Átha Cliath
Dublin Region Homeless Executive



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council



National Office
for Suicide
Prevention



Cavan
Comhairle Contae an Chabháir
Cavan County Council



An Roinn Sláinte
Department of Health



Comhairle Contae
Átha Cliath Theas
South Dublin County Council

Comhairle Contae
Fhine Gall
Fingal County
Council



Comhairle Contae Mhuineacháin
Monaghan County Council



comhairle chontae na mí
meath county council



An Roinn Gnóthaí Fostaíochta
agus Coimirce Sóisialaí
Department of Employment Affairs
and Social Protection



Comhairle Contae County Council



Comhairle Contae Chill Dara
Kildare County Council



Comhairle Contae Lú
Louth County Council



www.dubsimon.ie

Dublin Simon Community
5 Red Cow Lane,
Smithfield, Dublin 7
Email: hello@dubsimon.ie
Phone: 01 671 5551