



Dublin
Simon
Community

2025
ANNUAL
IMPACT
REPORT

THE ROAD TO HOME

**IN THE EYE OF THE CRISIS.
INVESTING IN SOLUTIONS.**





***"I can now see
a bright future"
- Martina***



MARTINA

My experience with homelessness was rooted in a turbulent childhood and an unsafe home life that robbed my confidence at an early age. When I was 12, alcohol had filled the void left behind. It became my best friend. It gave me everything I felt was lost in my life.

As I grew older and became a mother, I did everything I could to care for my children and always put them first. But alcohol addiction took hold, and my children went to live with their father. I found myself homeless for the first time. My substance use increased, and depression followed. Time and again, I tried to reclaim and rebuild my life, but the combination of poor mental health and the lack of a safe, stable home kept pulling me back into homelessness.

At my lowest point, I felt I couldn't do it anymore and believed that everyone would be better off without me, so I attempted to take my own life.

Thankfully, I found support when I

needed it most. Through counselling and the guidance of my GP, I was introduced to Dublin Simon Community. Initially, I was sceptical because I'd been let down so many times before, but I gradually found peace and, with that, sobriety. I started going to regular sessions that helped me to rebuild my mental health and rediscover my confidence.

With a new belief in myself, I enrolled in college, and I'm currently completing a course in beauty therapy. Now I'm one year sober, and I'm achieving things I never knew were possible. I have my own room where I can study and reflect, and the staff and residents give me time, encouragement, and hope. I can see a bright future for myself.

Despite all the challenges I have faced, I hope my journey can be a reminder that it is never too late to make a positive change, and that with the right support, recovery and hope are always possible.

CHAIR & CEO STATEMENT



KATHRYN HOLLY & CATHERINE KENNY

Homelessness in Ireland continued to deepen in 2025, both in scale and complexity. Increasing numbers of people — including individuals, families, older people and women — presented at services across the country, many with significant and overlapping health and social support needs. Behind every statistic is a person, and the growing scale of need reinforces the urgency of a coordinated, effective and compassionate response.

Against this challenging backdrop, Dublin Simon Community continued to respond with clarity of purpose and ambition. Throughout 2025, the organisation strengthened and expanded its integrated model of care, recognising that no single intervention can resolve homelessness. Across outreach, emergency services, health and treatment, housing and tenancy sustainment, our focus remained on delivering not only immediate support, but sustainable pathways out of homelessness. By bringing together housing, health and social supports in a way that is responsive to each individual, we continue to achieve deeper and more lasting impact.

Demand for outreach and emergency services remained high throughout the year. Outreach continued to play a critical role in engaging people sleeping rough and supporting access to healthcare and accommodation, while emergency services responded to sustained pressure and increasing complexity of need. In parallel, our long-term supported accommodation and housing programmes provided stability

CHAIR & CEO STATEMENT

for people unable to live independently. As an Approved Housing Body, Dublin Simon Community continued to expand its housing provision, increasing the number of homes available and supporting more people to exit homelessness.

Recognising the strong link between homelessness and poor health, health and therapeutic supports were further strengthened in 2025. The Health and Addiction Care Facility (HACF) at Usher's Island completed its first full year of operation, delivering integrated clinical pathways for people experiencing substance addiction. Across services, primary care, counselling, recovery and aftercare, our supports helped people to stabilise and move forward, addressing both immediate needs and longer-term outcomes.

At the heart of this work are our people. The professionalism, compassion and commitment shown by staff and volunteers continued to define Dublin Simon Community throughout the year. In 2025, we introduced a new system to capture client insights, and the feedback reinforced the importance of dignity, respect and human connection, of being listened to and supported by someone who cares. This sense of community is fundamental to how services are delivered and underpins the trust built with the people we support.

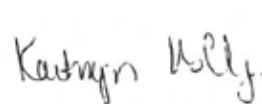
Strong governance and effective oversight continued to underpin everything the organisation did. Throughout 2025, Dublin Simon Community maintained full compliance with all regulatory and statutory requirements. The Board exercised robust oversight of strategy, finance, risk and performance, supported by well-established committee structures and close collaboration with the Executive Management Team. External and internal audit processes, alongside strengthened risk management and assurance systems, ensured

transparency, accountability and sound financial stewardship. Continued investment in organisational resilience supported the organisation in responding to increasing demand while safeguarding long-term sustainability and public trust.

Behind our services and impact is a wider community that makes this work possible. Dublin Simon Community is sustained by the commitment of volunteers, donors, corporate partners, funders and collaborators. From those giving their time on the streets to those providing long-term investment. Each plays a vital role in enabling the organisation to deliver high-quality, integrated services to people experiencing homelessness.

We are deeply grateful to everyone who supported Dublin Simon Community throughout 2025. Your continued commitment makes a real and lasting difference in the lives of thousands of people.

While progress has been made, the challenge remains significant. Homelessness continues to evolve, and so too must our response. Grounded in evidence, shaped by decades of frontline experience and guided by a clear mission, Dublin Simon Community remains committed to delivering lasting change, to making home a reality for more people, in a way that is sustainable, dignified and effective.



Kathryn Holly, Chair



Catherine Kenny – CEO

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**OUR IMPACT
IN 2025**

10,835

interactions made by our Outreach Team on the streets. An increase of 29% on the previous year.

3,485

households supported, comprising:

3,078

single adults

407

families

2,043

interventions made by our Primary Care Nursing Team across our services.

914

adults and children living in independent housing.

908

people received medical and residential treatment across our detox and recovery services.

481

people were accommodated in emergency accommodation.

OUR IMPACT
IN 2025

WE MADE HOME A REALITY FOR
1,565 PEOPLE

DUBLIN SIMON SNAPSHOT AND HIGHLIGHTS 2025



The Dublin Simon Soup Run marks its 56th anniversary.



Usher's Island Health and Addiction Care Facility (HACF) wins 'Building of the Year – Medical & Health' at Building and Architect of the Year Awards.



Our Outreach Team renews its contract with the Dublin Region Homeless Executive (DRHE) to enhance its service on the streets.



Dublin Simon launches its first women only service at Osberstown Co. Kildare, in partnership with Kildare County Council.



Dublin Simon launches its 2024 Annual Impact Report at the Convention Centre Dublin.



Our Client Development Team celebrates the launch of the 15th edition of Scappy but Happy and the annual Client Recognition Awards.



Dublin Simon officially opens 14 new high-quality social homes at Carpenters Court in Arbour Hill.



The Visiting Tenancy Support Service (VTSS) was developed to provide practical, hands-on support to individuals and families in their own homes after they exit homelessness.



Dublin Simon and Eaton win Best Corporate Charity Partnership of the Year at the Charities Institute of Ireland Charity Excellence Awards.



Dublin Simon's 42nd Home Run goes ahead after rescheduling due to Storm Amy.



Usher's Island Health and Addiction Care Facility celebrates one year of operation.



Dublin Simon's first-ever livestreamed Christmas Eve Busk.

VISION, MISSION, VALUES



Our Vision

Making home a reality.

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.

Our Values

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

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.

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.

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.

Dublin Simon Community operates across the geographical region of Dublin, Kildare, Wicklow, Meath, Louth, Cavan and Monaghan.

STRATEGY BUILT FOR IMPACT

Our strategy is rooted in a simple but urgent ambition: to make home a reality for more people, and to do so in a way that delivers lasting, measurable impact.

In 2025, Dublin Simon sharpened this focus further. As homelessness grows in scale and complexity, our response must do the same – not only expanding what we do but strengthening how we do it. This means deepening our effectiveness, improving coordination, and ensuring that our interventions are evidence led and outcome focused.

Our approach recognises that homelessness cannot be solved through a single action. It requires coordinated responses across housing, health, prevention, and support systems. It means working together to address both immediate needs while creating clear pathways to stability, recovery and long-term housing.

Because impact is not measured solely by what is provided, but by the meaningful and lasting difference we make in people's lives.



CORE STRATEGIC PILLARS

GOAL

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

ENDING HOMELESSNESS

HEALTH & THERAPEUTIC ENHANCEMENT

GOAL

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

GOVERNANCE & PEOPLE EXPERIENCE

HOUSING SUSTAINMENT

APPROVED HOUSING BODY

GOAL

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

GOAL

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

GOAL

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

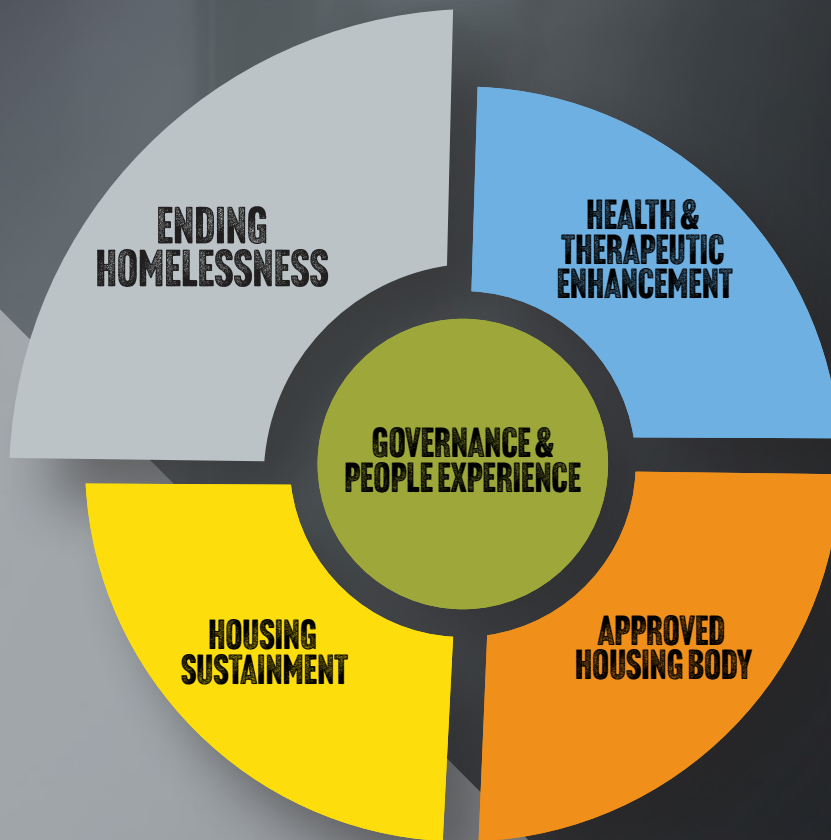


DIRECTORS' REPORT

The Directors present their annual report and audited financial statements of the company for the financial year ended 31 December 2025.

The Directors' Report contains the information required to be provided in the Directors' Report under the Statement of Recommended Practice (SORP) guidelines.

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 people who are rough sleeping and ensuring that service delivery is addressing the most urgent needs, including crisis responses, harm reduction and rapid responses to emerging trends.
- **Supported Emergency Accommodation:** Providing short-term, needs-based emergency accommodation for men, women, couples and families who are facing homelessness.
- **Advocacy:** Advocating for sustained, impactful, national and international policies to prevent and respond to the crisis of homelessness.

ENDING HOMELESSNESS

DUBLIN OUTREACH

Féidhneannacht um Dhaoinne ar Easpa
Dáidne Réigiún Bhaile Átha Cliath
Dublin Region Homeless Executive



ACTIVITIES & ACHIEVEMENTS

10,835

interventions with people sleeping rough.

481

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

1,562

unique individuals supported by the Dublin Simon Outreach Team.

606

cases supported by Dublin Simon's emergency accommodation services.

2,610

referrals to accommodation, health, and other essential services on behalf of people sleeping rough.

48

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

18,120

contacts made by our volunteer-led Soup and Breakfast Run Teams on the streets.

4,000

key-working sessions with clients.

Other achievements:

- Secured an enhanced Outreach Service.
- Established women's shared housing in Kildare.
- Increased funding through advocacy work for underfunded services.

ENDING HOMELESSNESS

Ending homelessness requires more than simple solutions. It demands a coordinated, sustained and person-centred response that supports people through every stage of their journey. In 2025, Dublin Simon Community continued to expand and strengthen its continuum of care at a time when homelessness was growing in scale and complexity.

CRISIS RESPONSE

The Dublin Simon Outreach Team is the first point of contact for people who are sleeping rough. The team supports people to access temporary accommodation, moving them closer to permanent housing options and linking them to appropriate health services.

Demand in 2025 continued to increase, including among individuals with complex needs and those requiring coordination with multiple systems. By strengthening partnerships with health services, such as mobile health provision, we ensured that people who struggle to engage with mainstream care could access support directly on the street.

The volunteer-led Soup and Breakfast Runs moved to a new base of operations at Seán McDermott Street, improving the food provided and the working environment for our volunteers. In 2025, the service made over 18,000 contacts, offering not only food, but connection, visibility and a pathway into further support.



SUPPORTED EMERGENCY ACCOMMODATION

Outreach is closely linked to our emergency accommodation services, where 481 individuals accessed temporary accommodation across Dublin and Wicklow last year. These services provide safety and stability for people in crisis, while also responding to increasingly complex needs.

In 2025, teams supported a rise in vulnerable cases, including women who were pregnant, people with significant health needs, and individuals at risk of harm. Through close collaboration with the Primary Care Nursing Team and Dual Diagnosis services, staff delivered integrated, trauma-informed care – often reducing the need for hospital admissions and ensuring safer, more consistent engagement with healthcare.

Emergency services also saw an increase in older people entering homelessness, often for the first time, with needs relating to health, mobility and financial pressures. The cases required intensive care and planning to ensure safe pathways into appropriate long-term housing.

ENDING HOMELESSNESS

ADVOCACY

Homelessness on the scale that Dublin Simon Community is tackling is a result of Government policies either not working or not being in place at all, with insufficient funding in place. Dublin Simon's advocacy work focused primarily on policy solutions and the presentation of business cases to key stakeholders across local and national government. This consistent lobbying at the highest level of Government encouraged the increased provision of better supports, housing, services and medical interventions, fully funded, for people in need.

From outreach through healthcare supports to long-term tenancy sustainment, this work reflects a clear focus: ending homelessness through integrated and sustained support, where people and care are always at the heart of everything Dublin Simon does.



OUTREACH - A PRESENCE WHERE IT MATTERS THE MOST

For people sleeping rough, support does not begin with an appointment – it begins on the streets.

Dublin Simon Community's Outreach Team is on the ground across Dublin 365 days a year from 7 am to 1 am on weekdays and 8 am to 1 am on weekends. The team is the primary point of contact for some of the Dublin region's most vulnerable people experiencing homelessness. This is an assertive street outreach service: teams actively seek out and engage with people who are sleeping rough, building trust over time and connecting them to accommodation, healthcare and longer-term housing options. They work with entrenched and episodic rough sleepers to establish trust and build relationships to provide a high level of quality care and case management.

The role is both immediate and preventative. The Outreach Team works to secure emergency accommodation, make referrals to housing pathways, including Housing First, and ensure people are linked with health and social supports – reducing the risk of prolonged or repeated homelessness.

In 2025, the team made 10,835 contacts with 1,562 individuals, 29% more contacts made than in 2024. These interactions are often the first step in a longer journey out of homelessness.

A new outreach contract with the **Dublin Region Homeless Executive (DRHE)**, signed in July 2025, strengthened this work. The team expanded, increasing capacity to respond to growing demand. New quarterly engagement with stakeholders improved coordination and accountability across the system, including the

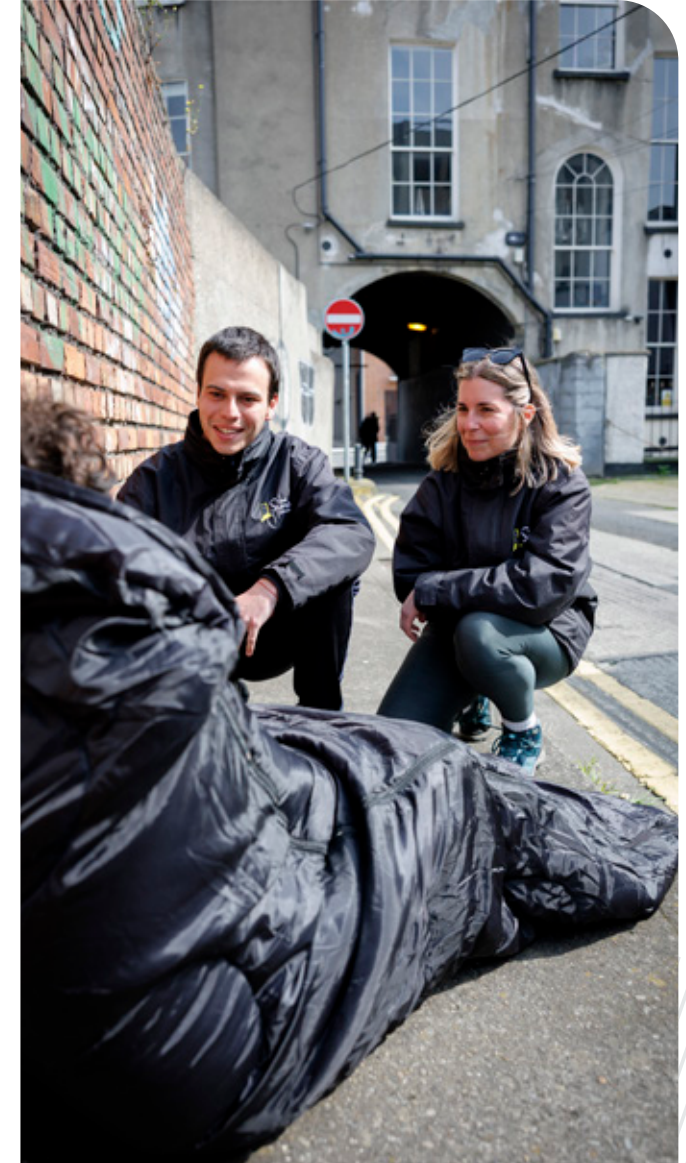
Dublin Rough Sleeper Alerts received through the app and phone line.

This increasing demand is also supported by a new sleeping bag service, operating from our Harcourt Street Short-Term Accommodation (STA) location. While meeting an immediate need for those forced to sleep rough, it also acts as a critical first point of contact – offering initial assessments and opening the door to further support.

Outreach also works in close partnership with Safety Net, a healthcare provider that brings medical support directly to people who may otherwise struggle to access it, ensuring that rapid access to health services plays a critical role in Outreach's service delivery. Clients under care and case management protocols are triaged, and Safety Net is informed to make sure that high-level health needs are identified and planned for. This service brings health supports to people where they are bedded down, creating a solution for these clients who struggle to access mainstream health services.

Alongside this, Dublin Simon's volunteer-led Soup and Breakfast Runs continued to play a vital role, making 18,120 contacts on the streets. Providing not just food, but also connection, these interactions can be the first point of engagement with wider services.

Together, these services ensure that people are not left behind – offering consistent, practical support at the point of greatest need, and a pathway away from life on the streets.





***"For me, it's really important to be in a space just for women. You're already vulnerable — here, I just feel more safe."
- Sarah****

(*The name of the person in this story has been changed to protect their identity.)



SARAH*

I never imagined I would experience homelessness. I was working full time, living in my own apartment and building a future. My life felt stable and familiar. Then I became seriously ill, and everything changed.

I was diagnosed with Crohn's disease. I couldn't return to work, and with ongoing hospital stays, surgeries and treatment, my income disappeared. I did everything I could to keep up with my rent, but it just wasn't sustainable anymore.

I didn't even realise I was homeless. You don't think you would ever be in that situation at all.

What followed was a period of hidden homelessness. At first, I stayed with family. Then I moved between friends' couches, and even cars. I was always on the move, never settled, and it took a huge toll on me, especially while trying to manage my illness. I needed my own space and my own bed so I could get my health and my life back under control.

My experience is a reminder that ending homelessness isn't just about having a roof over your head. It's about feeling safe, stable and independent. Homelessness doesn't come from just one path, and it can happen to anyone.

I was referred to Dublin Simon Community's women-only service in Osberstown — a five-bedroom home designed to be safe and supportive.

For me, it's really important. I just feel more safe.

I didn't know what to expect when I arrived. I thought it would be like a hostel. But it was nothing like that. Instead, I found calm, space and support. When I got here, I could finally breathe. I had somewhere to stay... I could relax.

Today, I'm still managing my health, but I feel stronger and more hopeful about the future. I feel more empowered. I feel like I've found myself... I have the excitement to live again.

OSBERSTOWN, COUNTY KILDARE: A DEDICATED SERVICE FOR WOMEN

Sarah's* story reflects a reality increasingly seen across homelessness services: more women are experiencing homelessness, and their needs are often shaped by distinct risks and vulnerabilities. In 2025, women accounted for 40%** of those experiencing homelessness, up from 35% in 2020. Within the same time frame, we have seen a 20% increase in the number of women accessing our services, a significant shift that calls for more tailored, gender-specific solutions.

In response, we launched our first women-only service at Osberstown, Co. Kildare. The project was made possible thanks to the support of **Kildare County Council**, whose partnership has been central to delivering this much-needed service.

The five-bedroom, low-support service was designed to provide safe and secure accommodation for women experiencing homelessness and who are preparing to move into independent living. Each resident has a private bedroom, something which clients say helps with their sense of security and dignity. The women in the service range in age from their 20s to their 60s, underlining that homelessness can affect people at all stages of life.

Osberstown is more than accommodation. It is a service shaped by the changing profile of homelessness and by the recognition that effective responses must adapt accordingly. For women who may have experienced trauma, insecurity or prolonged instability, this new service provides the stability to focus on recovery and transition to longer-term housing and a life beyond homelessness.

Osberstown represents an important milestone for Dublin Simon. Not only is it a direct response to the crisis, but it recognises the changing nature of homelessness, providing a safe space for women who might otherwise be without one. The service also highlights our commitment to developing specific and responsive services that people experiencing homelessness need to meet their individual circumstances.

**The name of the person has been changed to protect their identity.*

***The proportion of women experiencing homelessness has increased from 34.8% in 2020 to 39.7% in 2025, Department of Housing, Local Government and Heritage.*



ADVOCACY, POLICY AND RESEARCH

During 2025, we demonstrated our frontline experience and submitted a suite of associated recommendations through submissions to the Government, as well as lobbying activity on behalf of our clients and Dublin Simon. These included:

- Pre-Budget Submission 2026 to the Department of Finance and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.
- Submission to Department of Housing, Local Government and Heritage to inform the National Housing Plan 2025-2030.
- Submission to Department of Health to inform the national suicide reduction policy.
- Submission to the Department of Rural and Community Development and the Gaeltacht on the development of a new strategy to support the community and voluntary sector in Ireland 2026-2030.
- 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.

Dublin Simon is a member of the National Homeless Action Committee, chaired by the Minister for Housing, where our CEO represents the organisation. Senior management attend the Dublin Homeless Network, a network of 20 homeless service providers in Dublin, who explore and address various policy and practice issues within the sector. In 2025, Dublin Simon also joined the Irish Homeless Policy Group, a network of policy-focused staff across the homeless sector on a national scale. We are also a member of FEANTSA, the European Federation of National Organisations working with the homeless and attended the annual conference in Greece in May 2025.

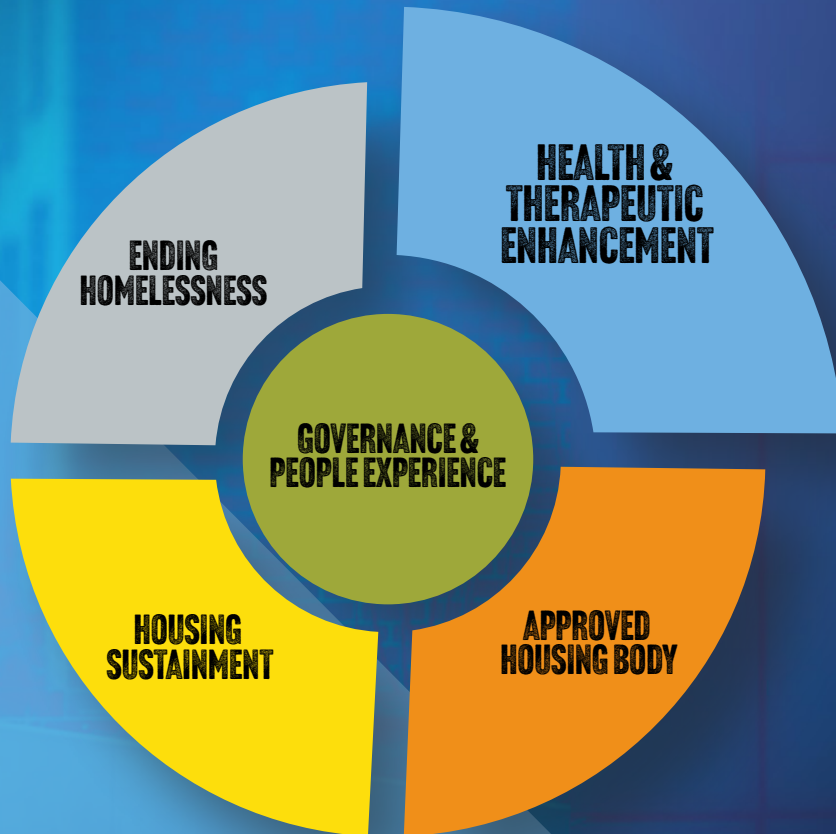
Collaboration with political representatives and stakeholders in the Dublin Regional Homeless Executive, local authorities, the HSE and various governmental departments continued during the year, particularly focused on the urgent requirement to secure HSE funding for the operation of health and addiction treatment services at full capacity at Usher's Island Health and Addiction Care Facility. Through extensive negotiations with the HSE and Department of Health and intensive political engagement, additional funding was secured to operate the treatment services, with 75 beds to be operational from January 2026. Parallel to this was intensive work undertaken to secure additional homeless funding in the national budget in order to keep pace with inflation and staff salary adjustments.

Our lobbying work was recorded via www.lobbying.ie.

Dublin Simon recognises the importance of research in creating evidence-based policy and practice. The Charity continued supporting several research projects, including two co-funded PhDs with third-level institutions, to be published in the coming years. The first explores the cognitive effects of homelessness and implications for problematic substance use recovery, while the other investigates how non-profit organisations can build trust in charitable giving.

Finally, Dublin Simon was successful in securing a multi-annual grant through the Community Foundation Ireland, which will fund a three-year research and service improvement project. Commencing in 2025, the project focuses on the impact of service provision for target groups identified in the strategy, in the context of their respective needs and experiences as a sub-population of people experiencing homelessness. The groups include women, ageing and older people, young adults and people with complex needs.

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 for 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



ACTIVITIES & ACHIEVEMENTS

2,064

hours of one-to-one counselling and crisis suicide intervention provided by Sure Steps Counselling service.

2,043

interventions made by the Primary Care Nursing Team.

908

people received physical and mental health interventions and addiction stabilisation.

265

individuals engaged in wellbeing, education and employability programmes.

20

clients accessed educational grants to access third level education.

950+

meals served a day.

350,000+

nutritious meals served to clients throughout the year.

- One full year of operations in the new Health and Addiction Care Facility (HACF) at Usher's Island with additional beds and funding allocated.
- Secured a three-year organisational research programme focused on service development.

HEALTH & THERAPEUTIC ENHANCEMENT

From decades of frontline experience, Dublin Simon Community understands how health and homelessness are deeply intertwined. Poor physical or mental health, addiction, and trauma are reasons why many people become homeless, while for others, ill health is exacerbated or created by their homelessness experience. Our people understand how health challenges may be intensified by homelessness and hamper the path out of it. That is why our solutions are integrated with each other and our work to end homelessness.

CLINICAL SERVICES

By October 2025, our Health and Addiction Care Facility (HACF) at Usher's Island was open for a full year. It is an example of how health challenges, particularly related to addiction, require a bespoke set of solutions – staging posts on the path to recovery. Clients receive, as it is needed, Detox, Recovery, Blood Borne Virus (BBV) care, Step-Up Step-Down (SUSD) support, and stabilisation. High occupancy of Usher's Island and strong referral pathways, including significant direct referrals from hospitals, demonstrate both the scale of need and the effectiveness of this model in reducing pressure on acute services while delivering better outcomes for clients.

Our SUSD service continued as a core discharge and admission avoidance pathway for Dublin hospitals. In 2025, the service recorded sustained strong outcomes and acted as a key transition point for people completing acute episodes of care but not yet ready for community placement.



HEALTH & THERAPEUTIC ENHANCEMENT



THERAPEUTIC SERVICES

Dublin Simon also responded to increasing levels of need through our therapeutic support services. Sure Steps Day Counselling and Out-of-Hours Suicide Prevention services delivered over 2,000 hours of support, including unscheduled and phone-based interventions, ensuring that people could access help at critical moments in their lives. These elements are key parts of our service approach, addressing not only addiction, but the trauma and mental health challenges that often underpin homelessness.

Last year, our Primary Care Support Team continued to work across our accommodation services, providing frontline care on site. They support people

with complex health issues that often come with homelessness. The team provides treatment for injuries and illness, follow-up care, counselling, and support to prevent suicide, meaning access to vital treatments has become more accessible to many. This mix of specialities and skills has been developed to meet the specific needs of our clients and those impacted by homelessness.

Meeting basic health needs is also a critical part of this work. Through Food for Simon – a programme that provides daily meals across our services and into the community. Thanks to the support of our donors, we delivered 950 meals each day, supporting individuals and families experiencing food poverty.

HEALTH & THERAPEUTIC ENHANCEMENT

PRIORITIES OF SERVICE DELIVERY OPERATIONAL PLANNING

Our work is also informed by the understanding that recovery is not linear. Through Client Development programmes, peer-led initiatives and community-based supports, individuals are supported to rebuild confidence, skills and wellbeing as part of their journey out of homelessness.

Integrated clinical pathways strengthened significantly in 2025. The Pregnancy and Recovery Pathway linked Rotunda Hospital, Cuan Dara and Ashleigh House with Dublin Simon's services, with two ring-fenced beds agreed for 2026. The Inclusion Mental Health Team partnership enabled safe community-based clozapine initiation and stabilisation for individuals with severe, long-standing psychosis who do not meet inpatient thresholds. Governance and safety remained strong throughout 2025, with no critical incidents and improved staff training and supervision structures. Workforce stability was a major achievement: 43 new staff joined with no nursing vacancies.

People experiencing homelessness often die younger and have a range of health challenges that are sometimes unique or are often complicated by their lack of housing. Dublin Simon Community's interventions embrace these challenges and demonstrate that real solutions are possible. The HACF at Usher's Island shows how our integrated solutions work measurably and unequivocally and why we will continue to help this way.





***"It's the only place that
isn't my home that I
actually feel safe."
- Kayleigh***



KAYLEIGH

When I first arrived at Dublin Simon Community's Health and Addiction Care Facility (HACF) at Usher's Island, I felt something I hadn't felt in other homeless services before. It's the only place that isn't my home that I actually feel safe.

I came to Dublin Simon not long after giving birth to my fourth child. I was still in the grips of addiction at the time, and I had no choice but to place my baby in temporary foster care. Being separated from my newborn was devastating, but I knew I had work to do to get to a place where I could take care of him. If I don't look after myself first, I can't look after my kids.

I'm 38 now, and I've been experiencing homelessness for around 20 years. I started using substances when I was a teenager and it quickly developed into addiction. I stayed in hostels at different points, but I didn't feel safe and found it hard to focus on my recovery. A lot of the time, I felt safer sleeping rough instead.

After my youngest son was born in the Rotunda Hospital, a Dublin Simon staff member came to see me. They spoke to me about the option of entering a recovery programme with Dublin Simon, and that conversation changed things for me.

Feeling safe at the facility in Usher's Island helped me face my addiction head on. Once I had that security, I could finally put real focus on my recovery. Before long, I reached a huge milestone — two months sober. I also found a real sense of community in Dublin Simon. I realised I wasn't on my own and that I could rely on staff and other residents for support, especially other mothers who understood what I was going through.

My biggest hope is to be reunited full time with my baby. For now, I visit him twice a week, and every visit reminds me why I'm doing this. I also want to be there consistently for all my children. Being a mam means the world to me. I will make sure I am there for my kids.

I know the progress I've made is down to finally getting the right support. Having staff who are always there for a chat and being in a place where I genuinely feel safe, has allowed me to make real strides in my recovery. To other mothers experiencing addiction, I would say never give up hope. The right help is out there, whether it's through Dublin Simon or somewhere else.

For me, Usher's Island has been a place where I could begin to heal, rebuild my life, and work towards being the mother I want to be.

HEALTH AND ADDICTION CARE FACILITY: ONE YEAR OF IMPACT

In its first year of operation, the Health and Addiction Care Facility at Usher's Island has demonstrated the impact of a specialist, integrated response to homelessness. At the facility, clients can avail of a number of specialist healthcare services which have been designed to help them overcome addiction. This is the first time that these health resources and client accommodation have all been together under one roof. In 2025, the facility delivered 487 episodes of care from 788 referrals across its core services – Detox, Recovery, Blood Borne Virus (BBV) care, and Step-Up Step-Down (SUSD) - with high occupancy throughout the year, reflecting both strong demand and the effectiveness of the model.

A major measure of that success has been the facility's role in supporting hospital discharge pathways. More than 50% of referrals came directly from acute hospital settings, enabling medically vulnerable individuals to leave hospital safely and continue treatment in a more appropriate clinical environment. This has improved outcomes for clients while easing pressure on emergency departments and hospital beds.

Capacity continued to grow in 2025 with the opening of the Stabilisation Unit, increasing bed numbers from 51 to 63.



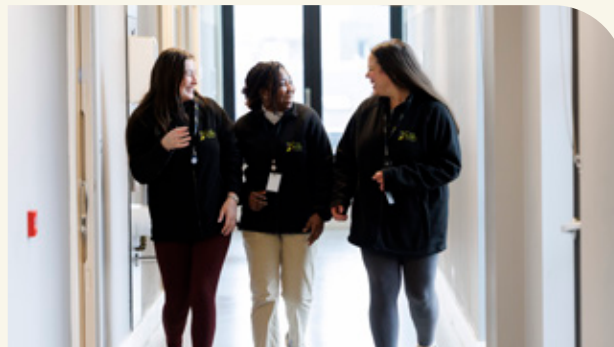
HEALTH AND ADDICTION CARE FACILITY: ONE YEAR OF IMPACT

Following a redesign of the service model, which included trauma-informed group supports, client engagement and outcomes strengthened significantly by year's end. A further 12 beds were approved in late 2025 and would open in early 2026, bringing the total capacity to 75.

These results reflect more than the operational growth. The HACF is the outcome of a model devised by Dublin Simon Community from decades of frontline experience, brought to life through partnership with the **Department of Housing, Local Government and Heritage, Department of Health, Dublin City Council, and the HSE.**

It demonstrates what is possible when a cross-departmental solution is created under a shared goal.

With 43 staff recruited in 2025, no nursing vacancies and no reliance on agency staffing, the facility has built a strong foundation for future expansion. As work continues towards the full 100-bed model, the HACF at Usher's Island stands as a clear example of how integrated solutions are the way forward for addressing such a complex problem as homelessness.



PRIMARY CARE NURSING: HEALTHCARE WHERE IT IS NEEDED MOST

Poor physical and mental health are often inseparable from the experience of homelessness. For many people, chronic and untreated illnesses, trauma and limited access to healthcare are simply part of their daily lives. Dublin Simon Community's Primary Care Nursing Team plays a vital role in changing that reality. The team monitors and treats clients' health conditions when within services and ensures clients receive timely treatment.

Working across short-term and long-term accommodation services, the team provides clients with direct access to specialist health treatment and care. With a mix of general and mental health expertise, along with specialisms in women's health and tissue viability, the team is equipped to deal with the wide variety of injuries and illnesses that our clients present with.

Underlining the increasing needs for this type of service, 2025 was a landmark year for Primary Care Nursing at Dublin Simon with 2,043 healthcare interventions, up 7% from 2024. The team worked with Safety Net to develop a GP pilot scheme in long-term accommodation services, strengthening integration between primary care and inclusive health services. Collaborating with the National Screening Service, they also rolled out on-site diabetic retina screening in Chester House, a first-of-its-kind service in homeless accommodation.

A further milestone was the establishment of an outreach-based, nurse-led women's health service. This team focuses on engaging women who are rough sleeping, recognising the specific and often complex needs within this group and supporting them to access services for health and maternity care.

In addition to the direct impact and support provided to clients, the team plays a significant role in reducing demand on public emergency departments and avoiding unnecessary hospital admissions through the delivery of timely, community-based interventions. By providing consistent monitoring to clients, particularly those with

chronic conditions, the service is able to identify early changes in health status and respond promptly. This proactive approach supports early intervention, helping to prevent the progression of conditions to more acute presentations. Where clients require care beyond the scope of the service, the team ensures appropriate onward referral and coordinated access to specialist services, supporting continuity and quality of care.

Primary Care is central to Dublin Simon's integrated model of care. Breaking down barriers to ensure clients receive the health and medical care they need is at the heart of the team's mission. Through this, they contribute to improving the quality and longevity of life for Dublin Simon's clients.



CLIENT DEVELOPMENT: BUILDING SKILLS, CONFIDENCE AND FUTURES

Dublin Simon's work in Client Development recognises that ending homelessness requires a multifaceted approach. Housing and healthcare solutions are incredibly important, but opportunities for upskilling and self-development must not be overlooked. It's often that these additional resources and peer-to-peer experiences give clients the support they need to believe in themselves again and feel that they can pursue a life beyond homelessness.

In 2025, over 250 people experiencing homelessness participated in our Client Development programmes. These programmes are designed to help people rebuild their confidence and nurture the skills they need to thrive in life after homelessness.

Client Development includes a range of personal development classes, which allow participants the opportunity to reflect on who they are and who they'd like to become. Practical skills are also at the heart of the Client Development course catalogue, with digital skills training and preparation for college courses available. In 2025, 20 new clients availed of volunteering and educational grants to access third-level education.

A particularly notable success last year was the transition from participant to instructor of a client named Christina after she successfully developed her own programme, 'Bridge to Freedom'. Christina designed the peer-led programme to help people in their recovery journey, informed by her own path to recovery. The Bridge to Freedom programme allows clients to build practical wellbeing tools through group activities, shared experiences and reflective practice.

Beyond upskilling activities, creativity was also a core part of Client Development. Clients are encouraged to express themselves through their preferred artistic medium, whether drawing, painting or writing. Engaging with difficult topics through this lens of creativity can become a healing therapy in and of itself. The culmination of clients' artistic efforts forms a showcase and book called 'Scrappy but Happy'. 2025 marked the 15th edition of the publication, which featured a range of clients' creative works and underpinned a focus on equipping clients with the skills and resilience to build a better future for themselves.



FOOD FOR SIMON: MORE THAN A MEAL



Food for Simon was established in 2009 to create a reliable supply of essential food items to Dublin Simon Community's services, and to reduce the costs of purchasing food. In 2025, Food for Simon operated as a critical part of Dublin Simon Community's frontline response, delivering over 350,000 nutritious meals served to clients throughout the year, which equates to approximately 950 meals a day across emergency accommodation, long-term supported accommodation, treatment services and outreach.

Food is essential. It stabilises. It reduces immediate pressure, supports physical health, and creates the conditions for engagement. The programme is sustained by a network of regular donors and one-off supporters, whose contributions of food allow Dublin Simon to deliver this support efficiently and at scale.

In the context of rising need and increasing complexity, Food for Simon remains a simple but essential intervention in a community effort to ensure that no one is left without quality meals.



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

ACTIVITIES & ACHIEVEMENTS

747

adults and children were supported by our settlement services.

277

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

188

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.

- Secured enhanced Visiting Support Service contract at full cost recovery.
- Secured funding for Care Workers in Long-Term Accommodation (LTA) to support sustainment.

HOUSING SUSTAINMENT

Securing a home is only part of the solution to homelessness. For many, the real challenge is sustaining it. Core life skills and habits that support stability are often lost during periods of homelessness or sleeping rough. Other factors, such as age, mobility and ill health, can make it even more challenging.

Dublin Simon's approach recognises that long-term stability requires the right level of ongoing, tailored support to ensure that people can live safely, independently and with dignity over time. In 2025, this was strengthened by enhancing the housing sustainment model and expanding the supports available to residents across services.

HIGH LONG-TERM SUPPORTED ACCOMMODATION

Designed for individuals who are not in a position to live independently, these services provide a stable home alongside the support needed to manage health conditions and to rebuild their capabilities and daily routines. Medical supports are often key to sustaining someone in their home. In 2025, 188 people were supported through these services, with 53 new residents, including pregnant women, people recovering from addiction, or those dealing with the myriad of physical and mental health conditions related to their previous homelessness. After a successful submission for funding to the Health Service Executive (HSE), Dublin Simon managed to directly recruit healthcare assistants for Oak and Chester House, replacing outsourced agency care staff, offering more consistent care for some of our more vulnerable clients.

Work is grounded in a simple principle: these are not just services, but homes, where they can live with privacy and choice, including at their most vulnerable stages of life. This included supporting residents with end-of-life care within their homes. Staff have been trained, both internally and externally, to support clients so they can remain in familiar surroundings with appropriate clinical and emotional support.



HOUSING SUSTAINMENT

MEDIUM LONG-TERM SUPPORTED ACCOMMODATION

Residents in Medium Support Long-Term Accommodation (LTA) receive support with day-to-day life skills, health and welfare, education and training, while support staff also provide assistance with addressing issues such as loneliness and social isolation.

In 2025, 79 individuals lived in our services at Dorset Street, Canal Road, Kilmantin Hill and Seán McDermott Street. Many residents have a history of sleeping rough or using emergency accommodation and benefit from assistance and structures to re-develop skills that would enable them to live independently once again.

Staff are on site during the day in medium-support LTA to support residents with any issues they may have and in progressing in their own personal development goals. In 2025, engagement was increased with social activities organised by the Client Development Team, including trips to the cinema and zoo, highlighting the importance of social wellbeing in our overall approach to health. In Dorset Street, two apartments were refurbished in 2025 – one of which is specifically designed for couples, allowing two people who both experienced homelessness to remain living together while accessing any on-site support they might individually need.



HOUSING SUSTAINMENT



VISITING SUPPORT SERVICES

Dublin Simon's Visiting Support Services extend housing sustainment to the community, helping people to maintain their tenancies after leaving homelessness. This ranges from helping them engage with their landlords or neighbours, assistance with finance and form-filling, to addressing complex medical and mental health needs.

In 2025, extending the work in this area, Dublin Simon successfully tendered for a new contract for the Dublin area, merging Support to Live Independently (SLI) and Tenancy Information Support Service (TISS) into the new service called Dublin Visiting Tenancy Sustainment Service (VTSS), operational for Fingal, South Dublin and Dún Laoghaire-Rathdown, while Tenancy Support Service (TSS) continues to offer support for Cavan, Kildare, Louth, Meath, Monaghan and Wicklow. This is driven by the increasing time required to secure suitable accommodation, due to the shortage of housing stock to meet the needs of clients, as well as acknowledging the diversity of support people may need as they maintain a tenancy.

By providing the right accommodation, with the right combination of practical and medical supports, we have developed a model that helps people transition out of homelessness permanently. Properly supported tenants regain stability and experience improved mental and physical health. The wider communities they become part of benefit too, and our approach reduces pressure on public services.



*"It's the simple things
that mean so much."
- John*



JOHN

When I arrived at Riversdale, I immediately felt the difference in my life. After years of moving between hostels, often sharing space with many others, having a room of my own was a huge change.

You know, it's the simple things like that that mean so much.

I am now in my late sixties and have experienced homelessness twice. I've always rented, but last time, the house was sold, and that was it. I ended up without a home and back in hostels.

At Riversdale, everything has changed. I find here a sense of dignity, and I feel independent once again.

This is like being out there in the real world. If you have a bad day, you can go to your room, close the door and take that time. It makes a huge difference.

Safety is also central. After years without stability, having consistent support and a secure environment has been very important in allowing me to settle.

Over time, Riversdale has become more than accommodation. It is a place where I've built relationships and where I find myself supported as part of my everyday life.

They teach you about family, these people, both staff and my fellow residents.

For me, home is no longer just about having a place to stay. It is about stability, dignity and the support needed to live well.

At my age, you realise sometimes you need help. And here, thanks to Dublin Simon, I have it.

RIVERSDALE: SUPPORT FOR OVER 55s

Riversdale provides permanent, high-support accommodation for 20 men and women over the age of 55. As part of Dublin Simon Community's Housing Sustainment pillar, it supports individuals whose health, mobility or life circumstances mean independent living is no longer possible.

Designed for long-term living, the service combines permanent housing with 24/7 on-site support. Staff are always present, alongside volunteers and the Dublin Simon Primary Care Nursing Team, and with external healthcare professionals visiting regularly. This integrated model supports both physical and mental wellbeing, while enabling residents to live as independently as possible.

Daily life reflects this balance. Residents maintain their own routines, attend appointments, and spend time in shared or private spaces. Communal meals, healthcare support and social activities are part of the service, alongside quieter, independent moments.

For many residents, settling in a permanent home takes time. Experiences of homelessness can mean individuals arrive feeling unsure about joining a new community. Building trust is therefore central to the service, with consistent support helping residents to feel secure and settled over time.

Riversdale is also embedded in the local area and community, contributing to a sense of connection and belonging for residents.

As part of Dublin Simon's wider housing sustainment approach, Riversdale demonstrates the role of long-term, high-support accommodation in enabling people to remain housed. For older people in particular, this model is essential to maintaining stability, improving health outcomes, and supporting long-term wellbeing.

The yellow door at Riversdale represents that stability — a place where people can live with dignity, security and a sense of belonging.



VISITING SUPPORT SERVICE: EXTENDING SUPPORT, SUSTAINING TENANCIES

Securing a home is only part of the journey. For many, the real challenge begins afterwards: managing rent, navigating services, rebuilding routines, and addressing health or social needs that may have contributed to homelessness in the first place. Without the right support, tenancies can break down – and people can quickly find themselves back in crisis.

The Visiting Support Service was developed to respond to that reality. With a new contract signed in September 2025, this saw the merger of two services: Support to Live Independently (SLI) and Tenancy Information Support Service (TISS) into the Dublin Visiting Tenancy Support Service (VTSS), serving clients across Fingal, South Dublin and Dún Laoghaire-Rathdown, while our Tenancy Support Service (TSS) continues to offer

support for Cavan, Louth, Meath, Monaghan and Wicklow.

Dublin VTSS provides practical, hands-on support to individuals and families in their own homes after they exit homelessness. This includes help with budgeting, linking into healthcare and local services, building independent living skills, and offering regular, trusted contact at a critical stage of resettlement. VTSS also provides a prevention element to the service, as referrals can include those already housed but at risk of losing their tenancies.

The service also reflects a key strategic shift. Previously, SLI supports were typically time-limited to six months. However, as needs became more complex – particularly for older people, those new to the country and those who have experienced homelessness for extended periods of time – it became clear that shorter interventions were often not enough to sustain a tenancy.

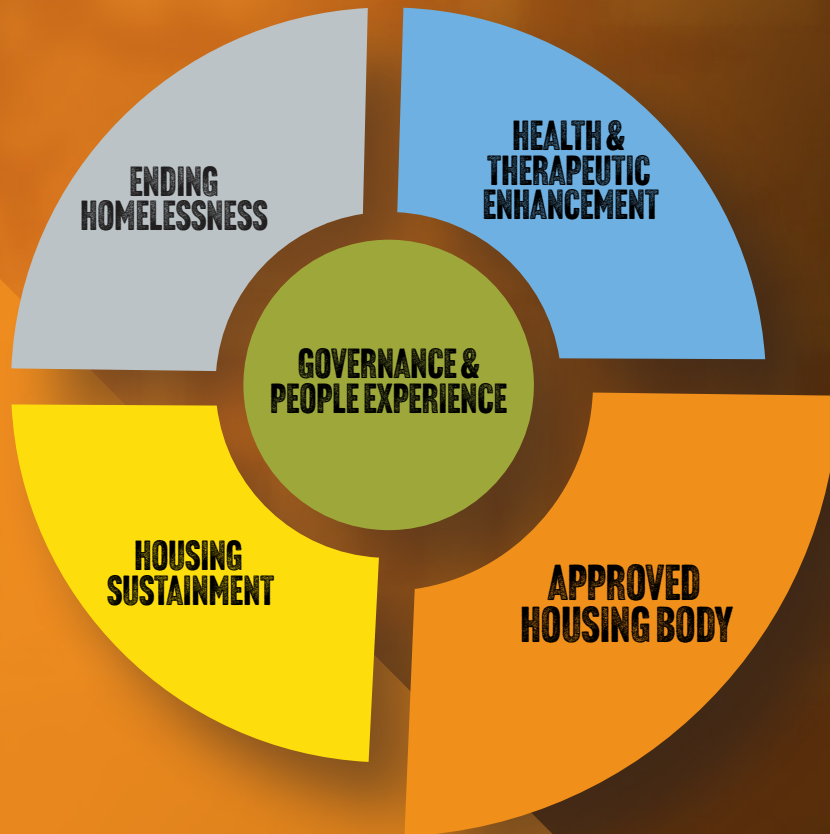
VTSS now allows for support of up to one year, with each case assessed within the first 12 weeks to determine whether support can be stepped down or needs to be extended. This ensures a more tailored, person-centred approach, giving people the time and stability required to build a home. This process is managed through ongoing robust assessment of the needs of each unique individual or family, which is repeated during the case timeline, in conjunction with our stakeholders, to ensure all supports are continually reviewed.

In 2025, 238 adults and 252 children were supported through Dublin VTSS. The transition to the new service model was completed quickly, ensuring continuity of care for clients at every stage.

This is a clear example of prevention in practice – supporting people not just to access housing, but to sustain it. This service provides a clear, supportive structure and allows for continuous care to ensure that once you exit homelessness, you are offered practical and needs-based supports to keep you from returning.



APPROVED HOUSING BODY (AHB)



GOAL

Ensuring a greater availability of housing to address homelessness through 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 always are at the heart of what we do.

APPROVED HOUSING BODY (AHB)

ACTIVITIES & ACHIEVEMENTS

914

adults and children
living in long-term
independent housing.

99%

sustainment
rate in tenancy
services.

762

units in
accommodation stock.

€122.7M

in asset
value.

- Completed the construction and opening of 14 housing units and acquisition of 19 housing units.

APPROVED HOUSING BODY (AHB)

Ending homelessness requires homes – and a sustained, long-term approach to delivering them at scale.

The current lack of national housing stock increases the number of people experiencing and at risk of homelessness. Combined with increasing pressure on tenancies and rising cost of living, access to appropriate housing remains one of the greatest barriers to securing a home. Dublin Simon Community's role as an Approved Housing Body (AHB) is key to our work to address this challenge – not only by delivering new homes but by ensuring they are part of a long-term, sustainable solution.

PROPERTY ACQUISITION & DEVELOPMENT

Expanding our housing supply remained a key priority in 2025. By the end of the year, our property portfolio stood at 762 dwellings, and the net book value of fixed assets increased to €122.7 million, against €121.1 million in 2024. This total was achieved through the completion of construction projects and the acquisition of turnkey units. Underpinned by a 30-year property business plan to ensure a financially sustainable and scalable housing model, our Property Development Team progressed a number of projects, delivering new purpose-built accommodation and advancing future pipeline schemes, including:

- Seán McDermott Street, Dublin – Following an appeal to An Coimisiún Pleanála, planning permission was granted in March 2025 for 8 apartments adjacent to our existing Seán McDermott Street premises. Construction is due to commence in Q3 2026.



APPROVED HOUSING BODY (AHB)



- Barrack Street, Dundalk – Following the withdrawal of the previous planning application, a new application was submitted by Dublin Simon in August for a reduced scheme of 21 apartments.
- Long-Term Accommodation (LTA) Expansion: This is a major strategic project for Dublin Simon, as we seek to develop the provision of additional bespoke long-term accommodation across the greater Dublin area. The programme will incorporate the work already completed on feasibility and design proposals already carried out on Oak House and Maple House. Initial concept, format and high-level costings were considered during the year with the next steps to obtain local authority backing and support for potential projects in their areas.
- Acquisition – New turnkey units were acquired by Dublin Simon in Bluebell (Camac) and Old Bawn (Carraigmore). Additionally, Dublin Simon agreed terms with a developer and the Department of Housing to purchase 19 houses (10 x 3 beds, 9 x 2 beds) in Crumlin, Dublin. Our strategic direction involves acquiring more turnkey units into the future.

The completion and opening of Carpenters Court at Arbour Hill was a significant milestone. The 14-apartment scheme, built on a constrained urban site and opened in September 2025, demonstrates how innovative design can unlock new housing opportunities in challenging environments.

These homes support a diverse range of residents – including individuals, couples, and families – providing a stable foundation to rebuild their lives after homelessness. Access to secure, high-quality housing enables improved health outcomes, independence and stronger integration into communities.

APPROVED HOUSING BODY (AHB)

ASSET MANAGEMENT

Acquiring or building homes is one part of our role as an AHB. Protecting housing stock and ensuring residents remain in their homes once units have been acquired or built is the second aspect of our role as an AHB and involves maintaining those homes to the highest standards. Some units require substantial upgrades or refurbishment. A portfolio of 762 dwellings means we handled nearly 3,000 maintenance and repair requests from our residents in 2025.

By the end of the year, 49 independent units were allocated to new tenants, housing 105 people. The total number of people housed across our 346 independent units now stands at 914. Our independent units consist of 140 one-bedroom, 109 two-bedroom, and 97 with three or more bedrooms.

TENANT MANAGEMENT

Dublin Simon's Independent Housing Team strengthened its tenancy management supports, with new roles introduced to proactively identify and support tenancies at risk. This included enhanced engagement with residents, improved coordination with managing agents and owner management companies, and a stronger focus on sustaining tenancies over time.

Providing high-quality homes is essential, but it is not the end of the story. Sustaining tenancies requires the integration of housing with health, social and tenancy support services, and community engagement. Dublin Simon Community's role as an Approved Housing Body does not operate in isolation – it's an integral part of our overall response. By combining housing delivery with long-term support, we are creating pathways not just out of homelessness, but into lasting homes.



*"I settled my rent,
signed a lease, and to
be honest with you, it
was one of my proudest
moments in my life."
- Dwayne*





DWAYNE

I had just finished my Leaving Cert when I found myself without a home. The death of my father took a toll on my family and me. The situation got worse to the point that I no longer felt welcome in my own home. Finding nowhere else I could turn, I spent two nights sleeping in Pearse Street Garda Station.

After exploring other options, I contacted Dublin Simon's Outreach Team. I was scared and unsure of where I'd be able to lay my head for the night, but the team reassured me. Staff helped me secure accommodation for the night and somewhere else I could stay longer term.

I spent the three years moving between various accommodation services. I eventually got a place in transitional

housing, before being put forward for a new social housing unit in Dublin Simon Community's Carpenters Court.

I didn't fancy my chances of getting a place initially, but one day, I got a call from Dublin Simon's Property Team delivering the good news. I was offered a one-bedroom apartment at Arbour Hill. I was more relieved than I'd ever been in my life. I couldn't believe the freedom that came with having my own place, and that day, I had my best night's sleep for a long time. I'm very privileged to be in the position that I'm in now.

I feel stable now. I have plans on pursuing my goal of starting my own business and moving forward.

CARPENTERS COURT: DELIVERING HOMES, ENABLING INDEPENDENCE

Delivering social housing is a critical part of Dublin Simon's response to homelessness. As an Approved Housing Body, the organisation continues to expand its housing stock, providing long-term homes that enable people to move on and sustain independent living.

Officially opened in September 2025 by the Lord Mayor of Dublin, Councillor Ray McAdam, and Minister for Housing James Browne TD, Carpenters Court at Arbour Hill provides 14 new high-quality social homes at a central location for individuals on Dublin City Council's (DCC) housing list.

Delivered in partnership with Dublin City Council, and funded by the Department of Housing, Local Government and Heritage, Carpenters Court reflects the collaborative model to address housing needs at scale. It showcases our housing delivery strategy as an Approved Housing Body, which has seen Dublin Simon deliver 346 housing units to date. The project illustrates our commitment to supporting residents to continue living independently in their own homes and communities.

Each apartment is occupied by a single tenant, and all are delighted to finally have a place to call home. The residents are made up of a mix of men and women, ranging in age from their 20s to their 50s. The people living at Carpenters Court come from all walks of life and the diverse community they have built there shows what can be achieved when we make home a reality.

The building has been designed and constructed to a high standard, with dual-aspect apartments and living spaces arranged to take advantage of orientation and to overlook the street in front. All units are A2 rated and employ innovative environmental, sustainable and cost-effective solutions for the ongoing management and operation of the development.

Carpenters Court demonstrates the impact of social housing in practice: not only providing new homes but creating the conditions for people to rebuild their lives and sustain them over time.



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

ACTIVITIES & ACHIEVEMENTS

- Reduction in staff turnover through a range of retention and engagement initiatives.

- Budget and financial sustainability securing additional full cost recovery on new contracted services via tendering.

- Transitioned IT to a cloud-based network and, enhanced cybersecurity.

GOVERNANCE & PEOPLE EXPERIENCE

GOVERNANCE

Strong governance underpins everything we do. It ensures trust, accountability and the effective delivery of services to people who need them most.

In 2025, Dublin Simon Community maintained our commitment to the highest standard of corporate and charity governance, ensuring confidence from the public, funders and regulators. Full compliance was achieved across legal and regulatory standards, including annual submissions to the Companies Registration Office, Charity Regulator, Approved Housing Body Regulator and HSE Compliance Office throughout the year. This was in parallel with both external and internal auditing, conducted to ensure full compliance with relevant legal requirements.

The future of high-quality service provision is directly linked to the commitment of the State to adequately and fully fund frontline, housing and treatment services. We were successful in achieving additional funding for the operation of the Usher's Island Health and Addiction Care Facility with the HSE, while successfully tendering and negotiating satisfactory funding for new service provision.

PEOPLE EXPERIENCE

At the very centre of every positive outcome, there is a person. And behind every service, there is a team of people. Our people are not a support function: they are the service, support and impact that delivers on Dublin Simon's mission.

Dublin Simon Community connects with people. It connects with people who are



GOVERNANCE & PEOPLE EXPERIENCE



vulnerable, who are cautious and traumatised. This demands more than goodwill. It requires a workforce that is skilled and empathetic, capable of delivering care that is safe, consistent, and professional.

The highest standards of governance and quality are applied to make sure the right attitudes and expertise are in place. High-quality training, evidence-led recruiting and continuing professional development allow the organisation to be confident that its people are doing the right thing, the right way at the right time.

In 2025, Dublin Simon's Client Impact Survey reaffirmed this. Clients repeatedly spoke about how our staff brought hope, safety, and stability into their lives. It demonstrated that trust was being built between our people and our clients. They shared the feelings of support, of having someone in their corner. And these are not just abstract outcomes; they are the foundation on which recovery and long-term change are built.

This is why an employee-centric, people experience is central to our strategic approach. From how we recruit, to how we support and develop our teams, every element and touchpoint ensures that people can do this work well – and sustain it.

Enhancement in recruitment and onboarding strategies ensured that colleagues are prepared not only for the practical demands of the role, but also the emotional and ethical complexity of working within homelessness. At the same time, continued investment in leadership, inclusion and staff experience has strengthened organisational culture and contributed to improved retention and stability across teams.

Beyond those directly employed, our Community Employment (CE) programme, delivered in partnership with the Department of Social Protection, continued to provide structured training, work experience, and development opportunities for people seeking to build confidence and pathways into long-term employment. The programme includes ring-fenced placements for people with lived experience of homelessness, recognising the unique value and insight they bring to our workforce and to the people we support.

In 2025, volunteers supported and delivered a wide range of activities, from frontline services, such as the Soup Run, to events and community initiatives – contributing tens of thousands of hours of their time. Their involvement strengthens our capacity, while also bringing connection, warmth and community into our services.

GOVERNANCE & PEOPLE EXPERIENCE

We continued to maintain our European Solidarity Corps Quality Label, enabling young volunteers and students from across Europe to join us through this EU-funded programme. This allows volunteers aged 18–30 to gain meaningful experience while contributing directly to homelessness and social-care services.

We also strengthened our relationships with universities in Ireland, Norway, and Sweden, welcoming a wide range of student placements lasting from 400 hours to up to five months. Students gain confidence, professional grounding, and career direction, while our organisation benefits from their curiosity, innovation, and contemporary learning from third-level education.

CE participants and students further enrich the work, creating pathways for people – including those with lived experience of homelessness – to build skills, confidence and progression into long-term employment.

How Dublin Simon operates is not just reflected in the positive feedback we receive through employee engagement surveys. Performance is externally measured through the National Quality Standards Framework (NQSF) for homeless services and the European Quality in Social Services (EQUASS) initiative. Our diversity, inclusion, and equality work was recognised with an Investors in Diversity Silver accreditation.

FINANCIAL RESOURCING

Alongside this, financial sustainability remained a critical enabler of our work. We are grateful for the continued support of our statutory funders, whose investment provides the foundation on which essential homelessness services are delivered. This public funding enables Dublin Simon Community to respond at scale and to meet the growing and increasingly complex needs of people experiencing homelessness.

Complementing this, and reflecting strong public confidence in our work, Dublin Simon Community raised over €8.7 million in 2025 through a diversified fundraising programme. This support from individual donors, corporate partners and philanthropic organisations plays a vital role in enhancing and sustaining services, supporting innovation, and ensuring flexibility in how we respond to emerging needs. Together, statutory funding and voluntary income enable us to deliver high-quality, integrated services and to continue strengthening our impact.

INFRASTRUCTURE

Dublin Simon continued to invest in infrastructure in 2025 to support the expansion, resilience and

effectiveness of our services. Targeted investment in information technology strengthened system reliability, enhanced operational performance and ensured the organisation was better protected against an increasingly complex cybersecurity landscape.

New software and hardware were introduced to better equip our workforce, enabling more efficient, connected and responsive service delivery. In parallel, finance and procurement systems were further strengthened, reinforcing accountability, transparency and robust governance across the organisation. The implementation of a new human resources information system modernised core people-management processes, enhancing how we support staff in their day-to-day roles while improving organisational efficiency and data-driven decision-making.

These investments are not simply operational improvements – they are critical enablers of impact. By supporting our people with effective systems, strengthening governance and ensuring organisational resilience, Dublin Simon creates the conditions in which high-quality services can be delivered consistently. The benefits of this investment are felt directly in every interaction, every service and every outcome achieved for clients.

OUR PEOPLE: THE HEART OF OUR IMPACT

In social services and healthcare, every interaction matters – a conversation at the door, a word of reassurance. These are the moments where change begins.

At Dublin Simon Community, our people are the driving force behind that change.

In 2025, we continued to strengthen our clear, organisation-wide focus on building a workforce capable of delivering consistent, high-quality, person-centred care in a context full of complexity and challenges. This begins with how we recruit.

Attract and Recruit – Bringing the Best People in to Work

The Attract and Recruit strategy ensures that every staff member is selected not only for their professional competence, but for their ability to respond with good judgement, empathy and resilience in high-impact roles. This was evident in the successful mobilisation of specialist teams for the Health and Addiction Care

Facility at Usher’s Island – delivered at pace, and to the highest clinical standards.

As a charity funded through public contracts and the generosity and trust of donors, we take seriously the responsibility to balance stewardship with impact. We recognise that this work requires highly skilled, accredited professionals, and Dublin Simon’s People Strategy commits us to pay as well as we can responsibly and sustainably afford – ensuring we can attract and retain the people who make this work possible.

Recruitment is only the starting point. Through our Right Start programme, we redesigned onboarding to ensure that new colleagues are equipped from the outset – not only with the knowledge they need, but with the confidence and grounding required to support people in crisis.

Structured induction, shadowing in live services, and a mandatory Professional Practice Programme provide a consistent and safe foundation for practice, helping staff navigate the emotional and ethical demands of the role.



OUR PEOPLE: THE HEART OF OUR IMPACT

The Experience – Strengthening Culture, Belonging and Everyday Support

Investment in people continues throughout the employee experience. In 2025, the Charity worked to improve organisational culture through a sustained focus on belonging, leadership and wellbeing.

Staff engagement remained strong, turnover reduced, and our progress in Diversity, Inclusion and Equity was recognised by Investors in Diversity Silver accreditation.

In our 2025 Employee Engagement Insight Survey, conducted externally by Quality Matters,

we exceeded the national benchmark on 100% of employee experience and manager support indicators, covering 15 separate measures. This places the Charity in the top tier for employee engagement, trust in management, and development support.

In 2025, Dublin Simon also advanced commitments to fairness and transparency by publishing internal pay grades, bands and pay practices – an important step in building clarity, consistency and trust across the organisation. Additionally, the introduction of a new human resources information system modernised core people processes, supporting staff effectively in their day-to-day work.

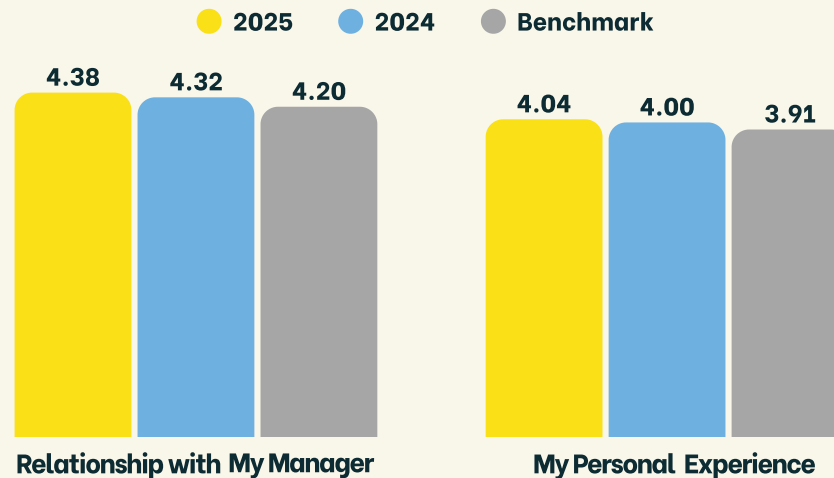
Development and Progression

Dublin Simon also expanded opportunities for development and progression – supporting colleagues to grow into specialist and leadership roles.

Through targeted development and leadership programmes, the Charity continues to build a confident workforce, equipped to meet the evolving needs of homelessness and social care.

Dublin Simon believes that when people are supported, fairly treated and equipped to do their best, the impact is immediate and lasting. We strived to live up to this ambition in 2025, making good progress, which we will continue to build on into the future.

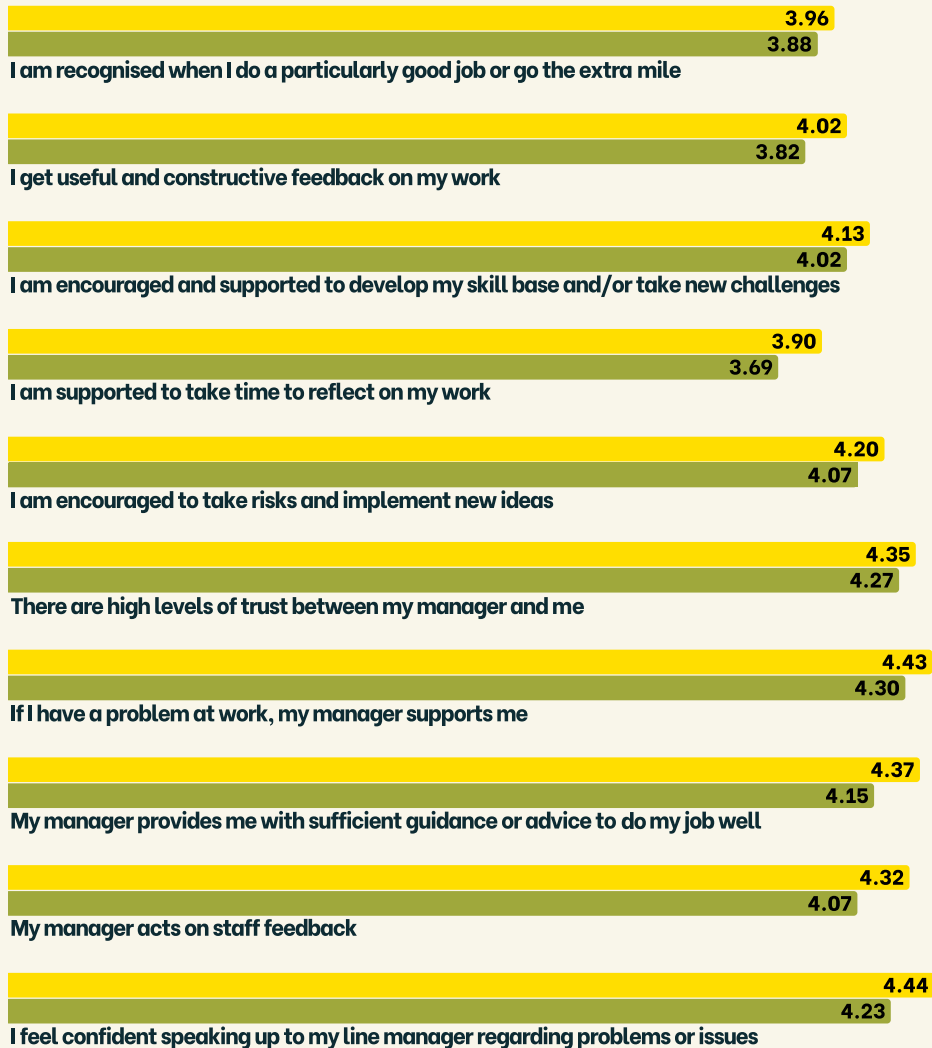
Employee Engagement Insight Survey




OUR PEOPLE: THE HEART OF OUR IMPACT

Employee Engagement Insight Survey

● Dublin Simon ● Benchmark





"For me it was very important to be part of something meaningful, not just a business."

**- Alex Netbayeu, Volunteer,
Community Employment &
Student Placement Manager**



ALEX

My journey at Dublin Simon Community has shown me what's possible when hard work meets opportunity. I joined Dublin Simon over five years ago as a Day Support Worker, and over time, I've progressed into a management role. Today, I coordinate more than 120 part-time and full-time volunteers, support students taking their first professional steps as participants, and work with people with lived experience of homelessness in our Community Employment (CE) initiative.

Everyone deserves support and a second chance. That belief underpins everything I do. What motivates me most is bringing people together, whether volunteers, students or CE participants to give their time and expertise to making home a reality for people across Dublin.

I'm originally from Belarus. I completed a master's degree in human resource management in Russia before moving to Ireland in 2017, as I was keen to see more of the world. There aren't organisations like Dublin Simon where I'm from, and I knew I wanted to find a community that promoted dignity, fairness and human rights. For me, it was very important to be part of something meaningful, not just a business.

I started out working in emergency

accommodation in Bray. Getting to know the residents there had a lasting impact on me. I learned about homelessness in a real, human way — the trauma, the mental health challenges, the physical impact. The work could be challenging at times, but it was also a privilege, and it really grounded me.

From there, I took on several roles within Dublin Simon's People Function Team and later worked as a supervisor on the Flexi Team. I've been incredibly supported along the way. I'm very grateful to my previous managers who always encouraged me to progress.

Today, I'm the Volunteer, Community Employment and Student Placement Manager. I oversee the recruitment and support of volunteers, work with clients rebuilding their lives through the CE programme, and make sure participants are given the best possible chance to succeed. When it comes to CE, our goal is to prepare people to move on, whether that's into Dublin Simon, another job, or full-time education.

Knowing that we've played a small part in helping people move forward is what keeps me motivated. It's knowing that we've done something useful for those people — that's what makes me come back every day.



“Everyone deserves to be able to see their home and make their home a reality. Being in a position where you could possibly make that happen for someone is such a privilege for me... to be a tiny paragraph in someone else’s story”

- Ezinne Nweke, Women’s Health Project Worker



EZINNE

Sometimes all you need to do as a Support Worker is plant the seed; over time, that seed grows into something bigger.

That idea really captures how I approach my work with women experiencing homelessness, and it also reflects the culture I've found at Dublin Simon Community. It's built on dignity, consistency and genuine care for clients and for colleagues.

I came to social care work after completing a master's in digital media in Dublin during the pandemic. I felt drawn to work that allowed me to support people more directly. I joined Dublin Simon in 2022 as a Support Worker, working across Detox, Recovery and Step-Up, Step-Down services.

Early on, I started to see how small moments of misfortune can completely change the direction of someone's life and lead them into homelessness. That really stayed with me. I've also been inspired by witnessing how acts of kindness, compassion and care can have a lasting positive impact on someone's life.

A big part of my work is about meeting women where they are. That can mean showing up and accompanying them to GP appointments or education sessions. But it also means meeting them where they are emotionally, bringing them for a coffee, listening, and allowing them to feel seen. Many women experiencing homelessness feel forgotten, neglected, or undeserving of care, especially when it comes to their health. I see it as my responsibility to challenge that and to show them they matter.

I'll never forget one client saying to me, "I've never been brought out before." I told her, "You deserve this."

On tougher days, I unwind by walking in the hills around Dublin and spending time connecting with colleagues and friends. Despite the everyday challenges that come with this work, I genuinely feel privileged to do it.

Everyone deserves to be able to see their home and make their home a reality. Being in a position where you could possibly make that happen for someone is such a privilege for me... to be a tiny paragraph in someone else's story.

CLIENT INSIGHTS 2025

In 2025, Dublin Simon Community began implementing its new strategy, focusing on understanding, monitoring and improving the impact of our work for clients.

This represents a shift from activity-based reporting towards an outcome-led approach. It means as an organisation, we need to begin thinking more broadly about our work and how we record it. While measures such as hours of keyworking remain important, they may not demonstrate how support translates into meaningful change in our clients' lives. The Client Insights approach was introduced to address this, placing emphasis on client voice and lived experience.

This shift prompted the introduction of qualitative client contributions as a key strategic measure, highlighting the importance of client perspective and voice to our way of working. There are currently three specific impact indicators in the Dublin Simon strategy:

1. People in emergency accommodation overcome their personal obstacles to exiting homelessness.
2. People accessing Dublin Simon services achieve personal goals to improve their quality of life.
3. People accessing Dublin Simon services are more hopeful and more confident.

Insights are collected through a twice-yearly Client Satisfaction Survey and personal outcome scales used in keyworking. Together, these provide a more complete picture of how services are experienced and where the impact is achieved.

Dublin Simon's first phase of reporting up to July 2025 had excellent participation from clients. There were over 250 responses to the April Client Satisfaction Survey and a total of 301 clients who completed a total of 477 outcome scales in keyworking. Our second phase of reporting in 2025 saw 139 responses to the October Client Satisfaction Survey and 231 clients completing



CLIENT INSIGHTS 2025

493 outcome scales. Additionally, 26 tenants/households of our independent housing units answered a new question on impact within the annual Tenant Satisfaction Survey.

Feedback gathered throughout 2025 was useful in highlighting some operational areas for improvement, which services will work to action, like the range of food available, maintenance requests or the timing of keyworking sessions. The Charity also received

powerful personal accounts of a broad range of outcomes achieved. Clients described progress in managing practical challenges, including navigating housing processes and accessing supports. Others reported significant personal changes such as overcoming addiction, rebuilding relationships, and improving physical health.

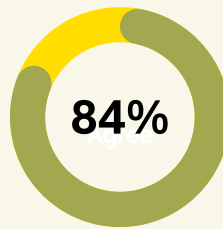
Across responses, increased feelings of safety, stability

and connection were consistently reported. Many also described stronger social skills and the development of new peer relationships.

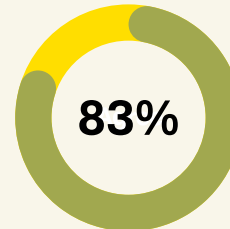
A consistent theme throughout the year was hope – expressed both directly and through a renewed focus on the future. These insights provide valuable evidence of the role services play, not only in addressing immediate need, but in supporting longer-term recovery and wellbeing.

CLIENT INSIGHT REPORT VALUES & APPROACH

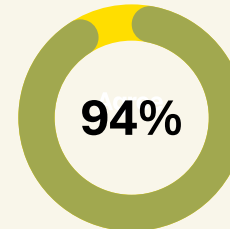
Agree or strongly agree



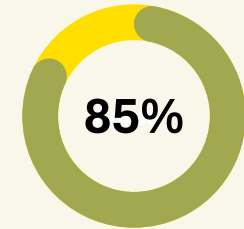
I feel like my voice is heard and the support I receive is non-judgemental.



I feel that Dublin Simon has helped me to have more control over my life.



The relationships I have with staff are positive, motivating and encourage me to be hopeful for the future.



I am confident I can meet my goals, based on my own abilities and the support I receive here.

*From Winter 2025 Client Satisfaction Survey



"I said I'd do an hour for them, no problem. I did four hours that Saturday morning and the rest is history."

**- Gay Mooney, Dublin Simon
Community Volunteer for 28 years**



GAY

I remember it like it was yesterday.

I've been volunteering with Dublin Simon Community for almost 30 years now. I was born and raised in Walkinstown and have lived in Drimnagh for over 50 years. I love being outdoors; gardening, walking with my grandkids, or spending time at my local bowls club. Volunteering has always been part of my life alongside all of that.

I first got involved with Dublin Simon back in 1997, during a Christmas collection. I remember it was a dirty, hazy Saturday morning. I said I'd do an hour for them, no problem. I ended up staying for four. The rest is history.

What started off as something simple has turned into a long-term commitment for me. Over the years, I've done hundreds of bucket collections, worked with schools and Transition Year students, supported volunteer recruitment, and helped recognise the amazing work other people give their time to. I always say it straight: I'd be lost without my volunteers, and I'd be lost

without my schools.

What's stayed with me most is seeing the real impact of Dublin Simon's work. Years ago, I asked where the money we were raising actually went. I was invited to visit one of the services and I met a woman who was rebuilding her life after experiencing homelessness.

Years later, I was at a Dublin Simon event and I saw her again. This time, she was back with her family, back in her home, and moving forward with her life. She pointed at me and said that an awful lot of her journey had to do with the fella standing down there.

After the event, she came over and put her arms around me. "Thanks Gay, for everything", she said. "You said there's always light at the end of the tunnel."

That moment has stayed with me ever since.

Dublin Simon means a lot to me. I enjoy what I do, but I just kind of wish I didn't need to do it.

FINANCIAL SUSTAINABILITY: SUPPORT FOR OUR WORK

The work of Dublin Simon Community in 2025 was made possible through the combined support of statutory funders and a broad community of donors and partners. Dublin Simon is sincerely grateful to the statutory funders — the Dublin Region Homeless Executive (DRHE), Wicklow County Council, Kildare County Council, Meath County Council, Louth County Council, and the Health Service Executive (HSE) — whose continued investment provides the essential foundation for the delivery of homelessness services. This public funding enables Dublin Simon Community to respond at scale and support people with increasingly complex needs, and it underpins the stability and continuity of our services.

Alongside this vital statutory support, Dublin Simon Community continued to receive generous backing from a wide range of donors in 2025, including businesses of all sizes, philanthropic organisations, long-term committed individual donors and the wider public. This voluntary income plays a crucial complementary role, enhancing services, supporting innovation and ensuring flexibility in how we respond to emerging and unmet needs.

The level of support received reflects the trust placed in Dublin Simon to respond effectively to homelessness. In raising €8.7m through a diversified fundraising programme in 2025, the organisation strengthened its ability to deliver on its strategic objectives and to provide services that are essential to the health and wellbeing of those experiencing homelessness. Our fundraising income is diversified across the areas of individual and digital giving, corporate partnerships, community and events, philanthropy and major gifts, trusts and foundations, and legacies, ensuring a sustainable fundraising programme with opportunity to grow further in a range of areas.

Throughout the year, Dublin Simon was once again supported by thousands of individual donors through both one-off and regular monthly gifts, as well as from a wide range of corporate partners, from local businesses to multinational companies.



FINANCIAL SUSTAINABILITY: SUPPORT FOR OUR WORK



Highlighting the strength of our corporate fundraising programme, our partnership with Eaton, the global energy and electrical solutions company, was recognised by the Charities Institute of Ireland with the Best Charity Partnership of the Year award.

Eaton supports Dublin Simon's work in many different ways, from financial donations, provision and installation of equipment to staff volunteering and engagement. Partnerships such as this reflect shared values and a common commitment to addressing homelessness and play an important role in strengthening our impact.

Dublin Simon Community also benefits from a range of fundraising events and campaigns each year. These include the Home Run in Dublin's Phoenix Park, the Momentum Games, WOW for Simon, the Calcutta Run and our annual public Christmas campaign that culminates in the iconic Christmas Eve Busk on Grafton Street every year. Together, these activities form the backbone of a year-round fundraising calendar, connecting committed supporters with practical and sustainable responses to homelessness.

Many supporters also choose to leave a gift to Dublin Simon Community in their will, a testament to their generosity and their faith in the organisation to deliver real change and leave a legacy that lasts beyond their lifetime. As bequest giving continues to grow in Ireland, this remains an important and valued part of our future fundraising programme.

As initiatives like corporate partnerships grow, we also examine the sustainability of other areas as we look to the future. In recent years, Dublin Simon has been planning for the future to ensure it can grow without becoming overstretched or unable to deliver its work.

After careful discussion with the Management Team and Board, a decision was made to close the Dublin Simon shop on Camden Street in October 2025. This was a difficult choice. It was based on what was most sustainable and where Dublin Simon can have the greatest impact.

We would like to thank all the staff and volunteers who have supported the shop since it opened in 1977. For 48 years, it served as more than a shop, supporting clients with essentials, providing employability pathways, signposting to services, and fostering a valued sense of community, and we remain proud of all that has been achieved through the shop and its teams over many years.



TOM COSTELLO

SUPPORTER SPOTLIGHT

Over the past five years, WOW for Simon, a corporate fundraising initiative, together with the generous companies that take part, has raised over €1,200,000 in support of our Sure Steps Counselling Service. This vital service provides counselling to people experiencing homelessness, supporting them to process trauma, improve their mental health, and take meaningful steps towards rebuilding their lives.

At the heart of WOW for Simon is Tom Costello, whose energy, generosity and commitment have helped shape the event into what it is today. As MC of the event, he brings warmth, humour and vibrancy to the evening, creating an atmosphere that makes the evening both a lot of fun and also meaningful for all who attend. His presence plays a key role in bringing

people together in support of Dublin Simon's work.

Tom has a long-standing connection with Dublin Simon Community and has supported our work in many ways over the years. Drawing on his successful career in property development, Tom played a key role in the delivery of Usher's Island, our flagship Health and Addiction Care Centre that opened in 2024, which is the first of its kind in Ireland.

His ability to bring people together combined with his positive energy and ongoing commitment to support people experiencing homelessness has made a meaningful and lasting contribution to Dublin Simon and to the lives of the people we support.

QUALITY, STANDARDS AND AWARDS

Diversity, Equity, and Inclusion

Dublin Simon deepened its commitment to diversity, equity, and inclusion. The Charity invested in organisation-wide training, inclusive leadership development, and strong mechanisms for staff voice. This work was recognised through achieving Investors in Diversity Silver accreditation from the Irish Centre for Diversity, a significant milestone that demonstrates meaningful, embedded progress.

EQUASS (European Quality in Social Services)

Dublin Simon is certified in EQUASS (European Quality in Social Services). EQUASS enhances the social sector by engaging social service providers in continuous improvement, learning and development, in order to guarantee service users quality of services throughout Europe. Certification followed an application and audit process covering our emergency, supported housing and tenancy sustainment services.

National Quality Standards Framework

The Charity is participating in the continued rollout of the Dublin Region Homeless Executive's National Quality Standards Framework (NQSF) for homeless services in Ireland. NQSF began the rollout of independent external audits of our services and buildings with success.

Regionally, the Meath shared housing service also undertook a NQSF audit. This was the first time that a regional service had been audited in this way and was passed successfully.

Audits

External audits were undertaken in frontline services during the year, with a specific focus on fire safety, building safety and utility safety, providing independent assurance in relation to key operational and compliance risks.

In addition, the Board has established and oversees an annual internal audit plan,

which supports the Board in fulfilling its governance and oversight responsibilities. This programme provides assurance through the review of a range of operational areas across the charity, informing the Board's understanding of internal controls, risk management and organisational effectiveness.

Recommendations arising from internal audits are supported by agreed management actions and are monitored and tracked to ensure timely and appropriate implementation, thereby promoting continuous improvement and compliance with recognised standards of good governance.

Charities Institute of Ireland 'Triple Lock'

Dublin Simon was awarded the Triple Lock Standard demonstrating the highest standards of transparency, governance, and ethical fundraising. It ensures the public, donors, and beneficiaries can trust that Dublin Simon operates with professionalism, integrity, and openness.

Audited Financial Accounts

The Charity's annual financial accounts are externally audited and publicly available, and we file annual tax returns with the Revenue Commissioners. Registered Charity Number: 20009892. CHY Number: 5963.

Dublin Region Homeless Executive (DRHE)

Quarterly financials on all state funding are submitted to the DRHE, the lead statutory local authority for the response to homelessness in Dublin.

Housing Finance Agency

We are reviewed by the Housing Finance Agency (HFA) for funding applications. The HFA provides loan finance to local authorities, voluntary housing bodies and institutions for housing and related purposes. We submit annual financials that ensure robust financial regulation and oversight.

QUALITY, STANDARDS AND AWARDS

Approved Housing Body Regulatory Authority (AHBRA)

Dublin Simon is an Approved Housing Body and is deemed to be registered by AHBRA. The most recent AHBRA audit found Dublin Simon to be compliant with regulatory standards. AHBRA number: AHB-02894

Residential Tenancies Board

All our independent housing tenancies are registered with the Residential Tenancies Board, which provides a framework for resolving any tenant-landlord disputes.

Nursing and Midwifery Board of Ireland

All our nurses are registered to practice with the Nursing and Midwifery Board of

Ireland. To support mandatory registration, nurses are required to comply with the 'Code of Professional Conduct and Ethics' and the 'Guidance to Nurses on Medication Management'.

Gender Pay Gap

Like all organisations with over 250 staff, we report annually on our gender pay gap, with information available on our website. While the national pay gap remains a challenge for many, Dublin Simon Community has achieved a near-neutral pay environment. The 2025 Gender Pay Gap report highlights the narrow margins and strong female representation that place Dublin Simon Community ahead of national benchmarks. The Charity remains committed to fostering a culture grounded in fairness, respect and inclusion.



WHAT'S AHEAD

Homelessness is changing, becoming more complex and more deeply rooted, and responding to it requires ambition, clarity and the courage to do things differently. In 2026, Dublin Simon Community will build decisively on the progress already made, scaling our impact, deepening integration across systems and continuing to push for long-term, sustainable solutions that change lives.

Expanding access to safe, secure housing remains fundamental to everything we do, and we are determined to translate ambition into delivery. In the year ahead, construction will commence on new developments at Seán McDermott Street, while plans for a 21-apartment scheme is progressing in partnership with Louth County Council. The Charity will also bring additional homes on stream through turnkey acquisitions, including 19 units in Crumlin. At the same time, Dublin Simon will continue to grow a programme of long-term supported accommodation across the greater Dublin area, creating stable, high-support homes for people with complex health and care needs. This reflects the Charity's belief that housing solutions must be not just available, but resilient, person-centred and capable of supporting people to sustain tenancies over time.

Dublin Simon services will continue to evolve with purpose and intent, in line with emerging need and best practice.

The Charity is optimistic that through successful tendering and, in partnership with the Dublin Regional Homeless Executive, we expect to play an expanded role in the delivery of the Housing First programme in Dublin, moving more people directly from rough sleeping into secure housing with intensive, wraparound supports. This model, grounded in evidence and outcomes, represents a shift away from episodic responses towards lasting solutions. Outreach services will further strengthen coordination with health and justice partners, enabling faster, more consistent access to support for those experiencing homelessness.

Innovation in integrated care will remain central to the work. In 2026, the Health and Addiction Care Facility at Usher's Island will continue its expansion towards full capacity of 100 beds, significantly strengthening access to healthcare, addiction treatment and therapeutic supports. By deepening links with acute hospitals and community services, we aim to reduce the severe health inequalities faced by people who are homeless and to demonstrate what genuinely integrated care can achieve.

Our people are fundamental to our ability to lead and deliver. In the coming year, the Charity will continue to invest boldly in culture, leadership and professional development, ensuring colleagues are supported, equipped and empowered to deliver high-quality

care in increasingly complex environments. Dublin Simon will further build our employer brand to attract and retain people with the professionalism, courage and compassion this work demands. A new training evaluation framework will provide stronger assurance that learning leads to measurable improvements in practice, while a learning and development grant will support equitable access to further education and accredited training. The Charity's commitment to improving remuneration will continue, grounded in fairness, transparency and responsible stewardship.

Strong governance, trusted partnerships and a commitment to continuous improvement underpin our capacity to deliver. As one of the most trusted charities in Ireland, Dublin Simon is acutely aware that this trust carries responsibility. Dublin Simon is committed to using resources wisely, learning rigorously from experience and evidence, and continuously adapting the approach to ensure the greatest possible impact is delivered.

Looking ahead to 2026, supported by donors, partners and the wider community, the Charity remains ambitious, focused and resolute. Our goal is clear and unwavering: to make home a reality, not only through delivering housing, but by enabling stability, dignity and opportunity for people who have experienced homelessness.

OUR STRUCTURE, BOARD, GOVERNANCE & MANAGEMENT



STRUCTURE, OBJECTIVES, GOVERNANCE AND MANAGEMENT

Dublin Simon Community is a charitable company limited by guarantee (CLG), incorporated in the Republic of Ireland under the Companies Act 2014. The Company does not have a share capital and, accordingly, the liability of the members is limited to the amount, if any, that they undertake to contribute to the assets of the Company in the event of it being wound up, such amount not exceeding €1.

The Charity is governed by its Memorandum and Articles of Association, which set out its charitable objects and powers. As a Charity, the 'objects' laid out in our constitution focus on developing and adapting our services to tackle the persisting crisis in homelessness, expanding our outreach work with those rough sleeping, providing supported temporary accommodation units while also sourcing and acquiring additional properties to provide housing for singles, couples and families.

Dublin Simon Community has been in existence for over 56 years. We are committed to providing support to adults and couples, over 18 years of age, and families who are either experiencing homelessness, or at risk of homelessness, across the geographical region of Dublin,

Kildare, Wicklow, Meath, Louth, Cavan and Monaghan. We aim to enable them to rebuild their lives and empower them to secure a safe home of their own.

Our approach is housing-led, and we continuously expand our housing stock to provide accommodation appropriate to the demographics of our client group across our counties of intervention. This means sourcing appropriate and affordable accommodation for households including singles and families (including couples), through an approach of acquisition, construction, development, and leasing of both supported housing and independent living units.

The Charity also provides a broad spectrum of homeless-specific health and addiction treatment services, including an alcohol and benzodiazepine detox unit, residential recovery, a Blood-Borne Virus unit, Step-Up and Step-Down intermediate care, primary care nursing and counselling and suicide prevention services.

The Charity is managed by a Board of Directors, who are also the Trustees for the purposes of charity law. Charitable status has been granted under sections 207 and 208 of the Taxes Consolidation Act 1997.

The Board of Directors is responsible for the overall governance, strategic direction and financial stewardship of the Charity. The Trustees ensure that appropriate systems of control, accountability and risk management are in place and that the Charity has sufficient resources, both financial and non-financial, to enable it to operate and to continue as a going concern.

The Trustees are committed to maintaining high standards of corporate governance and compliance. The Charity operates in accordance with its governing documents, relevant company and charity legislation, and applicable regulatory requirements. The Board promotes ethical fundraising practices, transparent financial reporting and adherence to recognised standards of good governance.

A Memorandum of Understanding (MOU) is in place between Dublin Simon Community and Dundalk Simon Community, under which Dublin Simon Community manages the delivery of services on behalf of Dundalk Simon Community. Dundalk Simon Community prepares and reports its own separate financial statements.

ROLE OF THE BOARD

The Board of Directors is elected by the members at the Annual General Meeting (AGM). Directors are appointed for a three-year term and may be re-elected for a maximum of two further terms, subject to an overall maximum tenure of nine years. The Board has the authority to appoint Directors on an interim basis, with such appointments being ratified at the next AGM.

The Board is independent of executive management. The Chief Executive Officer and the Company Secretary are not members of the Board and attend Board meetings in an ex-officio capacity.

The Board of Directors is responsible for providing leadership to the Charity, setting its strategic direction, and ensuring appropriate governance, control and oversight. Directors are drawn from a broad range of backgrounds and bring diverse skills and experience, including finance, human resources, legal, clinical, property, healthcare and governance expertise, together

with other specialist skills as required.

All Directors participate in an induction process on appointment. This includes briefing sessions and the provision of relevant documentation designed to familiarise Directors with the Charity's strategic priorities, governance arrangements, and operational structures and systems.

The recruitment of Directors and Committee members is overseen by the Nominations and Remuneration Committee. This Committee maintains and reviews a skills and experience matrix and identifies potential candidates for Board consideration. New Directors typically join initially through service on a committee, with subsequent election at the AGM or co-option to the Board. External appointments directly to the Board are also considered where appropriate.

The Directors retain overall responsibility for the strategic development of the Charity and work in close liaison

with the Chief Executive Officer in discharging this responsibility.

The Charity's Constitution provides for a maximum of twelve Directors. During the year, the Board met formally on seven occasions, with an average attendance rate of 78%. In addition to scheduled meetings, Directors were available for consultation and met, either individually or in smaller groups, to consider particular matters as required during the year. The full Board was kept informed of any such discussions and formal Board approval was sought where appropriate.

The Board work plan provides opportunities for members of the Executive Management Team to attend Board meetings and present on specific areas of responsibility. Board and Committee members also contributed additional time during the year, providing advice and expertise to the Chief Executive Officer and the Executive Management Team.

ROLE OF THE BOARD

Board Attendance During 2025

Director	Meetings Attended
Kathryn Holly (<i>Chair</i>)	7/7
John Daly	7/7
Edward Farrelly	6/7
Wendy Hamilton	7/7
Alison Hodgson (resigned 17/11/25)	1/6
Gene Clayton	4/7
James Howell	4/7
Barry McKimm	7/7
Etain Kidney	6/7
Jennifer Farrelly (appointed 22/05/25, resigned 17/12/25)	4/5
Suzanne McDonald (appointed 22/05/25)	3/5
Brendan Kenny (appointed 05/12/25)	0/0



The Board wishes to acknowledge and thank all Directors for their significant voluntary commitment of time, skills and experience during the year. In particular, the Board records its appreciation to Alison Hodgson and Jennifer Farrelly, who resigned during the year due to new professional commitments. The Board welcomed two new Directors during 2025: Suzanne McDonald, appointed in May, and Brendan Kenny, appointed in December.

BOARD OF DIRECTORS MAY 2026



Kathryn Holly, Chair

Kathryn Holly has over 26 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 in human nutrition from Trinity College and an MBA from the Smurfit Business School. She has also completed a 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.



Barry McKimm

Barry McKimm is the Human Resources Director with the St John of God Community Services. He has more than 30 years of experience in human resources across various sectors and 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. As well as sitting on the Board, Barry gives up his time to volunteer with the Dublin Simon Soup Run. Barry has been a Board member since 2020 and held position of Chair of the Board in 2023 and 2024 and is current Chair of the Clinical and Frontline Services Committee.



Brendan Kenny

Brendan retired from Dublin City Council (DCC) in 2021 after 45 years working in local government. He began his career as a Clerical Officer and finished as Deputy Chief Executive, with a stint as Chief Executive of the Limerick Regeneration Agency in between. His role in DCC over the years focused mainly on housing management, homelessness, regeneration and community engagement. Brendan had a lead role in major regeneration projects throughout the city, including Fatima Mansions and O'Devaney Gardens. In his senior DCC position, he facilitated increased levels of service and housing construction by the Approved Housing sector. Since retiring, he has been involved with several voluntary organisations that provide housing for older people and for those with a disability. Brendan was appointed to the Board in December 2025.



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 degree in politics (first class). After working in business while attending the King's Inns, he was called to the Bar in 2000. Edward was previously a Board member of Dublin Simon up to 2012 and returned to join the Board in 2020. Edward is Chair of the Nominations and Remuneration Committee.

BOARD OF DIRECTORS MAY 2026



Etain Kidney

Etain Kidney is currently the Head of the School of Marketing and Entrepreneurship at TU Dublin, where she has worked as a researcher and lecturer for over 16 years. She holds a 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 Chair of the Fundraising & Communications 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 several elected positions both in Ireland and Brussels. These included President of the Irish Council for Social Housing and Chair of the Economic Finance and Internal Markets Committee of Housing Europe, a Brussels-based federation of co-operative housing bodies that 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 is the Channel Sales Director for Microsoft's 'Internet of Things' business in Europe, the Middle East and Africa. James has been with Microsoft for over 10 years and has held a number of senior sales roles during that time. James has nearly 30 years of sales and marketing experience, 20 of those 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 with Dublin Simon's Soup Run.



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.

BOARD OF DIRECTORS MAY 2026



Suzanne McDonald

As an experienced leader in the charity sector, Suzanne has held senior roles in the Health Products Regulatory Authority and Mater Private Healthcare Group. Suzanne is an experienced Board member having sat on the boards of GS1 Ireland, ComReg, GOAL and Technological University Dublin in Tallaght. Suzanne has also completed the Institute of Directors Diploma in Company Direction and, most recently, Warwick University's master's in health leadership. Suzanne joined the Dublin Simon Board in May 2025.



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 to 2018 and previously on the Board of FIT (Fastrack to Information Technology). She holds an MBA in Lean Business Practice, a Diploma in Company Direction (Dip. IoD) alongside her original BA in International Marketing. Wendy Hamilton joined the Board in 2022.



Terry Prendergast

Terry Prendergast is a professional planner with over 40 years of experience in planning education and practice. She has wide ranging expertise in the planning, delivery and assessment of development projects. Terry was the lead planner for the TU Dublin education and health campus at Grangegorman. After this, she was appointed as a Board member of An Bord Pleanála (An Coimisiún Pleanála). She was also an external member of the Project Ireland 2040 Delivery Board. Terry has a BSc in property economics, an MPhil in planning and an MSc in sustainable development. Terry initially joined our Property Committee in 2022 and was appointed a Board member in April 2026.



Ciara Hackett

Ciara Hackett is a qualified solicitor with a distinguished career in real estate law. She graduated from University College Dublin with a Bachelor of Commerce before qualifying as a solicitor and now has over 25 years' post-qualification experience. Based in Dublin, she works at a leading international law firm, advising a broad range of clients. She previously held the position of partner and now serves as Of Counsel, bringing deep strategic insight to her work. Ciara specialises in all aspects of real estate, including acquisitions, disposals, leasing, and development. Her practice also encompasses renewable energy projects, with a strong focus on the real estate elements of such developments. She is recognised for her practical, commercially focused advice and extensive expertise in complex real estate transactions. Ciara joined the Board in April 2026

ORGANISATIONAL CHART

BOARD OF DIRECTORS

AUDIT AND RISK COMMITTEE

PROPERTY COMMITTEE

FUNDRAISING & COMMUNICATIONS COMMITTEE

CLINICAL AND FRONTLINE SERVICES COMMITTEE

NOMINATIONS AND REMUNERATION COMMITTEE

CATHERINE KENNY
CHIEF EXECUTIVE OFFICER

DAVID McKENNA
DIRECTOR OF PROPERTY

EAMON SHARKEY
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 PEOPLE

GOVERNANCE STANDARDS

The Board of Directors is committed to maintaining high standards of corporate governance. The Charity promotes ethical fundraising practices, effective governance and transparent financial reporting, and seeks to operate in line with recognised standards of best practice within the Irish charitable sector.

During the year, the Charity continued to comply with relevant regulatory and governance frameworks applicable to its activities, including:

- Standards issued by the Approved Housing Bodies Regulatory Authority (AHBRA).
- The Charities Governance Code for the Community and Voluntary Sector, issued by the Charities Regulator.
- The Guidelines for Charitable Organisations on Fundraising from the Public, issued by the Charities Regulator.
- Applicable company law, governance and compliance requirements as administered by the Companies Registration Office.
- The Triple Lock Standard, through membership of Charities Institute of Ireland.

Dublin Simon Community prepares an annual Trustees' Report and financial statements in accordance with the Charities SORP (Statement of Recommended Practice under FRS 102). These are approved by the Board and made publicly available through the Charity's website.

Code of Conduct

The Board of Directors adheres to the Charity's Code of Conduct, which sets out the standards of behaviour and ethical principles expected of all Directors and underpins decision-making across the organisation. All newly appointed Directors are required to formally acknowledge and sign the Code of Conduct as part of their induction.

The Code of Conduct is subject to periodic review to ensure continued relevance and effectiveness. The most recent review was completed in 2025, with the next scheduled review due in 2028.

Decision-Making and Delegation

The Board ensures that Dublin Simon Community operates in furtherance of its charitable objectives and within its governing documents. Clear distinctions are maintained between the responsibilities of the Board and those of the Chief Executive Officer (CEO), who is responsible for the day-to-day management and operation of the Charity.

The Board retains responsibility for approving the Charity's strategic direction, key policies, annual budgets and business plans. These are developed by management and approved by the Board, which also monitors progress against agreed objectives and performance indicators. The framework for decision-making and the delegation of authority is set out in the Charity's governance manual.

The Executive Management Team (EMT), led by the CEO, constitutes the key management personnel of the Charity.

Board Evaluation

In accordance with the Charity's governance manual, an externally facilitated Board and Committee evaluation was conducted during the year. The purpose of the review was to assess the effectiveness of the Board and its Committees and to identify opportunities to further strengthen governance processes and practices.

An action plan arising from the evaluation was agreed and incorporated into the Board's annual work plan, under the leadership of the Chairperson. Board and Committee evaluation and associated actions will continue into 2026 and subsequent years. In addition, the Chairperson continued to undertake individual reviews with each Director.

The Board remains focused on ensuring that the Charity is fit for purpose to deliver its services effectively and to work collaboratively with partners in supporting vulnerable adults who are affected by, or at risk of, homelessness.

Relationships with Other Organisations

Dublin Simon Community actively promotes partnership working with statutory bodies, sector networks and other charitable and academic organisations in order to support the effective delivery of services and the advancement of its charitable objectives.

GOVERNANCE STANDARDS

The Charity engages with Government departments, local authorities and the Health Service Executive (HSE) through individual meetings and participation in relevant structures and advisory bodies, including the National Homeless Advisory Committee (NHAC), Strategic Policy Committees (SPCs) and Regional Homeless Fora. This also includes participation in sector and policy forums such as the Charities Institute of Ireland, Irish Council for Social Housing and the Dublin Homeless Network. Where appropriate, the Charity engages with national and international bodies, including FEANTSA, and with academic partners such as Technological University Dublin.

The CEO engages regularly with other NGO and AHB CEOs to discuss matters of common interest, policy developments and service delivery challenges.

Dublin Simon Community holds a majority of directorships on the Board of Dundalk Simon Community.

Dublin Simon Community is a member of Simon Communities of Ireland (SCI). The CEO of Dublin Simon Community holds a directorship on the Board of Simon Communities of Ireland. Each Simon Community, including Dublin Simon Community, operates as an independent company limited by guarantee and registered charity. Each entity is independently responsible for its own governance, finances and service delivery within its respective geographic area. There are no shared assets or liabilities between individual Simon Communities.

Directors, Secretary and Interests

The Directors do not hold any beneficial interest in Dublin Simon Community. In accordance with the Charities Governance Code, the Charity has a Conflict of Interest Policy in place. All Directors, Committee members and Senior Managers are required to complete

an annual declaration of interests, which is maintained in a register of interests.

Board and Committee agendas are circulated in advance of meetings, and the Chairperson seeks declarations of any conflicts of interest at the commencement of each meeting. Any declared conflicts are recorded in the meeting minutes and in the register of interests and are managed in accordance with the Conflict of Interest Policy.

The Board of Directors serves in a voluntary capacity and does not receive any remuneration or expenses in respect of its services to the Charity. There were no contracts or arrangements entered into during the financial year in which a Director was materially interested, or which were significant in relation to the Charity's activities.

BOARD COMMITTEES

To support the effective discharge of its responsibilities and to provide appropriate focus on key areas of the Charity's work, the Board has established a number of Committees. Each Committee operates to assist the Board in ensuring effective governance, oversight and accountability and to protect the interests of stakeholders.

The Board has established the following Committees:

1. Audit and Risk
2. Clinical and Frontline Services
3. Fundraising and Communications
4. Property
5. Nominations and Remuneration

Each Committee has clearly defined terms of reference approved by the Board, setting out its role, responsibilities and authority. Committees are advisory in nature and have no executive powers. They support and assist the Board by providing detailed consideration of matters within their remit and by making recommendations to the Board for decision, as appropriate.

Committees report regularly to the Board on their activities and key matters arising. In exercising their functions, Committees support the Board in its oversight of governance arrangements and the performance of executive management.

Committee membership comprises Board Directors and up to four non-Board members who contribute relevant expertise and experience. Non-Board members serve in a voluntary capacity. Members of the Executive Management Team attend Committee meetings by invitation, where appropriate, to provide information and support informed consideration of matters.

COMMITTEE REPORTS

The Committees and their roles are as follows:

AUDIT AND RISK COMMITTEE

Chairperson: John Daly.
Number of meetings: seven.

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.

Chairperson's Summary

The Committee undertook their responsibilities with great commitment concentrating on a number of prioritised areas.

Ensuring compliance with all required Annual Returns

The Committee reviewed all returns and the systems in place to ensure evidence of compliance.

Overseeing the changing Risk Management Process and Governance

Throughout the year, management presented actions taking place to improve and enhance our Risk Management System. The Committee is pleased with the progress in this area.

A full review of the Charity's Governance manual, Terms of Reference of Committees and Code of Conduct were undertaken and endorsed by the Committee.

Understanding Finances

New finance reports were developed by our CEO and Director of Finance, in order to give a more concise understanding of our income sources and cost base. This has led to a better understanding of the need to achieve cost recovery for contracts performed on behalf of other bodies such as HSE, and city and county councils.

Internal Audit

The Committee oversaw the outsourcing of our internal audit function and the reporting of some important audits.

Several new members; Jennifer Farrelly, John Joyce and Graham Proudfoot joined the Committee with valuable skill sets and input. In 2026, the Committee will continue to monitor progress on enhancing the Charity's risk management systems, financial reporting and audit functions.

COMMITTEE REPORTS

PROPERTY COMMITTEE

Chairperson: Gene Clayton.
Number of meetings: six.

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.

Chairperson's Summary

The work of the Property Committee in overseeing and assisting the Property Department continues to produce positive results. The finances of the AHB are very stable with the AHB on a sound financial footing. Income increased above budget in 2025 and expenditure, albeit with some challenges at various times, has been well managed.

The Assets and Facilities management function undertook a considerable amount of work effectively and quietly in the background, including retendering all the repair, maintenance and refurbishment contracts.

The Independent Housing Team, with a new Tenant Management Policy completed, took on their first new in-house managed schemes, including Carpenters Court in Arbour Hill. New roles such as Tenancy Sustainment Officer (TSO) and Property Management Officer (PMO) were introduced, heralding the start of a major focus on tenant engagement and 'self' management of schemes by staff.

To maintain momentum, the Committee endorsed the agreement to acquire 19 new-build houses at Grove

Field in Crumlin, the largest turnkey development acquired so far by the Charity. This marked the continued focus on new turnkey units meeting the demand for independent housing into the future, given that second-hand units are no longer an option. The challenge will be to build up a significant pipeline of similar high-quality developments.

The Property Team also looked after the needs of staff by acquiring new premises for outreach and support services, administrative offices, as well as reviewing existing leases that were no longer fit for purpose.

The Committee noted the delivery of some development projects continues to be very challenging. The planning process itself and pre-planning interaction with stakeholders has been frustratingly slow, requiring great patience and tenacity from the Development Team, as demonstrated by the granting of planning permission for units at Seán McDermott Street and completing the Carpenters Court (Arbour Hill) scheme.

Overall, it has been a year of solid achievement by both the Property Team and the Committee.

COMMITTEE REPORTS

FUNDRAISING AND COMMUNICATIONS COMMITTEE

Chairperson: Etain Kidney.
Number of meetings: six.

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.

Chairperson's Summary

The Committee met six times during the year, with strong engagement from both Board and non-Board members.

The Committee acknowledged the departure of the Director of Fundraising, Emma Kilkenny, and thanked her for her dedicated service to the organisation and the community. A strategic review led by Interim Director, Rachel Murphy provided valuable insight into the fundraising and communications function.

While not resolving all challenges, it has strengthened organisational understanding and laid important groundwork for future development. The appointment of Eamon Sharkey in the role of new Director of Fundraising marked a significant and

welcome step for the organisation.

The Committee provided input and guidance to the CEO and executive team throughout the year on governance, finance, risk, policies, strategy, and communications.

While fundraising income exceeded budget, this included reliance on bequest income, which remains inherently unpredictable and a challenge for planning.

Overall, progress has been made in strengthening the organisation's approach. The focus for the year ahead is to deliver a step change in fundraising performance and move closer to ending homelessness.

COMMITTEE REPORTS

CLINICAL AND FRONTLINE SERVICES COMMITTEE

Chairperson: Barry McKimm.
Number of meetings: six.

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

- 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.
- Research and business analysis pertaining to service delivery.
- Governance and compliance requirements at the 'Health and Addiction Care Facility' at Usher's Island.

Chairperson's Summary

The Clinical and Frontline Committee supports the Board of Dublin Simon Community in overseeing the safe, effective and compliant delivery of all clinical and frontline services.

The Committee provided assurance to the Board through regular review and oversight of service performance, incident management, safeguarding, health and safety, clinical governance, and compliance with statutory and best practice standards. Significant emphasis was placed on understanding client experience, monitoring emerging risks and trends, supporting staff engagement, and using research and business analysis to inform service development.

The Committee reviewed and endorsed key governance documents, policies, audits and reports, including its own Terms of Reference, Health and Safety reports, safeguarding policies, incident reviews, and the Committee's annual report. It oversaw a wide range of clinical and service improvement initiatives, including GP and specialist healthcare pilots, trauma-informed practice, harm reduction initiatives, and specific service developments such as Chester House

(long-term supported housing) and the Health and Addiction Treatment Facility at Usher's Island.

Meetings closely monitored critical risks including harm to clients or staff, service sustainability, regulatory compliance, serious incidents, building safety, and operational continuity. The framework and organisational risk register were actively used to support structured risk oversight and escalation to the Board where required. This included the changes to the incident narrative reporting, which used a Statistical Process Control (SPC) model to monitor the changes in incident levels.

Overall, the Committee contributed to strengthening clinical governance, improving service quality and safety, supporting innovation in service delivery, and providing the Board with assurance on risk, compliance and performance across the Charity's clinical and frontline services.

The Committee would like to acknowledge and thank Stan Burrige for his 5-year tenure on the Committee and his invaluable insight and experience. We are also grateful to Clare Cotton for joining us in the year.

COMMITTEE REPORTS

NOMINATIONS AND REMUNERATION

Chairperson: Edward Farrelly.
Number of meetings: six.

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

- Support the Board in fulfilling its governance responsibilities in relation to Board composition, succession planning, and executive remuneration.
- Ensure the remuneration and nomination practices are transparent, fair, and aligned with the charity's values and public accountability obligations.
- Leading the appointment process for the CEO and oversee the annual performance review of the CEO.

Chairperson's Summary

The Committee continued to be focussed on retention of staff and payroll strategy, reviewing the pay strategy for 2026.

Towards the end of the year the Committee began to focus on a sustainable and sequential Board and Committee succession plan for the years 2026 and 2027.

The Committee monitors the Board and Committee skills mix continually and identifies where additional, or replacement skills are needed.

Various policies and strategy documents were reviewed and endorsed as they pertain to the terms of reference of the Committee, these included a revised Code of Conduct, succession planning and reviewing its own terms of reference.

A further governance evaluation exercise was carried out with external assistance to continue the Board evaluation work in 2024. In this year's exercise, a review day was held in the autumn to consider the Board and Committee functioning inclusively.

COMMITTEE REPORTS

Committee Volunteer Members & Attendance 2025

Name	Audit & Risk	Nominations & Remuneration	Fundraising & Communications	Clinical & Frontline Services	Property
Noel Prior	6/7				
John Joyce	2/3				
Graham Proudfoot	2/3				
Jennifer Farrelly	6/7				
Niall Saul		6/6			
Kiwana Ennis		2/3			
Terry Prendergast					6/6
Peter O'Toole					4/6
Zara Walsh					4/6
Deirdre Hayes			3/6		
Caitriona Ni Laoire			3/6		
Noel Quinn			4/6		
Adriano Eliezer			4/6		
Stan BurrIDGE				4/6	
Gerry Bury				5/6	
Gerry O'Neill				4/6	
Clare Cotton				2/6	

The Board wishes to acknowledge and thank the members of its Committees for the significant voluntary contribution of their time, expertise and commitment during the year. The work undertaken at Committee level provides valuable support to the Board and contributes materially to its effectiveness.

The Board also records its appreciation to the Chief Executive Officer and the Executive Management Team for their professional engagement with the Committee structure throughout the year. Their consistently transparent approach and the quality of reporting provided support, effective governance and informed decision-making, as the Charity continues to deliver services to vulnerable adults who are affected by, or at risk of, homelessness.

RISK MANAGEMENT

Risk Appetite and Management

Dublin Simon Community operates an established risk management framework, which includes the maintenance of a risk register identifying the Charity's principal risks, their likelihood and potential impact, the Charity's risk tolerance, and the mitigating actions in place to manage those risks effectively.

The Charity's risk appetite statement and risk management policy are reviewed periodically. During the year, the risk appetite statement was reviewed by the Audit and Risk Committee and through the internal audit process and was subsequently considered by the Board as part of its oversight of risk management. Risk appetite represents the level of risk that the Charity is willing to accept in pursuit of its strategic objectives.

The risk appetite statement and risk management policy together set out the Charity's approach to identifying, assessing and managing risk. Dublin Simon Community is prepared to accept a moderate level of risk in areas directly related to the delivery of its mission and strategic objectives. The Charity maintains a low-risk appetite in areas such as governance, finance and compliance, reflecting the Board's

responsibility to protect the Charity's reputation and assets. The Board may and can accept residual risks following careful consideration, where it is necessary to support the achievement of strategic objectives.

Risks are formally recorded and reviewed through an internal risk-cycle process six times per year. Each Board Committee reviews risks relevant to its remit, while the Board retains oversight of the Charity's principal and strategic risks.

An online risk management system is used as the central repository for identifying, recording and monitoring risks across the organisation. Risks are regularly identified, assessed and prioritised by senior management using risk registers. Mitigating actions are documented and progress against these actions is monitored. Risk registers and risk updates, including emerging risks, are reported to the Board and to relevant Committees on a regular basis by the CEO.

A risk management policy is in place, incorporating a defined risk governance and escalation framework which allows significant risks to be escalated promptly for consideration and action at the appropriate level. The policy supports a consistent and systematic approach to risk management and promotes

awareness of risk management responsibilities across all levels of the organisation.

Principal Risks and Uncertainties

The Directors have identified and reviewed the principal risks and uncertainties facing Dublin Simon Community and are aware of the key risks to which the Charity is exposed, particularly those arising from operational activity, financial sustainability, workforce challenges and the adequacy of funding for Government-funded contracts.

Funding constraints continue to create pressures on recruitment and retention, impacting the Charity's ability to attract and retain suitably qualified and experienced staff. The Board remains actively engaged with Government departments and state agencies in seeking full cost recovery for existing and new service provision to support the sustainability of services.

The Directors are satisfied that appropriate systems and controls are in place to identify, assess and manage risks and uncertainties, and that these are reviewed regularly.

RISK MANAGEMENT

The principal risks identified include:

- Financial non-viability affecting the Charity's ability to maintain service delivery.
- Cybersecurity incidents, including data compromise.
- Staff turnover impacting on the achievement of strategic objectives and continuity of service delivery.
- The risk of fraud arising from illegal activity by internal or external parties.
- Failure to achieve required health and safety compliance and best practice standards.

Mitigating actions in place include:

- An internal audit programme with agreed action plans implemented and monitored.
- Ongoing financial management, including preparation and monitoring of budgets, targets and financial projections in accordance with treasury and procurement policies.
- Structures and processes to identify, monitor and report compliance with legislative, regulatory and best-practice obligations.
- Implementation of an annual IT plan, including investment in systems, anti-virus controls and cybersecurity protections.
- Continued implementation of workforce planning, HR strategies and pay initiatives to address staff turnover risks.
- Engagement and negotiation with statutory funders to seek full cost recovery in respect of contracted services.

The Directors consider that these measures reduce the likelihood and potential impact of the principal risks to an acceptable level, while recognising that no system of control can eliminate risk entirely.

Internal Control and Assurance

The Directors acknowledge their overall responsibility for the Charity's system of internal control and for reviewing its effectiveness. Responsibility for the implementation of these controls is delegated to executive management. This includes financial controls, which support the Board in fulfilling its responsibility for ensuring the integrity and accuracy of the Charity's accounting records.

The regular review of the risk register forms an integral part of the Charity's risk management policy, supported by the monitoring of compliance indicators and the implementation of an annual internal audit plan. The internal audit process provides assurance that appropriate controls are in place, that such controls are operating effectively, and that agreed actions to mitigate identified risks are implemented in a timely manner.

During the year, internal audit activity was carried out by an external provider and covered a range of organisational areas, including community and employment schemes, fundraising, financial controls, cyber maturity, risk management, procurement, and cash handling and donations.

The findings from internal audits and from external audit processes, including statutory audits, are reported to the Audit and Risk Committee, together with agreed management implementation plans and timelines. The Charity's approach to risk management is further supported through compliance monitoring, investigation procedures and reporting to the relevant Board Committees. No instances of inappropriate use of

resources or governance failures were identified during the year.

A formal compliance assurance process is also in place, supporting the Board in meeting its broader responsibility to maintain, review and report on financial, operational, regulatory and compliance risks. The Board operates in this environment cognisant of its responsibilities in line with internal policies including; Conflict of Interest, Code of Conduct and Protected Disclosure.

Key elements of the Charity's system of internal control include:

- Board oversight and approval of organisational policies.
- Periodic review of the Governance Manual, Committee Terms of Reference, Code of Conduct and Conflict of Interest Policy.
- A defined risk management escalation pathway from management to Committees and onwards to the Board.
- Regular reporting by Committees to the Board on matters relating to controls and risk.
- An independent annual internal audit plan, agreed by the Board and implemented during the year, with findings reported to the Audit and Risk Committee and, in turn, to the Board.
- Annual budget preparation aligned to strategic and operational plans, with budgets reviewed by the Audit and Risk Committee and approved by the Board.
- Ongoing monitoring of actual financial performance and key strategic performance indicators against approved budgets and plans.
- Review and oversight of financial control procedures.
- A Treasury and Reserves Policy designed to maintain appropriate levels of reserves to mitigate risk and support the long-term sustainability of the Charity.
- Annual Board and Committee work plans to ensure structured oversight of governance, compliance, financial management and risk management.

RISK MANAGEMENT

The Board considers that the systems and controls in place are appropriate to the scale and complexity of the Charity's operations and provide reasonable assurance against material misstatement or loss.

Health and Safety

The Board recognises its responsibility to ensure, so far as is reasonably practicable, the health, safety and welfare of employees, service users, volunteers and others who may be affected by the Charity's activities. Dublin Simon Community is committed to complying with its obligations under the Safety, Health and Welfare at Work Act 2005, the Safety, Health and Welfare at Work (General Application) Regulations 2007, and all other relevant health and safety legislation.

The Charity has established systems, policies and procedures to identify, assess and manage health and safety risks and hazards. Where possible, risks are eliminated or otherwise reduced and controlled to an acceptable level through appropriate preventative and protective measures.

Key elements of the Charity's health and safety framework include:

- Regular review and updating of Safety Statements for all premises and services.
- Health and safety policies covering a range of specific

operational and legislative requirements.

- Appointment and election of health and safety representatives.
- Staff consultation mechanisms and management oversight arrangements for health and safety matters.
- The conduct of health and safety audits across service locations.

The Board receives assurance through management reporting and audit processes that appropriate health and safety controls are in place and operating effectively.

Environmental Sustainability

Dublin Simon Community recognises its responsibility to operate in a manner that seeks to minimise negative environmental impacts and to contribute, where appropriate, to the achievement of the United Nations Sustainable Development Goals. The Charity is committed to promoting environmentally responsible practices across its activities, services and operations.

An environmental sustainability vision and mission have been formally adopted to guide the Charity's approach.

Environmental Sustainability Vision

Dublin Simon Community aims to ensure that its activities,

services and operations are carried out in an environmentally responsible manner, minimising adverse environmental impacts where reasonably practicable.

Environmental Sustainability Mission

The Charity seeks to implement its environmental sustainability vision through:

- Promoting a culture of environmental responsibility across the organisation through staff awareness, training and the adoption of best practice.
- Reviewing and, where feasible, assessing the environmental impacts of operations and seeking to reduce these impacts over time.
- Supporting organisational resilience and sustainability through responsible procurement and resource management practices.
- Promoting awareness of environmental sustainability and positive environmental choices among stakeholders, including service users.
- Keeping informed of emerging best practice, research and developments in environmental sustainability and considering their application where appropriate.

The Charity is committed to complying with all relevant environmental legislation, statutory requirements, codes of practice and regulatory obligations applicable to its operations.

REVIEW OF FINANCIAL POSITION

The Statement of Financial Activities, Statement of Financial Position, Statement of Changes in Reserves and Statement of Cash Flows for the year ended 31 December 2025 are set out on pages 106 to 110.

Total income for the year increased to €37,317,239 (2024: €31,527,996), primarily due to increased statutory funding, with fundraising income remaining strong. Total expenditure increased to €33,800,386 (2024: €30,173,274), reflecting the expanded level of services provided during the year and the impact of general cost increases across the sector. The Charity recorded a surplus of €3,516,853 for the year (2024: €1,354,722).

Surplus funds are retained to support the continued delivery and enhancement of services, including the Charity's property acquisition and development programme.

The carrying value of tangible fixed assets increased to €122,743,431 (2024: €121,057,089), reflecting investment in property acquisitions and developments undertaken to meet increasing service demand. Cash at bank and in hand increased to €18,519,530 on 31 December 2025 (2024: €14,171,954).



REVIEW OF FINANCIAL POSITION

Policy for Holding Reserves

The Charity has a Treasury and Reserves Policy in place which sets out the Board's approach to liquidity and minimum cash thresholds. Where forecast or actual cash balances indicate that reserves may fall below the minimum threshold, this is reported to the Audit and Risk Committee and the Board and reflected in the risk register, with mitigating actions agreed and monitored.

The policy provides for cash reserves equivalent to a minimum of three months' operating expenditure. In addition, the Charity maintains a designated sinking fund reserve to support the ongoing maintenance and upkeep of its property portfolio. A CALF Loan Reserve and Strategic Reserve are also in place.

The Charity also holds a restricted Capital Development Reserve, representing funds raised for specific capital purposes in accordance with donor restrictions. During the year, €576,001 was utilised to support the acquisition and construction of accommodation units, leaving a balance of €0 at year-end.

Principal Funding Resources

The Charity's principal sources of income comprise statutory funding from government bodies, fundraising income, donations and property-related income.

Investment Policy

The Directors' policy is to preserve the value of the Charity's funds. Investments are limited to deposit accounts held with financial institutions regulated by the Central Bank of Ireland. No speculative investments are permitted.

Going Concern

The Charity finances its day-to-day working capital requirements through its cash reserves. While the current economic environment continues to create some uncertainty regarding future levels of voluntary income, the Directors have reviewed the Charity's forecasts and cash flow projections, taking account of reasonably possible changes in income and expenditure. The Directors have assessed liquidity over the twelve months from the date of approval of these financial statements and are satisfied that

Dublin Simon Community has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements have been prepared on a going concern basis.

Exemptions from Disclosure

The company has not availed of any exemptions from disclosure under the Companies Act 2014.

Funds Held as Custodian Trustee on Behalf of Others

The company did not hold any funds or other assets as custodian trustee during the year.

REVIEW OF FINANCIAL POSITION

Future developments / Post balance sheet events

The company intends to continue its charitable activities for the foreseeable future, subject to the availability of appropriate funding.

Following the year-end, Dublin Simon Community entered into discussions with Dundalk Simon Community regarding a potential merger aimed at strengthening organisational resilience and enhancing service delivery. During 2026, both Boards have agreed in principle to progress a statutory merger process, supported by ongoing due diligence and engagement with relevant regulators. The proposed transaction, if completed, would result in the transfer of activities to Dublin Simon Community and the eventual dissolution of Dundalk Simon Community. At the date of approval of these financial statements, the merger remains subject to regulatory approvals and finalisation of formal terms. The Directors will continue to monitor developments

closely and ensure that stakeholders are appropriately informed as the process progresses.

Events after the end of the financial year

Subsequent to the year-end, Dundalk Simon Community and Dublin Simon Community entered into discussions regarding a potential merger of activities aimed at strengthening organisational resilience and enhancing service delivery.

During 2026, both organisations have progressed a proposed statutory merger, including the establishment of a joint governance arrangements, commencement of due diligence procedures and engagement with relevant regulators. Both Boards have agreed in principle to proceed with the transaction. If completed, the proposed merger would result in the transfer of activities, assets and operations to Dublin Simon Community and the eventual dissolution of Dundalk Simon Community.

Based on information currently available, management expects that assets of approximately € 4,886,874 and liabilities of approximately €727,241 will transfer to Dublin Simon Community. The ultimate financial effect will depend on the finalisation of the transaction and therefore may differ from these estimates.

At the date of approval of these financial statements, the transaction remains subject to completion of due diligence, regulatory approvals, and formal agreement of the final merger terms. The proposed merger is expected to complete during 2026.

The event is considered a non-adjusting event after the reporting period and accordingly no adjustment has been made to the financial statements.

REVIEW OF FINANCIAL POSITION

Political Donations

The company did not make any political donations during the financial year (2024: nil).

Accounting Records

The Directors are responsible for ensuring that proper accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014. The measures taken to secure compliance include the implementation of appropriate policies and procedures for recording transactions, the employment of suitably qualified accounting personnel, and the provision of adequate resources to the financial function.

The accounting records of the company are held at the Charity's premises at 5 Red Cow Lane, Smithfield, Dublin 7.

Statement on Relevant Audit Information

In the case of each Director in office at the date of approval of this report, the Directors confirm that:


- 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 steps that ought to have been taken as a Director to make themselves aware of any relevant audit information and to establish that the statutory auditors are aware of that information.

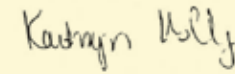
Auditors

The auditors, Grant Thornton, have 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: 28th May 2026

DIRECTORS' RESPONSIBILITIES STATEMENT

For the financial year ended 31 December 2025

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 which give a true and fair view of the state of affairs of the company as at the end of the financial year, and of the surplus or deficit for that year. In preparing those financial statements, the Directors have elected to comply with Generally Accepted Accounting Practice in Ireland, comprising Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Statement of Recommended Practice "Accounting and Reporting by Charities" (Charities SORP), effective from 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 at the financial year-end and of the surplus or deficit for the financial year, and that they otherwise comply with the Companies Act 2014.

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

- Select suitable accounting policies and apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether the financial statements have been prepared in accordance with

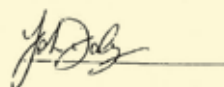
applicable accounting standards, identify those standards, and disclose and explain any material departures from them.

- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in operation.

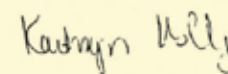
The Directors are responsible for ensuring that the company keeps, or causes to be kept, adequate accounting records that correctly explain and record the transactions of the company, enable the financial position and surplus or deficit of the company to be determined with reasonable accuracy at any time, ensure that the financial statements 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 for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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



John Daly
Director



Kathryn Holly
Director

Date: 28th May 2026

LEGAL & ADMINISTRATIVE INFORMATION

Name of Charity Dublin Simon Community

Registered Address 5 Red Cow Lane, Smithfield, Dublin 7. Ireland.

Registered No. 32955

Revenue Registered Charity No. CHY 5963

Charities Regulatory Authority Registered No. 2009892

Approved Housing Body Regulatory Registered No. 02894

Directors: The names of the persons who at any time during the financial year were Directors up to May 2026, are as follows:

Gene Clayton

John Daly

Edward Farrelly

Jennifer Farrelly (*Appointed 22/5/25. Resigned 17/12/25*)

Wendy Hamilton

Alison Hodgson (*Resigned 17/11/25*)

Kathryn Holly (*Chair*)

James Howell

Brendan Kenny (*Appointed 5/12/25*)

Etain Kidney

Suzanne McDonald (*Appointed 22/5/25*)

Barry McKimm

Terry Prendergast (*Appointed 16/4/26*)

Ciara Hackett (*Appointed 16/4/26*)

Secretary Patrick Greene

CEO Catherine Kenny

Independent auditors

Grant Thornton

Chartered Accountants & Statutory Audit Firm

13-18 City Quay

Dublin 2

Ireland

Bankers

Bank of Ireland

College Green

Dublin 2

Ireland

Allied Irish Bank

106/108 O'Connell Street

Limerick

Ireland

Solicitors

Ryan's & Company Solicitors

46 Harrington Street

Dublin 8

Ireland

LEGAL & ADMINISTRATIVE INFORMATION

Name of CEO and Executive Management

Division	Executive in Charge
CEO	Catherine Kenny
Director of Advocacy and Compliance	Pat Greene
Director of Clinical & Therapeutic Services	Naomi Nicholson
Director of Finance	Ken Doyle
Director of Fundraising & Communications	Emma Kilkenny (Resigned) Rachel Murphy (Interim) Eamon Sharkey (Appointed)
Director of Homeless & Community Services	Emma McMillen
Director of People Experience	Tracey O'Malley
Director of Property	David McKenna

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 2025, 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 2025 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

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

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

We have nothing to report in this regard.

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

Opinion on the matters prescribed by the Companies Act 2014

We have obtained all the information and explanations which to the best of our knowledge and belief, we considered 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 Statement of financial position, Statement of financial activities, Statement of changes in reserves and Statement of cash flows are in agreement with the accounting records and returns.

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Directors' report for the financial year is consistent with the financial statements;
- the Directors' report has been prepared in accordance with applicable legal requirements, excluding the requirements on sustainability reporting in Part 28.

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

Matters on which we are required to report by exception

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of sections 305 to 312 of the Act, which relate to the disclosure of directors' remuneration and transactions with directors have not been complied with by the Company. We have nothing to report in this regard.

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 and for the preparation of the financial statements that give a true and fair view.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

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

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: 28th May 2026

STATEMENT OF FINANCIAL ACTIVITIES, INCORPORATING THE INCOME & EXPENDITURE ACCOUNT

for the financial year ended 31 December 2025

	Note	Unrestricted Funds €	Restricted Funds €	2025 €	2024 €
Income from:					
Donations					
Donations and fundraising income		8,003,398	698,466	8,701,864	7,692,025
Charitable activities					
Statutory grants		-	22,927,861	22,927,861	18,754,475
Occupancy & Rental Income		2,367,849	-	2,367,849	2,288,357
Payment & Availability		1,606,789	-	1,606,789	1,293,962
Income from other activities					
Shops		136,414	-	136,414	185,432
Other income		1,521,169	55,293	1,576,462	1,313,745
Total income	6	13,635,620	23,681,619	37,317,239	31,527,996
Expenditure on:					
Raising funds		1,678,768	-	1,678,768	1,472,313
Charitable activities		6,328,979	23,835,036	30,164,015	27,117,196
Other expenditure		1,957,603	-	1,957,603	1,583,765
Total expenditure		9,965,350	23,835,036	33,800,386	30,173,274
Net surplus / (deficit)		3,670,270	(153,417)	3,516,853	1,354,722

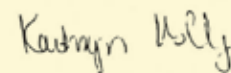
All amounts relate to continuing operations.

The notes on pages 111 to 124 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: 28th May 2026

STATEMENT OF FINANCIAL ACTIVITIES, INCORPORATING THE INCOME & EXPENDITURE ACCOUNT

for the financial year ended 31 December 2025

	Unrestricted Funds €	Restricted Funds €	Designated Funds €	2025 €	2024 €
Net surplus/ (deficit)	3,670,270	(153,417)	-	3,516,853	1,354,722
Transfer to Sinking fund	(936,194)	(360,888)	1,297,082	-	-
Transfer to Restricted and Designated funds	(2,263,487)	1,025,796	1,237,691	-	-
Net movement on reserves and funds for the year	470,589	511,491	2,534,773	3,516,853	1,354,722
Reserves and fund balances brought forward at beginning of the financial year	11,635,527	1,466,824	21,879,524	34,981,875	33,627,153
Reserves and fund balances carried forward at end of the financial year	12,106,116	1,978,315	24,414,297	38,498,728	34,981,875

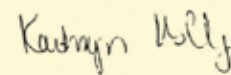
All amounts relate to continuing operations.

The notes on pages 111 to 124 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: 28th May 2026

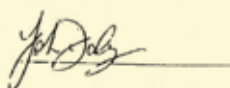
STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

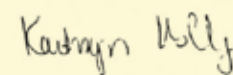
	Notes	2025	2024
		€	€
Fixed assets			
Tangible assets	11	122,743,431	121,057,089
Current assets			
Debtors	12	6,514,803	4,874,827
Cash and cash equivalents	13	18,519,539	14,171,954
		25,034,342	19,046,781
Creditors: amounts falling due within one year	14	(7,264,834)	(4,543,101)
Net current assets		17,769,508	14,503,680
Total assets less current liabilities		140,512,939	135,560,769
Creditors: amounts falling due after one year			
Loans and grants	15,16	(102,014,211)	(100,578,894)
Net assets		38,498,728	34,981,875
Reserves and funds			
Unrestricted funds	19	12,106,116	11,635,527
Restricted funds	19	1,978,315	1,466,824
Designated funds	19	24,414,297	21,879,524
Total reserves and funds		38,498,728	34,981,875

The notes on pages 111 to 124 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: 28th May 2026

STATEMENT OF CHANGES IN RESERVES

As at 31 December 2025

	Notes	Designated Funds							Total Funds
		Unrestricted Funds	Restricted Funds	Building Reserve	Sinking Fund	CALF Loan Reserve	Strategic Reserve	Total Designated Funds	
		€	€	€	€	€	€	€	€
At 1 January 2024		13,686,569	972,477	14,390,991	4,577,116	-	-	18,968,107	33,627,153
31 December 2024 (deficit)/surplus		940,050	414,672	-	-	-	-	-	1,354,722
Transfer to Building Reserve		(1,707,569)	329,675	2,085,212	(707,318)	-	-	1,377,894	-
Transfer to Sinking Funds		(1,283,523)	(250,000)	-	1,533,523	-	-	1,533,523	-
Balance at 31 December 2024		11,635,527	1,466,824	16,476,203	5,403,321	-	-	21,879,524	34,981,875
31 December 2025 surplus		3,670,270	(153,417)	-	-	-	-	-	3,516,853
Transfer to Unrestricted Funds	19	(2,263,487)	1,025,796	(17,005)	(496,231)	750,927	1,000,000	1,237,691	-
Transfer to Sinking Funds	19	(936,194)	(360,888)	-	1,297,082	-	-	1,297,082	-
Balance at 31 December 2025	19	12,106,116	1,978,315	16,459,198	6,204,172	750,927	1,000,000	24,414,297	38,498,728

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

The notes on pages 111 to 124 form part of these financial statements

STATEMENT OF CASH FLOWS

For the financial year ended 31 December 2025

	2025 €	2024 €
Cash flows from operating activities		
Surplus/(deficit) for the financial year	3,516,853	1,354,722
Adjustments for:		
Depreciation of tangible assets	3,920,629	2,498,803
Amortisation of grants	(3,085,161)	(1,744,900)
Gain on disposal of tangible assets	(315,586)	-
Interest charged	434,012	301,056
Movements in working capital		
Increase in debtors	(1,639,976)	(1,126,172)
(Decrease)/increase in creditors due within one year	2,691,613	(1,755,808)
Net cash flows (used)/generated from operating activities	5,522,384	(472,299)
Cash flows from investing activities		
Receipts of government & other grants	3,679,716	14,196,008
Receipts from sale of tangible assets	819,237	-
Purchase of tangible assets	(6,110,623)	(18,244,578)
Net cash flows used in investing activities	(1,611,670)	(4,048,570)
Cash flows from financing activities		
Proceeds of loan from credit institutions	1,161,957	4,122,029
Repayment of bank loans	(376,251)	(314,150)
Interest paid	(348,835)	(241,240)
Net cash flows from financing activities	436,871	3,566,639
Net (decrease)/increase in cash and cash equivalents	4,347,585	(954,230)
Cash and cash equivalents at beginning of financial year	14,171,954	15,126,184
Cash and cash equivalents at end of financial year	18,519,539	14,171,954

The notes on pages 111 to 124 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

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 5 Red Cow Lane, Smithfield, Dublin 7. The nature of the charity's operations and its principal activities are set out in the Directors' Report on pages 14 to 101.

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 28 constitute the individual financial statements of Dublin Simon Community for the financial year ended 31 December 2025.

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, Sinking Fund, CALF Loan Reserve and a Strategic Reserve 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 2025

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 its housing and clinical services. 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 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.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

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

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

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.

The company also holds designated reserves to provide for the repayment of its CALF loan liability, which is repayable at the end of loan term. In addition, a strategic reserve has been designated to fund future projects that are consistent with the company's strategic plan.

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 2025

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

	Unrestricted Funds	Restricted Funds	2024
	€	€	€
Income from:			
Donations			
Donations and fundraising income	6,796,390	895,635	7,692,025
Charitable activities			
Statutory grants	-	18,754,475	18,754,475
Occupancy & Rental Income	2,288,357	-	2,288,357
Payment & Availability	1,293,962	-	1,293,962
Income from other activities			
Shops	185,432	-	185,432
Other income	1,313,745	-	1,313,745
Total income	11,877,886	19,650,110	31,527,996
Expenditure on:			
Raising funds	1,472,313	-	1,472,313
Charitable activities	7,881,758	19,235,438	27,117,196
Other expenditure	1,583,765	-	1,583,765
Total expenditure	10,937,836	19,235,438	30,173,274
Net (deficit)/surplus	940,050	414,672	1,354,722

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

6. Income

An analysis of income is as follows:

	2025	2024
	€	€
DRHE and Local Authorities	12,637,706	10,996,442
HSE	9,582,827	7,079,464
Other statutory funding	707,328	678,569
Donations and funding	8,701,864	7,692,025
Occupancy income & rent receivable	2,367,849	2,288,357
Payment and availability	1,606,789	1,293,962
Other income	1,712,876	1,499,177
Total Income	37,317,239	31,527,996

DHRE and Local Authority Income by region as follows:

	1/1/25	Income	Expenditure	31/12/25
		€	€	
DRHE and Local Authorities	-	11,056,587	(11,056,587)	-
Wicklow and Meath	-	1,095,033	(1,095,033)	-
Louth and Cavan		434,575	(434,575)	
Kildare	-	51,511	(51,511)	-
Total Income	-	12,637,706	(12,637,706)	-

HSE income by region is as follows:

	1/1/25	Income	Expenditure	31/12/25
		€	€	
Region				
CHO Dublin				
South Mid Leinster	-	8,035,060	(8,035,060)	-
CHO Dublin				
North City and County	-	1,547,767	(1,547,767)	-
Total Income	-	9,582,827	(9,582,827)	-

Other grant income by project is as follows:

	1/1/24	Income	Expenditure	31/12/24
		€	€	
Project				
DSP Community Employment Grants	-	388,541	(388,541)	-
EVS Overseas Grant	-	131,530	(131,530)	-
DOE Gap Grant		187,257	(187,257)	
Total Income	-	707,328	(707,328)	-

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

The three income types – DHRE and Local Authority income, HSE Income and other Grant Income above totals the €22,927,861 (2024: €18,754,475) statutory restricted grants on the statement of financial activities.

Community Employment Scheme

Dublin Simon Community received two grants from Department of Social Protection (DSP); the Community Employment (CE) Mainstream which runs from 24 January 2025 to 22 January 2026 and the Community Employment Engagement (CEE) Scheme which runs from 28 October 2024 to 29 August 2025. The CEE Scheme was wound up on 29 August 2025. 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 2025. Grants expended in 2025 were released to income. Any unspent grants were deferred to 2026.

Donor	2025 €	Purpose
Charities Aid Foundation	12,993	Client Development
City of Dublin Education & Training Board	4,452	Aftercare Services - 10-week addiction recovery programme
Dublin City Council - Climate action fund	26,980	Clonskeagh supported accommodation - building works
Dublin City Council - Power up grant	4,000	Dublin Simon Community Shops - energy costs
Dublin City Council	200	Client Development - Scrappy but happy
ESB Electric AID Ireland	9,124	Advance Cardiac Life Support training for nurses and emergency set-up area at Ushers Island
Fidelity Europe Foundation donation- 2nd instalment	65,388	Digital transformation
Smart D8	3,000	Digital Medication Management System
State Street International (Ireland) Limited	16,819	Client Development - Salary & programme costs
The Community Foundation for Ireland	152,500	Research project evaluating service provision
The Hospital Saturday Fund	3,000	Grant for taxi fares for clients visiting Ushers Island
The Ireland Funds	280,421	Salary, training, building works & IT costs for Trauma Informed Practice project

7. Surplus on ordinary activities before taxation

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

	2025 €	2024 €
Depreciation of tangible assets	3,920,629	2,498,803
Amortisation of grants	(3,085,161)	(1,744,900)
Audit Remuneration (including VAT and outlay)		
- Audit fees	41,711	48,376

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 (2024: €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:

	2025	2024
Management and governance	18	18
Human resources	19	15
Fundraising	20	20
Homeless services	467	431
	524	484

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

Their aggregate remuneration comprised:

	2025	2024
	€	€
Wages and salaries	19,618,619	17,305,470
Social security costs	2,113,716	1,835,139
Pension costs	237,905	175,495
Total employee costs	21,970,240	19,316,104

In 2025, thirty-one (31) persons employed by the company worked on its subsidiary (2024: 21), Dundalk Simon Community. Wages and salaries including PRSI amounting to €937,334 (2024: €895,240) and pension costs amounting to €18,280 (2024: €17,229) 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 €134,819 (2024: €132,609).

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 (€)	2025	2024
	€	€
€60,000 to €70,000	23	11
€70,000 to €80,000	7	3
€80,000 to €90,000	2	3
€90,000 to €100,000	2	2
€100,000 to €110,000	2	-
€110,000 to €120,000	-	-
€120,000 to €130,000	-	1
€130,000 to €140,000	1	-
	37	20

10. Retirement benefit costs

	2025	2024
	€	€
Retirement benefit charge	237,905	175,495

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 2025 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 (2024: €Nil).

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

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 2025	96,769,117	41,547,747	101,973	1,222,439	173,621	139,814,897
Additions during the year	3,599,266	2,382,994	38,916	89,447	-	6,110,623
Transfers	73,685	(73,685)	-	-	-	-
Disposals	-	(677,389)	-	-	-	(677,389)
At 31 December 2025	100,442,068	43,179,667	140,889	1,311,886	173,621	145,248,131
Depreciation:						
At 1 January 2025	12,577,992	5,386,890	101,973	529,780	161,173	18,757,808
Charge for financial year	2,960,499	810,099	-	145,530	4,501	3,920,629
Disposals	-	(173,737)	-	-	-	(173,737)
At 31 December 2025	15,538,491	6,023,252	101,973	675,310	165,674	22,504,700
Net book value						
At 31 December 2025	84,903,577	37,156,415	38,916	636,576	7,947	122,743,431
Net book value						
At 31 December 2024	84,191,125	36,160,857	-	692,659	12,448	121,057,089

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 2025

12. Debtors

	2025	2024
	€	€
Trade debtors, net	166,647	175,328
Grants receivable	5,302,864	3,195,477
Prepayments, other debtors and accrued income	1,045,292	1,504,022
	6,514,803	4,874,827

Included within debtor balances are provisions in respect of bad debts for €87,961 (2024: €100,058).

13. Cash and cash equivalents

	2025	2024
	€	€
Cash at bank and in hand	9,579,630	7,301,810
Building reserve bank accounts	6,204,173	5,403,321
Loan reserve bank accounts	750,927	-
Restricted reserve bank accounts	1,984,809	890,822
Capital development fund account	-	576,001
	18,519,539	14,171,954

14. Creditors: amounts falling due within one year

	2025	2024
	€	€
Trade creditors	1,533,890	1,396,349
Taxation	491,091	398,830
Loans owed to credit institutions	396,249	366,127
Accruals and other creditors	4,843,604	2,381,795
	7,264,834	4,543,101
Included in taxation creditors are amounts as follows:		
PAYE / PRSI	491,091	398,830

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 owed to credit institutions are amounts owing to the HFA for €396,249 (2024: €366,127). 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 2025

15. Creditors: amounts falling due after one year

	2025	2024
	€	€
Loans owed to credit institutions	16,611,993	15,771,231
Grants (Note 16)	85,402,218	84,807,663
	102,014,211	100,578,894

Secured loans

Included within loans owned to credit institutions are amounts owing to the HFA for €12,083,834 (2024: €11,384,205) and CALF for €4,528,159 (2024: €4,387,026). 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% (2024: 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

	2025	2024
	€	€
Grants balance at 1 January	97,385,653	83,189,645
Grants received during the year	3,679,716	14,196,008
Grants balance at 31 December	101,065,369	97,385,653
Cumulative amortisation at 1 January	12,577,990	10,833,090
Amortisation charge for the year	3,085,161	1,744,900
Cumulative amortisation 31 December	15,663,151	12,577,990
Net grant balance at 31 December	85,402,218	84,807,663

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 2025 the total outstanding in respect of these grants was €85,402,218 (2024: €84,807,663). 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 2025

17. Loans and debt analysis

Analysis of the maturity of loans is given below:

	2025	2024
	€	€
Amounts falling due within one year		
Loans owed to credit institutions	396,249	366,127
Amounts falling due 1-2 years		
Loans owed to credit institutions	406,588	375,425
Amounts falling due 2-5 years		
Loans owed to credit institutions	1,284,782	1,184,652
Amounts falling due after more than 5 years		
Loans owed to credit institutions	14,920,623	14,211,154
	17,008,242	16,137,358

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 2025. The Interest on Debt is calculated by reference to the underlying loan agreement and the rate applicable at the balance sheet date.

	Debt	Interest on debt	Total
	€	€	€
For the financial year ended 31 December 2025			
Due less than one year	396,249	344,816	741,065
Between one and two years	406,588	334,475	741,063
Between two and three years	417,221	323,841	741,062
Between three and five years	867,561	614,564	1,482,125
In five or more years	14,920,623	5,530,088	20,450,711
	17,008,242	7,147,784	24,156,026
	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

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

18. Analysis of changes in net debt

	At 1 January 2025	Cash flows	Other non-cash changes	At 31 December 2025
	€	€	€	€
Cash at bank and in hand	14,171,954	4,347,585	-	18,519,539
Debt falling due within one year	(366,127)	376,251	(406,373)	(396,249)
Debt falling due after more than one	(100,578,894)	(4,435,304)	2,999,987	(102,014,211)
	(86,773,067)	288,532	2,593,614	(83,890,921)

Cash flow for debt due within one year is the repayment of the debt due in 2025 of €376,251. 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 2025 of €406,373.

Cash flow for debt due after one year is grants and loans acquired and drawn down in 2025 of €4,435,304. Non-cash changes for debt due after one year comprises 2025 grant amortisation, reclassifications of loans due after one year to loans due within one year and 2025 accrued CALF interest of €85,174.

19. Reserves and funds

	Unrestricted Funds	Restricted Funds	Designated Funds	Total
	€	€	€	€
Balance at 31 December 2025	12,106,116	1,978,315	24,414,297	38,498,728

Restricted funds

The restricted funds balance relates to the Capital Development Fund and other Restricted Donations and unspent Restricted Statutory Funds. In 2025, the company did not receive any restricted capital development donations (2024: €280,000) and received other restricted donations of €1,210,636 (2024: €1,060,368). During the year €576,001 (2024: €448,717) was spent on capital investment and €907,176 (2024: €397,305) was spent on other restricted donations. There were unspent restricted statutory funds of €784,032 (2024: €0), leaving a balance of €1,978,315 (2024: €1,466,824).

Designated funds

The designated funds balance is split across a building reserve €16,459,198 (2024: €16,476,203), sinking fund €6,204,172 (2024: €5,403,321), CALF loan reserve €750,927 (2024: €0) and Strategic reserve €1,000,000 (2024: €0).

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 2025 €936,194 and €360,888 was moved to the sinking fund from general funds and restricted funds (2024 €1,283,523 and €250,000).

New designated reserves were created for CALF loan liability €750,927 (2024: €0) and a Strategic Investment reserve €1,000,000 (2024: €0).

The total reserves and funds of €38,498,728 contain cash at bank and in hand of €18,519,539 with the balance in Property assets.

20. Commitments under operating lease

At 31 December 2025 the Company had future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	€	€
Not later than 1 year	380,000	297,734
Later than 1 year and not later than 5 years	590,417	560,712
Later than 5 years	146,068	-
Total	1,116,485	858,446

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended
31 December 2025

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 €1,142,606 (2024: €1,154,051). These were charged to Dundalk Simon Community. Balance outstanding at the end of the financial year was €209,897 (2024: €147,777).

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 (2024: €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 2025 to meet the growing needs of homeless people.

There were capital commitments committed to but not contracted or provided for at 31 December 2025 €10,526,435 (2024: €3,755,096).

25. Contingent liabilities

There were no contingent liabilities at 31 December 2025 (2024: €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 28 May 2026.

PARTNERS AND FUNDERS



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



An Roinn Sláinte
Department of Health



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



PARTNERS AND FUNDERS





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