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**Northside Partnership Company Limited  
by Guarantee**

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

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**Northside Partnership Company Limited by Guarantee**

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**Northside Partnership Company Limited by Guarantee**


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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY,  
ITS DIRECTORS AND ADVISORS**


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For the financial year ended 31 December 2024

Directors	<p>Nessan Vaughan (Chairperson, resigned 7 November 2024)</p> <p>Mary Hickie (Chairperson, appointed 7 November 2024)</p> <p>Cristina Santamaria</p> <p>Alison Gilliland (resigned 25 January 2024)</p> <p>Maria Jackson</p> <p>Louise McGuirk Farrell</p> <p>Jason Keegan</p> <p>Alison Regan</p> <p>Aine Daly</p> <p>Derek Farrell</p> <p>Clodagh Daly</p> <p>Eoin Murphy</p> <p>Stephen Coughlin</p> <p>Dorothee Meyer-Holtkamp</p> <p>Luke Quinlan</p> <p>David Field (appointed 7 March 2024)</p>
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Company registered number	189288
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Charity registered number	20029524
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Tax clearance access number	135481
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Registered Office	<p>Coolock Development Centre</p> <p>Bunratty Drive</p> <p>Coolock</p> <p>Dublin 17</p>
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Company Secretary	Pamela Meates
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Chief Executive Officer	Paul Rogers
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Independent auditors	<p>Azets Audit Services Ireland Limited</p> <p>3<sup>rd</sup> Floor</p> <p>40 Mespil Road</p> <p>Dublin 4</p>
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Bankers	<p>Bank of Ireland</p> <p>60 Malahide Road</p> <p>Coolock</p> <p>Dublin 5</p>
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Solicitors	<p>Mason Hayes &amp; Curran LLP</p> <p>Barrow Street</p> <p>Dublin 4</p>
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## **DIRECTORS' REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

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The Directors (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Northside Partnership CLG (the charity) for the financial year 1 January 2024 to 31 December 2024.

The Directors confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of accounting and reporting by charities: statement of recommended practice (SORP) applicable to charities preparing their accounts in accordance with the financial reporting standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1<sup>st</sup> January 2019).

### **Objectives and activities**

#### **Principal Activities**

Northside Partnership CLG is a local development company working with local people, representatives from communities, the state, employers, trade unions and elected representatives. It is a company limited by guarantee (CLG), with charitable status and is governed by a multi-sectoral voluntary Board of Directors comprising representatives of local community groups, statutory organisations, union, and employer bodies such as the Irish Congress of Trade Unions and the Irish Business and Employers Confederation (IBEC) and key strategic stakeholders such as local educational institutions. Dublin City Council is also represented on the Board.

Northside Partnership CLG works with an ethos of partnership and collaboration with key stakeholders at local, regional, and national level to address social exclusion and poverty.

The principal activity of the company is to work to improve the opportunities for people and communities in north east Dublin to bring about positive changes in their own lives and in their community focusing on the areas and communities experiencing the highest levels of poverty and social and economic exclusion.

Northside Partnership CLG offer a range of programmes and services to support individuals, local organisations, groups, and communities in the areas where we work.

In delivering upon its social purpose, Northside Partnership Company Limited by Guarantee supports people looking for work, students, people starting their own business, children and families, young people, older people, parents and guardians, and childcare providers.

The main object of the Company is to promote, support, assist and engage in

- (a) social development,
- (b) enterprise development
- (c) urban regeneration or
- (d) community development, designed to benefit and promote the welfare of local communities or to deal with the causes and consequences of social and economic disadvantage or poverty.

## DIRECTORS' REPORT (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### Vision, Mission & Values

#### Northside Partnership CLG Vision

Northside Partnership CLG's vision is to contribute to the building of a more equitable society in which individuals have opportunities to express their skills, talents, and abilities through social, cultural, and economic life.

#### Northside Partnership CLG Mission

Working in partnership with individuals, communities, the state and private sector, Northside Partnership CLG's mission is to research, design, develop and implement innovative and high-quality programmes to drive positive change.

#### Northside Partnership CLG Values

Northside Partnership CLG provides integrated supports that are guided by the following values:

- We lead by example in promoting a culture of dignity and respect with a generosity of spirit
- Working in partnership, we deliver and advocate for quality services
- We are accountable to the individuals and communities we serve and our funders

#### Strategy Statement 2019-2024

In developing the company strategy, Northside Partnership CLG consulted with a broad range of stakeholders to identify a number of key principles deemed critical to ensure Northside Partnership CLG can continue to grow, develop, and deliver effective supports to the individuals and communities with whom we work.

The Goals and Objectives set out in the strategy reflect the company's ambition for Northside Partnership CLG, the current breadth of work conducted by the organisation and the needs of the organisation to ensure its continued effectiveness and capacity to respond to emerging needs.

Overall responsibility for the strategic development of Northside Partnership CLG lies with the Board of Directors. Responsibility for managing implementation and meeting the Company objectives is delegated to an executive team and implemented through teams working across focused development programmes, projects, and initiatives.

#### Practice Principles

In reviewing Northside Partnership CLG's values, a comprehensive set of practice principles that guide and inform our work and help us in living our values was developed.

- **Advantaged Thinking**  
Northside Partnership CLG believe that all individuals have abilities in the form of talents, gifts, and strengths; and that by identifying and investing in them we can promote personal growth and development and lever their potential for individual and societal good. Northside Partnership CLG commits to making a positive investment in people to develop their strengths and assets and to invest in creating opportunities in the areas of personal development, lifelong learning, employment, health and wellbeing, family, and community.
- **Community**  
Northside Partnership CLG believe that community, both in terms of place and interest, is a natural forum for human development. Northside Partnership CLG value strong communities that support and nurture human development. Northside Partnership CLG believe that community is a key component of civil society and has a central role in a healthy democracy.

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## DIRECTORS' REPORT (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

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- **Equality & Equity**

Northside Partnership CLG believe in a just and equitable society where each individual has the opportunity to reach their full potential. Northside Partnership CLG believe that all individuals have rights and responsibilities.

- **Empowerment and Wellbeing**

Northside Partnership CLG believe that empowerment of both individuals and communities is key to building a just and equitable society. Northside Partnership CLG recognise the importance of both individual and community wellbeing as a key component of quality of life.

- **Education (Education First)**

Northside Partnership CLG believe that education and lifelong learning are critical to one's life chances and opportunities. We believe that families and communities play a key role in the education and nurturing of individuals in their development. Northside Partnership CLG believe that everyone has something positive that they can contribute to society and the learning environment.

- **Diversity**

Northside Partnership CLG believe that diversity, in all its forms, makes a significant contribution to Irish society and the communities with whom we work.

- **Participation and Engagement**

Northside Partnership CLG believe that employment or participation in meaningful activity is necessary for wellbeing and for an individual to reach their full potential and contribute to society.

- **Ethics and Accountability**

Northside Partnership CLG acknowledge our responsibility to be effective in our work and to be accountable to the individuals and communities with whom we work and wider society.

- **Communication**

Northside Partnership CLG believe that honest, effective communication is critical to our work and in understanding key issues affecting local communities. Northside Partnership CLG believe that individuals and communities need accurate and relevant information to make good decisions.

- **Collaboration & Partnership**

Northside Partnership CLG believe that by working in partnership we can maximise the benefits to the individuals, families, and communities with whom we work. Northside Partnership CLG believe that co-ordination of service delivery at local level is critical to bring about improved life chances for individuals, families, and communities.

- **Environment and Sustainability**

Northside Partnership CLG believe that the environmental resources essential to the well-being and future of those we serve are scarce, valuable and under significant stress. Northside Partnership CLG believe that we have a responsibility to promote the conservation of those resources in all our activities and to maximise the capacity and resilience of the communities with whom we work. Northside Partnership CLG believe that solutions to the challenges faced in our communities must be sustainable from both a human and natural resource perspective.

## DIRECTORS' REPORT (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### Strategic Goals and Objectives

#### **Goal 1 - Investing in People, Investing in Communities**

Under this goal, Northside Partnership CLG will work to ensure the individuals and communities with whom we work, and in particular those most at risk of poverty and disadvantage, have enhanced opportunities to achieve their potential in the areas of social, economic, and cultural life and can contribute to building a better society by:

#### **Objective 1.1 - An Advantaged Thinking (AT) Program Framework**

Embedding Advantaged Thinking across all Northside Partnership CLG programmes and activities by implementing the AT Framework.

#### **Objective 1.2 - A Community Development Offer**

Implementing quality programmes to support Local Community Groups in achieving their social purpose and in creating opportunities for individuals to participate in the economic, social, and cultural life of the community.

#### **Objective 1.3 - A Personal and Family Centred Offer**

Implementing programmes that provide opportunities for personal development and initiatives that focus on building the strength of families.

#### **Objective 1.4 - An Education and Training Offer**

Implementing quality programmes to ensure individuals have enhanced opportunities for lifelong learning.

#### **Objective 1.5 - An Employment and Enterprise Offer**

Implementing quality programmes to assist individuals in achieving sustainable economic independence through employment and self-employment options.

#### **Objective 1.6 - A Social Enterprise Development Offer**

Developing expertise to support existing social enterprises and exploring the scope for other groups to move to this space.

#### **Objective 1.7 - A Health and Wellbeing Offer**

Implementing accessible programmes for individuals to action their health and wellbeing goals

#### **Objective 1.8 - A Connections Offer**

Implementing quality programmes to promote/support participation in the economic, social, and cultural life of the community.

#### **Objective 1.9 - An Advocacy and Campaign strategy**

In recognising structural barriers to economic, social, and cultural participation, we will work with others, through advocacy and campaigns, to help build a more equal society in which all citizens can achieve their full potential.

#### **Goal 2 - Investing in Our People**

Northside Partnership CLG works to ensure our Staff have the behaviours, skills, capabilities, and resources to deliver Northside Partnership CLG's Vision, Mission, Values and Goals by:

#### **Objective 2.1**

## Northside Partnership Company Limited by Guarantee

Implement the Advantaged Thinking practice framework across all Northside Partnership CLG HR practices, policies, and procedures and embed in the organisational culture.

### **Objective 2.2**

Attract and retain Staff that are committed to Northside Partnership CLG's Vision, Mission, Values and Goals.

### **Objective 2.3**

Ensuring employee participation in the planning, design, and implementation of quality programmes.

### **Objective 2.4**

Ensuring all Staff have clear key performance indicators and can connect their work to Northside Partnership CLG's Vision, Mission, and Goals.

### **Objective 2.5**

Developing a Community of Practice (COP) to support the implementation of Advantaged Thinking and the sharing of best practice and collaborative learning amongst Staff.

### **Objective 2.6**

Providing training and development opportunities for Staff that are aligned with Northside Partnership CLG's Vision, Mission and Values and Advantaged Thinking practice framework.

## **Goal 3 - Governance & Finance**

In acknowledging the trust placed in us by our funders, donors, and the communities we serve, we will work to ensure excellence in the areas of Governance, transparency and accountability and the management and stewardship of the resources entrusted to us by:

### **Objective 3.1**

Ensuring a knowledgeable, informed and committed Board is in place to oversee the Vision, Mission, and Values of Northside Partnership CLG.

### **Objective 3.2**

Ensuring compliance with Charities Regulator and Companies Registration Office (CRO) regulatory requirements and completing the Governance Code journey.

### **Objective 3.3**

Maintaining excellence in the management of public and philanthropic funding and resources.

### **Objective 3.4**

Implementing best practice in financial management and oversight.

### **Objective 3.5**

Ensuring compliance with programme criteria and financial guidelines.

## **Goal 4 - Quality Assurance**

In acknowledging the changing landscape within which Northside Partnership CLG operates, and in valuing the importance of quality service and programme delivery, we are committed to enhancing organisational effectiveness and reducing duplication of effort by:

### **Objective 4.1**

Establishing a culture focused on quality and continuous improvement.

### **Objective 4.2**

Benchmarking our practices against recognised standards and achieving an independent quality assurance mark (Q-Mark).

### **Objective 4.3**



## Northside Partnership Company Limited by Guarantee

Investing in systems, processes, and procedures to enhance organisational effectiveness and reduce duplication of effort.

### Programmes Managed and Delivered by Northside Partnership CLG

Northside Partnership CLG has responsibility for the implementation and delivery of the following programmes and projects that contribute to the achievement of our Goals and Objectives:

Programme/Project	Funding Authority
<b>Social Inclusion Community Activation Programme (SICAP)</b>	Dept. Rural & Community Development (DRCD)
<b>Local Area Employment Service</b>	Department of Social Protection (DSP)
<b>Tús (Community Work Placement Initiative)</b>	Department of Social Protection
<b>Healthy Food Made Easy – Section 39 Grant</b>	Dept of Health Promotion and Improvement
<b>Smoking Cessation Project/We Can Quit – Section 39 Grant</b>	Dept of Health Promotion and Improvement
<b>Play Therapy &amp; Family Support – Section 39 Grant, Social Inclusion, Hidden Harm and Slaintecare</b>	Dept of Health Promotion and Improvement
<b>Social Prescribing</b>	Dept of Health Promotion and Improvement
<b>Health &amp; Wellbeing – Community Nutritionist</b>	Dept of Health Promotion and Improvement
<b>Parenting Programme</b>	Dept of Health Promotion and Improvement
<b>Living Well Programme</b>	Dept of Health Promotion and Improvement
<b>Empowering Communities</b>	Dept. Rural & Community Development (DRCD), Children and Young People's Service Committee (CYPSC)
<b>Area Based Childhood</b>	Tusla
<b>Scaling and Expansion of PFL Home Visiting</b>	Tusla
<b>Chicago Home Visiting Project</b>	University of Chicago
<b>Talk Boost Packs</b>	National Lottery Grants Scheme
<b>Labour Inclusion Programme</b>	The City of Dublin Youth Service Board, The City of Dublin Education and Training Board, Dublin Northeast Drugs & Alcohol Task Force
<b>Challenger Programme</b>	Dept. of Further and Higher Education, Research, Innovation and Science, The Community Foundation of Ireland
<b>Prevention &amp; Early Intervention Network (PEIN)</b>	Tusla, Dept. of Foreign Affairs
<b>Community Outreach Lifelong Learning Hubs</b>	DCU - Higher Education Authority
<b>Listen Project</b>	Tusla, CYPSC
<b>Young Community Leaders</b>	The Irish Youth Foundation – Coca Cola Thank You Fund, ESB Energy for Generations
<b>National Traveller &amp; Roma Inclusion Strategy – STAR Programme</b>	Dept. of Children, Equality, Disability, Integration and Youth (DCEDIY), DCU – Higher Education Authority, Tusla
<b>Solas REACH Fund – Adult Literacy for Life</b>	The Department of Further and Higher Education, Research, Innovation and Science

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<b>New Communities</b>	Dept. Rural & Community Development (DRCD), Tusla, Dept. Of Health, Dept. of Children, Equality, Disability, Integration and Youth (DCEDIY), CYPSC, St. Stephen's Green Trust
<b>Belmayne/Clongriffin Community Support</b>	Tusla
<b>Education Support Fund</b>	Northside Homecare Services
<b>Aramark Building Community Initiative</b>	Aramark & Social Current
<b>Community Climate Action Fund</b>	Dept. of Environment, Climate & Communications, Dublin City Council
<b>New Beginnings</b>	Tusla, SOLAS
<b>Facilitated Dialogue in the Community</b>	Community Foundation of Ireland
<b>Community Safety Fund</b>	Department of Justice

## Achievements and Performance

### Key Performance Indicators

Under each goal, specific operational plans, with key performance indicators, are set out on an annual basis. These plans highlight how each programme area and staff member contribute to the specific goal and overall work of Northside Partnership CLG in achieving its social purpose. This enables follow through to delivery and monitoring.

Northside Partnership CLG demonstrate, through the Board, management and employee teams, our commitment to achieving results against set targets and benchmarks with a focus on prioritising resources to progressing the identified Strategic Objectives.

Northside Partnership CLG demonstrate, through the Board, management and employee teams, our commitment to achieving results against set targets and benchmarks with a focus on prioritising resources to progressing the identified Strategic Objectives.

Key to this commitment is the level of quality engagement with participants, funding bodies and stakeholder organisations in the design, development, communication, management and monitoring of programmes, projects, and initiatives.

In 2024, Northside Partnership CLG managed and implemented a variety of different programmes, projects, and initiatives in line with the company Vision and Mission, which were supported through funding from a range of different local, national and EU sources. More detail is available in the Grant Information note of the Financial Statements.

The programmes and projects delivered supported progress toward the Goals and Objectives of Northside Partnership CLG.

### Summary of 2024 Activities

#### Objective 1.1 - An Advantaged Thinking (AT) Program Framework

In delivering its services and supports Northside Partnership CLG operates an integrated, holistic service model in which the full suite of supports is available to each person subject to their needs thus enabling greater synergies across programmes, enhanced outcomes for our beneficiaries and value for money for our funders.

In 2024 several organisations approached NSP about Advantaged Thinking training and following discussions with the Foyer Federation (UK) and Colin Falconer, Advantaged Thinking training took place in April with Dublin Northwest Area Partnership as the host organisation. Staff from Northside Partnership, Wexford Local Development and Donegal Local Development Company participated in the training.

We also met with the Foyer Federation in early 2024 to give a testimonial about our work towards becoming an AT organisation.

As part of our commitment to quality and practice we have also focused on alignment of ISO 9001 and AT within NSP. NSP's Director of Services provided an induction workshop to new NSP staff on Advantaged Thinking.

#### Objective 1.2 - A Community Development Offer

## Northside Partnership Company Limited by Guarantee

A key focus of this offer is to strengthen and support the infrastructure of local community and voluntary organisations that provide essential services and supports across the catchment and are a key element of the social inclusion network of the community.

### Our Work with Local Community Groups

As part of our SICAP 2024 Annual Plan, support was provided to local community groups to build HR capabilities. This is in recognition of the critical role local community groups play in providing quality work placement opportunities for individuals experiencing long term unemployment, social exclusion, and poverty.

Topics covered included:

- Absence Management Process
- Updates on Employment Law
- Managing Addiction and Absence
- Updating Contracts of Employment
- Payment During Sick Leave
- Organisation of Working Time Act
- Complex Investigation Guidance
- General HR Advice

Throughout 2024 Northside Partnership CLG continued to support Local Community Groups with funding applications. Two grant writing workshops were held with 9 Local Community Groups in attendance.

In 2024 we collaborated in developing workplans for 51 Local Community Groups. In working with groups, we identified goals and areas of collaboration and support throughout the year and ran network meetings to facilitate this. Staff wellbeing, coaching, business planning and governance, HR and funding were the most common themes we discussed with Local Community Groups.

Training was provided to 34 Local Community Groups throughout the year. Topics covered were:

- Human Resources Workshop
- Employment Law
- Stress Management & Wellness Workshop
- CRA Governance Code
- Grants & Funding
- Continuation of Photo Voice Modules
- Managing Conflict Training
- Charities Amendments Act 2024
- Trauma-informed training
- Managing Challenging Conversations

### Pilot Coaching Programme for Leaders in Local Community Groups

A pilot coaching programme, delivered in conjunction with the Irish Coaching Federation (ICF), was completed in 2024. Through this initiative four coaches from the ICF volunteered their time to coach a representative from four local community organisations. Three out of four organisations found the process a very positive experience.

### Northside Community Forum

Three meetings of the Northside Community Forum were facilitated during 2024 with representation from 28 Local Community Groups. 2024 was a challenging year for NCF as the Forum was at the forefront of organizing community engagements regarding ongoing protests at the site of the former Crown Paints factory.

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Throughout 2024 the Forum was a key mechanism to mobilise and co-ordinate a community response to ongoing disruptions and protests around the site on the Malahide Road. In responding to the protests, the Forum released a statement calling on the government to adequately invest in the statutory, community and voluntary sector. The statement also recognised people's right to protest but expressed concern when protests target vulnerable people.

Supporting integration and reconnecting and building connections in the community were the main themes of the Forum meetings in 2024. Northside Partnership secured independent funding through Community Foundation Ireland, on behalf of NCF, to organise this facilitated dialogue process and contracted Community Action Network (CAN) to facilitate this.

Dialogue meetings were held with Local Community Group managers, business interests, hotel residents, the Gardai, a Residents Committee, and people involved in the protests as a means of building collective understanding, and collective capacity to have difficult conversations and share different perspectives.

### **Belmayne/Clongriffin Research**

The "Forgotten Communities" report was a useful tool in 2024 to leverage additional supports needed in the community. The Belmayne/Clongriffin Network was a valuable space for organisations to come together to share information, ideas, and resources in meeting the needs of the community and encouraging residents' involvement. Northside Partnership continued to support the network and advocate on behalf of the community for increased services and supports and the need for community space in the area.

Additional supports secured for the area included:

- 2 Full Time Youth Workers (Foroige)
- 2 Home Visiting Mentors to support families in the area
- Funding from CYPSC for Halloween and Christmas community events.

### **New Communities**

In 2024 a New Communities Network was formed with special focus on new arrivals which included representation from local community and statutory organisations. The network held five meetings in 2024 allowing a space for knowledge sharing and planning.

Training needs were identified which resulted in Comprehensive Cultural Competence training being available to all members.

A Share a Meal initiative emerged from the network and the first event was hosted in Baldoyle FRC with community kitchen groups and other members bringing a dish to share. The theme of this integration afternoon was 'Sharing the Harvest' and was launched by the Lord Mayor of Dublin.

### **Empowering Communities Project**

The Empowering Communities Programme (ECP), funded by the Department of Rural and Community Development began in autumn 2022. Based in the Darndale area, with a specific focus on Priorswood C, the programme aims to empower local communities to craft their own response to social exclusion. The intention is to enhance vibrant, sustainable, inclusive, empowered, and self-determining communities that grows the social, cultural, and economic well-being of all.

The Empowering Communities programme made great progress in 2024, exploring a wide range of activities in the Darndale area, including:

- Darndale Safety Forum
- Connecting Youth project
- Storytelling Event
- Women of Worth Group

## Northside Partnership Company Limited by Guarantee

- Swap Shop
- Community Food Club pilot
- Get the Message Out – Another Way 5K
- Community Fair
- Christmas Fair
- Community Walking Challenge
- OLI School Enhancement Project and Back to School kits.

### Place Based Leadership Programme

Following the success of the pilot Place Based Leadership programme, Northside Partnership worked to develop a follow-on programme to facilitate interagency work and collaboration. A Leadership Development programme is planned for 2025.

### Creative Places Darndale

The aim of the Creative Places Darndale initiative is to increase engagement with the arts for residents of the area and to enhance community arts capacity. In 2024, Northside Partnership became the administrative body for the programme.

## Objective 1.3 - A Personal and Family Centred Offer

### Preparing for Life

The goal of PFL is to support parents to nurture children, so the child, the family and the community can thrive. We do this through:

#### Home Visiting

PFL supported 100 families with Home Visiting in 2024. The Home Visiting programme is now delivered in 13 sites nationally. The Home Visiting team excelled in planning and rolling out events throughout the year. Events included an Easter Coffee Morning, Photography sessions, Christmas Coffee Morning, PFL Graduation and multiple successful Playful Parenting mornings.

### Parenting Programmes

#### Triple P

The following Triple P programmes took place in 2024:

- Seminars & Discussion Groups with 65 attending
- Eight Week Group Programme with 35 individuals
- Nine week Stepping Stone Programme with 25 individuals

### Playful Parenting Workshops

Playful Parent Mornings were designed to empower parents to create playful learning experiences at home. During these sessions, parents and their children participated in interactive workshops held at Coolock Library.

In 2024, a total of 6 Playful Parent Mornings were held with 66 families attending, covering the following topics:

- Sensory Play
- Social Skills
- Language through Play
- Music and Movement
- Sensory Play in Edenmore
- Music and Movement

## Northside Partnership Company Limited by Guarantee

### Circle of Security

Circle of Security (COS) is an eight week group parenting programme that focuses on attachment, emotional awareness, and connections. Four sets of the eight week group took place in 2024 with a total of 30 individuals participating.

### PEEPS

PEEPS is a manualised approach to providing parent and baby groups using fun, interactive activities that promote cognitive development, socio-emotional development and promote language and literacy. Peeps ran for the whole of 2024 with the last session being held in mid December with 40 participants taking part.

### Objective 1.4 - An Education and Training Offer

Education gives people better chances of getting work, taking part in their communities and leading active and independent lives. We know that in large parts of the areas where we work, educational achievement levels are below the national average. We work together with education providers, parents, students, and communities to improve this.

### Challenger Programme

The Challenger Programme works to keep students in school and support them in preparing to progress to leaving certificate and 3rd level education. In 2024, nineteen students, who had completed the Challenger Programme, moved to third level education and twelve into Post Leaving Certificate courses. A further eight progressed into apprenticeships and one directly into employment. 24 parents of Challenger children completed the STEP's personal development programme in 2024.

An external evaluation of the Challenger Programme is ongoing, with completion expected by early 2025.

### ComMUniversity

ComMUniversity is a chance to learn about interesting 3rd level subjects through informal weekly discussions. The ComMUniversity programme offers adults the chance to do a free university level 7 course through their local library – without the need to do exams or projects. Established in 2012, the programme collaborates with Maynooth University and Coolock Library.

26 participants completed six modules between February and May 2024. The subjects covered were a Taster Session, Criminology, Local History, Career Guidance, Sociology and Psychology.

The Communiversity Programme was shortlisted for the AONTAS STAR Award 2024 in the category of Adult Learning Initiatives that Support Third-Level Access and Engagement. On 8th March, the programme received the award during a ceremony at Croke Park, highlighting its recognition alongside other excellent learning programs throughout Ireland.

### Education & Career Guidance

Our Education and Career Guidance service supported 242 people who were at various stages in their life to explore the education and career choices open to them. During 2024 Northside Partnership CLG facilitated Safe Pass training for 20 students in Chanel College, Coolock equipping them with important qualifications for summer apprenticeship opportunities in construction.

In March 2024 Northside Partnership CLG hosted an Apprenticeship Fair in the Northside Civic Centre promoting alternatives for individuals struggling to find jobs or attend college for over 300 attendees. Twenty employers participated in the event.

### Preparing for Life, Early Years Team – Building Big Futures

Building Big Futures is a professional development programme created to support community Early Years (EY) settings across the Northside Partnership catchment area. The programme has been developed in consultation with all Early Years Settings in our area. The Programme provides training, mentoring and implementation support to staff in a more accessible, strengths-based approach.

## Northside Partnership Company Limited by Guarantee

In 2024, eight Early Years (EY) services participated in the Building Big Futures programme.

Over the course of three cycles in 2024, services engaged in the following components:

- Learning through Play
- Partnership with Parents
- Outdoor Environments
- Planning and Assessment

A total of 32 sessions were delivered, engaging approximately 95 educators throughout the programme.

### **Higher Education Financial Supports**

Northside Partnership CLG offers a range of financial support to students and families with low incomes. In 2024 Northside Partnership CLG supported students in full-time and part-time programmes including students studying outside the greater Dublin area and students following master's programmes. 191 students received financial assistance which totalled €86,877. These grants are funded from our Social Inclusion Community Activation Programme, donations, and fundraising.

### **Labour Inclusion Programme**

The Labour Inclusion Programme is a one-to-one education and training programme which offers a full range of supports to assist individuals recovering from addiction towards sustainable employment through personal development, guidance, training, and career path planning.

In 2024, we supported three participants in full time education and 20 participants in part time education. In addition, 16 participants per month received one-to-one Life Coaching.

### **Financial Capabilities**

The Financial Capabilities programme is designed to build capability and confidence in everyday financial matters. In 2024, Northside Partnership further refined the Financial Capabilities programme which was developed in collaboration with TASC and JP Morgan Chase. This entailed the development of a specific programme and workbook for individuals living with intellectual disabilities entitled "Financial Capabilities for All."

Training was delivered to various national Partnerships and the HSE Disability Services.

### **Outreach Education Hubs - Pathway to Primary School Teaching**

During 2024 the Community Learning Hubs Co-ordinator supported students accessing and progressing into suitable teaching qualifications. This project supports students who are interested in Primary school teaching and teaching in general as a career. This project provides extra supports in Irish language along with other supports in English, Maths, French, and Biology.

2024 student progression was:

- Post Graduate master's in education (Primary Teaching) – 2 Students

### **STEPS Programme**

STEPS is a personal development programme that enables participants to take a unique perspective and find new opportunities to make more of their potential. Northside Partnership CLG ran five STEPS courses in 2024 with a total of 82 participants attending.

### **STAR Project**

The STAR project, supported through the National Traveller & Roma Inclusion Strategy, aims to help the children of Traveller and Roma families in North Dublin get the most out of school. The STAR team worked with 135 individual students and families providing direct support and encouraging and



## Northside Partnership Company Limited by Guarantee

promoting school attendance and progression. Throughout 2024 priority was given to new referrals, home visits, and building relationships with families and schools to address attendance issues.

We supported and encouraged families to improve communication and their relationships with schools and linked them with community support services. We also supported families with general queries including school transfers, school applications and navigating other paperwork and applications processes.

### **Young Community Leaders**

Young Community Leaders develops the leadership capacity of young people living in the Northside Partnership CLG catchment area. In 2024 NSP partnered with Kilmore West Youth Project (KWYP) in delivering the Young Community Leaders programme.

A total of 14 young people are enrolled on the programme in 2024.

### **New Beginnings**

Northside Partnership developed New Beginnings to support young people transitioning out of care. In 2024 we collaborated with Anew in supporting 9 young lone parents who were transitioning out of care with 7 achieving QQI Level 3 Personal Effectiveness.

## **Objective 1.5 - An Employment and Enterprise Offer**

### **Enterprise Supports**

Northside Partnership CLG's Enterprise Team provide start-up enterprise supports for unemployed individuals seeking to start their own business. Given the high levels of employment in Ireland referrals to our Enterprise supports reduced in 2024. A total of 132 individuals registered for our supports with 104 participants availing of additional support. 53 new businesses were set up.

Northside Partnership delivered 21 training sessions for Enterprise participants during 2024. This training took place every six weeks and covered Business planning, Finance and Taxation and Marketing Your Business. In addition to these sessions, we held an annual tax return workshop and various one to ones for individuals who required additional support in the areas of cashflow and taxation.

### **Pathways to Progression**

From May 2024, Northside Partnership offered group training and one-to-one coaching in CV and cover letter creation, mock interviews, career guidance and job searching. Monthly group workshops took place on CV preparation, Job Searching and Interview Skills. Our Employment and Training Officer supported 110 individuals in 2024.

### **Local Area Employment Service (LAES)**

Northside Partnership CLG implements the LAES under contract to the Department of Social Protection. The service provides one-to-one guidance and employment supports to long term unemployed participants farthest from the labour market. The primary focus of the service is to support individuals experiencing long term unemployment in finding work. Key Performance Indicators are set by the Department of Social Protection and participants are referred directly by the Department to Northside Partnership.

## Northside Partnership Company Limited by Guarantee

### Northside Partnership LAES Year 2 Stats - Sept 2023 to August 2024

	Target	Output	Status
1	90% of referrals will Start the Service	97%	Overachieved
2	80% of referrals to complete a Personal Progression Plan (PPP)	98%	Overachieved
3	20% of clients who complete a PPP will enter and sustain 17 weeks employment of 30hrs+ per week	6%	Under Achieved*

\* Many of the individuals referred to the LAES by the Department of Social Protection experience significant barriers to employment and require intensive supports, often over a longer period than is currently available under the current LAES model.

During 2024 we supported 448 individuals referred to the LAES progress to various Education and Training opportunities and Employment Programmes such as Community Employment and Tús Schemes.

### Tús Community Work Placement

Tús is a community work placement programme that offers quality work experience in community organisations for people who have been out of work for over one year. 2024 marked the lowest referral numbers since Tús began in 2011, with a 60–70% drop in recent years. Despite this, the Tús Team maintained operations at 50% of their target, though insufficient DSP referrals nationwide posed challenges in backfilling roles.

In total 62 individuals were supported in attaining a quality work placement opportunity through the Tús programme.

Tús has provided participants with critical skills, confidence, and opportunities for professional growth. Highlights include:

- Skill Development: Participants appreciated practical training like Manual Handling, STEPS, and First Aid.
- Personal Growth: Many cited increased confidence, therapeutic benefits, and renewed career direction.
- Community Impact: Gardening and community-focused roles offered rewarding experiences.

### Objective 1.6 - A Social Enterprise Development Offer

#### Social Enterprise Supports

Northside Partnership CLG supports the development of Social Enterprises within our catchment. In 2024, mentoring supports were provided to 3 Social Enterprises. Through our interactions with Social Enterprises, some areas of concern came to light: lack of funding being made available to support the development of Social Enterprises and the need for capital funding.

In 2024 a meeting was held with SERI (Social Enterprise Republic of Ireland) to discuss the challenges facing Social Enterprises in the Dublin region. Some Key findings from the meeting included:

- Funding Challenges
- Advocacy and Policy Needs
- Workforce and Volunteer Struggles

### Objective 1.7 - A Health and Wellbeing Offer

#### Perinatal Supports

During 2024, 146 parents participated in Baby Massage groups and 48 participated in weekly breastfeeding support groups.

## Northside Partnership Company Limited by Guarantee

Additional supports during the year included:

- Babybunch (Perinatal peer support Café)
- Weaning Workshop
- End of year celebration with Storytime, Lamh Workshop and Children's entertainer

The Building Baby from Head-to-Toe programme focuses on improving parents' confidence and understanding of the importance of infant mental health whilst endeavouring to strengthen the parent child attachment relationship.

2024 progress included:

- Professionals Trained: 25 individuals
- Workshops Delivered: 96 parents nationally

### **Infant Mental Health Network**

Throughout 2024 the Infant Mental Health Network continued to play a vital role in fostering interdisciplinary collaboration and reflective practice among professionals in the Dublin Northeast Area. The network's activities were informed by the guidelines and principles of the Irish Association for Infant Mental Health (IAIMH), ensuring best practices in promoting secure parent-child relationships and early childhood development.

Number of Sessions Delivered: 10, covering topics such as:

- Reflective Practice
- Infant Mental Health through a Multicultural Lens
- Ghosts in the Nursery
- Socioemotional Play
- Psychological Impact of Diagnosis on a Parent of a Child with Additional Needs
- Domestic Violence
- Infant and Early Childhood Sleep

Number of Members: 23, comprising health, education, and social care professionals from the Dublin Northeast area.

### **Play Therapy**

Play Therapy is the developmentally appropriate equivalent of counselling for children. In 2024, our Play Therapists worked with 52 families, allowing them to express complex emotions and experiences through play rather than words. Work continued in local primary schools, however funding for St. Francis Junior School ended in 2024.

Our annual summer programme at NZone in Kinsealy ran throughout July and saw the participation of 49 children, all selected by local Drug and Alcohol Task Force Projects.

### **Community Food and Nutrition**

The Community Nutritionist worked to build nutrition capacity, knowledge, and skills across communities and to support the delivery of workshops and programmes to a range of key targeted groups in the community, based on the national Healthy Eating Guidelines - Healthy Food for Life.

Key achievements in 2024 included:

- Delivery of nutrition talks for a wide range of groups, including older adults, women's groups, parents, refugees, individuals in temporary accommodation, and mental health services.
- Special sessions for Irish Traveller Primary Healthcare Workers and Marino Men's Shed
- Community Food Club pilot (10 weeks, Doras Bui): Themes included financial wellbeing, stress management, horticulture, and cooking demos. Participants received resources like vouchers and fresh produce.
- Developed a Roma cookbook and launched "A Taste of Home" recipe box.

## Northside Partnership Company Limited by Guarantee

- Organisation of a "Healthy Eating Week" featuring five events dedicated to promoting nutrition and healthy eating habits within the community.
- Provision of Food Bank Support in Darndale

### Healthy Food Made Easy

The Healthy Food Made Easy (HFME) Programme is a basic nutrition and cookery course that helps people to change to a healthy diet, plan meals on a budget and make easy to cook meals.

Key achievements in 2024 included:

- 34 Healthy Food Made Easy (HFME) programmes were completed.
- 15 were within the targeted Healthy Communities (HC) area.
- 19 were in the wider community and four of these were delivered online.

### Small Talkers Speech and Language Groups

Our Senior Speech and Language Therapist (SLT) redeveloped and piloted Small Talkers, a fun and interactive parent-child group, that introduces evidence-based (and current best practice) strategies that supports a child's communication development. This group was piloted with a pre-established PEEPs group and within an Early Years setting.

### Walk and Talk Groups

Our Senior SLT also developed and piloted a Walk and Talk group in two Early Years settings. 7 sessions delivered in total. The group's focus is to support children's communication skills when out exploring our local community. The group targeted 3 principal areas of communication development: attention and listening, vocabulary development and conversational skills.

### Smoking Cessation Programme/We Can Quit

The Stop Smoking/We Can Quit Programmes offer support to people who wish to quit smoking in the areas where we work. We deliver this programme in partnership with the Health Services Executive.

Key achievements in 2024 included:

- We supported 52 individuals on their journey to quit smoking
- We ran two Smoke Free Homes competitions with 52 homes taking part
- Courses were delivered to staff of local businesses and community groups
- The Stop Smoking Team and the HSE smoking advisory service collaborated with a local Shopping Centre for National No-Smoking Day to host an information stand
- Four We Can Quit courses were delivered – two within the Healthy Communities catchment and two in the wider HSE/NSP catchment area.

### New Communities

Throughout 2024, Northside Partnership CLG supported new communities in accommodation centres in our area. We have supported the integration of new communities into the local community through sport and recreation activities.

Supports provided during the year were:

- The provision of 49 Baby bundle packs to expectant mothers. This initiative, delivered in collaboration with the PFL Team, also included baby massage, PEEP sessions, home visits, and playmats support.
- Six family trips in July
- Community Kitchens running in three locations.
- Nine children participated in local Summer Camps
- Delivery of education supports – literacy classes and STEPS programme. Approximately 271 conversation classes took place in 2023 across 12 sites supported by approximately 40 volunteer tutors.
- Employment Supports -CV and Job Supports. Safepass, manual handling, security, and forklift training
- Fáilte Isteach – 241 English language sessions

## Objective 1.8 - A Connections Offer

### Social Prescribing

Social Prescribing helps to improve people's mental, physical, and social health by connecting them to local, non-clinical services, through the voluntary and community services.

2024 was a busy and successful year for Social Prescribing. Our annual target was 100 but we received 151 referrals in total. Participants were met on a one-to-one basis, and all were linked into local community-based services with the hope of improving their overall health and wellbeing and we maintained strong links with other community services.

In 2023, we set up a pilot Mindfulness/meditation course. These courses continued in 2024 and proved to be extremely popular.

### Integrated Services

Northside Partnership CLG believe in an integrated approach to the services we deliver. Integration means combining, bringing together, or integrating our shared values, guiding principles, shared vision, staff, projects, training, programmes, and activities to ensure that when people engage with our services they are engaged with as a "whole Person" and they can seamlessly access all the relevant services and supports available across Northside Partnership"

## Objective 1.9 - An Advocacy and Campaign strategy

### Belmayne / Clongriffin

The Belmayne/Clongriffin Network is a valuable space for organisations to come together to share information, ideas, and resources in meeting the needs of the community and encouraging residents' involvement. We continued to support the network and advocate on behalf of the community for increased services and supports and the need for community space in the area.

### Empowering Communities Programme (ECP) National Network

The network provides an opportunity for peer support amongst ECP funded staff and a forum for discussing common themes and ideas.

### Get The Message Out Campaign

In promoting awareness of services and supports available in the Darndale Priorswood area, Another Way 5k parkrun has become an annual event and helps to raise awareness and support young people who are at risk of getting involved in taking drugs and criminal networks.

### Infant Mental Health Network

The Dublin Northeast Infant Mental Health (IMH) Network consists of 23 active members, from a wide range of health, educational and social care services based in the Dublin 5, 13 and 17 areas. The group met monthly to reflect upon topics relating to Infant Mental Health.

## Northside Partnership Company Limited by Guarantee

### Social Inclusion Community Activation Programme (SICAP)

2024 was the first year of the new SICAP contract, 2024 to 2028. Core funding was increased by 7%, and while our new communities funding was initially reduced by 43%, we submitted a successful appeal to reinstate funding in line with the needs of the community. The increase in the 2024 SICAP budget was most welcome as this allowed NSP to partially address one of the key challenges facing community and voluntary organisations which is that of staff retention.

The 25% cap on administration continues to be a challenge as the cost-of-living impacts on utilities, rent and the costs of doing business. Even with the additional budget there are increasing compliance requirements and demands placed on organisations such as NSP regarding CRA compliance, GDPR and Health and Safety which increasingly require professional and qualified staff.

We worked with Doris Bui to increase lone parent supports to the Belmayne Clongriffin area and with SpeedPak to explore opportunities for International Protection Applicants who are residing in the facility in Santry.

### Cost of Living Crisis

The cost-of-living crisis has continued to impact Northside Partnership CLG's finances. Donations, subscriptions, and other income sources have reduced with few funders allocating additional funds to tackle the rising costs faced by the organisation. The effect of rising inflation on energy prices and goods and services meant funding received did not go as far as it once did. And while deposit interest rates remain incredibly low, the impact has been a loss in value of our reserves.

Prior to the economic crash of 2008 Northside Partnership CLG staff salary scales were aligned with public sector pay scales. This link was broken following the economic crash. Northside Partnership CLG is unable to match the Public Sector pay increases awarded to Public Sector staff. This has impacted on our ability to attract, recruit and retain staff when competing with higher salaries offered by the Public Sector.

On 17<sup>th</sup> October 2023, following negotiations facilitated by the Workplace Relations Commission it was agreed with representatives of FORSA, INMO & SIPTU that all Section 39, 56 and 10 employees would receive a pay increase as follows:

- o An Increase of 3% backdated to 1st April 2023
- o An Increase of 2% from 1st November 2023
- o An Increase of 3% from 1st March 2024

Northside Partnership CLG receive funding from the HSE and Tusla for Section 39 and 56 employees. In 2024, we worked with both funders to secure funding to honour the agreement for our staff. The process was arduous and drawn out, but we were able to pay the increases to all staff across Northside Partnership. It was the decision of the Board to apply the increases to all staff, not just those funded by Tusla and the HSE.

In March 2025, a 2<sup>nd</sup> ruling was issued by the Workplace Relations Commission for further a 9.25% pay increase for Section 39, 56, 40 and 10 employees.

The pay terms are backdated to start from October 2024 with implementation over a two-year period to the end of 2026:

- o 2.25% on 1 October 2024
- o 1 % on 1 April 2025
- o 2% on 1 November 2025
- o 2% on 1 April 2026
- o 2% on 1 October 2026

## Northside Partnership Company Limited by Guarantee

### DIRECTORS' REPORT (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

#### Financial Review

Northside Partnership CLG recorded an unrestricted surplus of €6,031 (2023: deficit of €250,725).

LAES Year 2 surplus income of €164,323 has been deferred to year 5 of the contract in line with the budget submitted to the Department of Social Protection and the mechanism for covering year 5 expenditure.

The most significant events, having a material impact in the reporting period was the continuation of recently established programmes: Empowering Communities, Local Area Employment Services (LAES), Health and Wellbeing, SICAP Ukrainian and CYPSC Ukrainian Supports. Work on these programmes continues in 2025 and beyond.

	2024	2023
Total Expenditure	€6,790,959	€6,511,881
Support Costs	€86,111	€105,283
Governance	€42,616	€42,253
Cost of Generating Funds	-	-
Programme Delivery	€6,662,232	€6,364,345

At the end of 2024, the net assets of Northside Partnership CLG were €1,077,039 (2023: €1,071,008).

	2024	2023	Change
Net Movement in funds	€6,031	(€250,725)	€256,756
Income for the year	€6,796,990	€6,261,156	€535,834
Restricted Funds Balance	€647,928	€815,055	(€167,127)
Unrestricted Funds Balance	€429,111	€255,953	€173,158

Reserves in the amount of €1,077,039 were in place for the following purposes:

- To ensure the company can continue to provide a stable and quality service.
- To meet contractual liabilities should the organisation have to close including amounts due to creditors and other legal commitments.
- To meet unexpected costs such as maintenance and building repairs

Of the total funds in the amount of €1,077,039 (2023: €1,071,008), €647,928 (2023: €815,055) was restricted and not available for the general purposes of Northside Partnership CLG at the end of the reporting period.

Northside Partnership CLG in managing local, national and EU funding complies with international best practice in the management of public funding. Systems used, such as Statement of Recommended Practice, produce recognised accountability and transparency.

Northside Partnership CLG applies high standards of integrity, accuracy, transparency, reliability, confidentiality and proper disclosure and presentation.

Northside Partnership CLG accounting administration is based on:

- Recognised accounting principles, which have been translated into clear practical procedures.
- Public accountability
- EU and State funding conditions



## Northside Partnership Company Limited by Guarantee

The principal risk facing Northside Partnership CLG is that it is dependent upon government funding for the continued delivery of services and supports however the company is confident that it will continue to provide a range of services and supports required to address social exclusion and inequality.

### Going Concern

The Directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

### Plans for Future Periods

In 2025, Northside Partnership CLG plans to continue working on our core activities of providing services and programmes, delivering education, training and employability initiatives and health supports. Northside Partnership CLG will continue to deliver an integrated services approach to the Dublin 3, 5, 13 and 17 area.

Key areas of work in 2025 will be:

- Ensuring compliance with relevant legislation, best practice, and our commitment to quality assurance
- Maintaining compliance with the Charities Regulator Governance Code
- Complete a review of the company's Financial Policies and Procedures
- Continuing to embed our Advantage Thinking practice approach across the organisation
- Further develop and enhance the company's IT infrastructure including the completion and roll out of a bespoke client centred relationship management software solution
- Continued development of our person-centred integrated service delivery model
- Complete a Board Performance Review

### Structure, Governance and Management

Established in 1991, Northside Partnership CLG is a Local Development Company, limited by guarantee with charitable status. Northside Partnership CLG is governed by a voluntary Board of Directors with members drawn from local community groups, statutory organisations, union, and employer bodies such as the Irish Congress of Trade Unions and the Irish Business and Employers Confederation (IBEC) and key strategic stakeholders such as local educational institutions. Dublin City Council is also represented on the Board.

The Board establishes policies, priorities and provides strategic direction to the organisation. Activities are overseen by the Board of Northside Partnership CLG to a comprehensive set of standards, procedures and policies that cover governance, programme requirements, financial, HR and Health & Safety management. This ensures compliance with public funding requirements on programme delivery, procurement, financial management, monitoring, evaluation, processing of data and funding apportionment.

### Recruitment and Appointment of Board Members

Northside Partnership CLG is governed by members of the Board who are appointed for a maximum two terms of 4 years. The Board members of Northside Partnership CLG are volunteers and are its Trustees for the purposes of Company Law.

Board members are nominated by bodies/agencies under each of the four governing pillars:



## Northside Partnership Company Limited by Guarantee

Local Government Sector – 2 members

National Social Partners Sector – 4 members

Community & Voluntary Sector (Elected through the Northside Community Forum) – 5 members

Strategic & Third Level Education Sector – 4 members

A particular body/agency may be invited to nominate a Board member and that member must not act as a representative of that group in acting as a Board member. All Board members, once ratified by the Board, participate in an induction process provided by the Company Secretary.

During 2024 the Northside Partnership CLG Board met on eight occasions. In addition to Northside Partnership CLG Board meetings five Board Sub-committees exist to support the Board in its Governance function. During 2024 the Finance and HR Sub-committee met six times, the Audit and Risk Sub-committee met four times, the Governance and Nominations Sub-committee met four times, the Programme Review Sub-committee met three times, and the Preparing for Life Sub-committee met three times.

### **Northside Partnership CLG Constitution Update**

In 2023, the Board of Northside Partnership CLG began the process of updating the company constitution. The purpose of this review was to:

- Broaden the primary objects of Northside Partnership CLG
- Incorporation of procedural changes to enhance alignment with the Companies Act 2014 and CRA best practice including provision to hold hybrid meetings, changes to terms of office of Directors etc.
- Propose that we move certain procedures previously outlined in the constitution to the Corporate Governance Handbook. For example, the naming of key pillars or sectors that have responsibility for nominating directors be moved to the Corporate Governance Handbook.

The Board approved the proposed changes in April 2023 and Mason Hayes & Curran submitted the updated Constitution to the Charities Regulator on 17th May 2023. We received word on 6th March 2024 that the changes to the constitution were approved by the Charities Regulator.

Members of the Board voted in favour of the changes included in a Special Resolution at an EGM on 25th April 2024. The Company Secretary submitted the approved Constitution to the Companies Registration Office for final approval.

## Northside Partnership Company Limited by Guarantee

### DIRECTORS' REPORT (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

#### Board Meeting Attendance

Director	25/01/24	07/03/24	25/04/24	06/06/24	08/08/24	19/09/24	07/11/24	12/12/24
Paul Rogers CEO	✓	✓	✓	X	✓	✓	✓	✓
Nessan Vaughan	✓	✓	✓	✓	✓	✓	Resigned	
Stephen Coughlan	✓	X	X	X	✓	✓	✓	X
Aine Daly	X	X	✓	X	X	✓	✓	✓
Clodagh Daly	X	X	X	X	✓	X	✓	X
Derek Farrell	✓	✓	✓	✓	✓	X	✓	X
David Field		Appointed	X	✓	X	✓	X	X
Louise McGuirk	X	✓	✓	X	X	✓	X	✓
Alison Gilliland	✓	Resigned						
Mary Hickie							Appointed	✓
Dorothee Meyer-Holtkamp	✓	✓	✓	✓	✓	✓	✓	X
Maria Jackson	✓	X	X	X	✓	✓	✓	✓
Jason Keegan	✓	X	X	✓	✓	X	X	✓
Eoin Murphy	X	✓	✓	✓	✓	✓	✓	X
Luke Quinlan	✓	✓	✓	✓	✓	✓	X	✓
Alison Regan	✓	✓	✓	✓	✓	✓	X	✓
Cristina Santamaria	✓	X	✓	✓	✓	✓	✓	X

The Chair of the Board and the CEO met regularly throughout 2024 to keep abreast of any relevant developments to the organisation and prepare in advance for Board and Sub-committee meetings.

The Board of Northside Partnership CLG are not remunerated for their services, however, in some instances nominal travel costs are reimbursed.

In 2024, two new Board members were elected to the Board. In November 2024, Northside Partnership Chair Nessan Vaughan resigned after twelve years of service to the Board. We would like to acknowledge and thank Nessan for his dedication and support of the work we do and wish him all the best in his future endeavours.

The current and 2024 serving Board members are as follows:

Nessan Vaughan (Chairperson, resigned 7 November 2024)  
 Mary Hickie (Chairperson, appointed 7 November 2024)  
 Cristina Santamaria  
 Alison Gilliland (resigned 25 January 2024)

## Northside Partnership Company Limited by Guarantee

Maria Jackson  
 Louise McGuirk Farrell  
 Jason Keegan  
 Alison Regan  
 Aine Daly  
 Derek Farrell  
 Clodagh Daly  
 Eoin Murphy  
 Stephen Coughlin  
 Dorothee Meyer-Holtkamp  
 Luke Quinlan  
 David Field (appointed 7 March 2024)

The Company Secretary was Pamela Meates.

### Internal Audit & Risk Management

The Board members have responsibility for and are aware of the risks associated with the operating activities of Northside Partnership CLG. They are confident that adequate systems of internal control are in place and that these controls provide reasonable assurance against risk. The Audit & Risk committee prepare and review a risk register which is updated regularly and subject to yearly reviews by the Board. The Board regularly review and adapt policies and procedures that are consistent with best practice and monitoring the implementation of these policies through the various sub-committees.

The Board delegates the day-to-day management of Northside Partnership CLG to the CEO and Management Team made up of:

CEO	Paul Rogers
Finance & Administration Manager/Dep. CEO	Pamela Meates
Director of Services/Deputy CEO	Niamh McTiernan – resigned 8 March 2024
Director of Services	Cathy Reinhardt – commenced 9 March 2024
HR Manager	Niamh Byrne – resigned 1 October 2024
HR Manager	Natasha Lawless – commenced 9 September 2024
Preparing for Life Manager	Niall Sexton
Operations & Quality Assurance Manager	Stephen Myall

### Compliance and Commitment to Quality

The quality management approach is recognised through implementation of the following:

- The CRA Governance Code (ongoing review of compliance)
- The Statement of Recommended Practice (SORP) for preparation and presentation of the Financial Statements
- Excellence Ireland Quality Association Q-Mark – This is an independent quality assured; continuous improvement measure conducted every 18 months by the Excellence Ireland Quality Association (EIQA) On 6<sup>th</sup> February 2025, Northside Partnership CLG was awarded a Level 2 Q-Mark Certificate, retaining our award level from 2023.

### Books of Account

The measures taken by the Board to ensure compliance with the requirements of Section 281 to 285 of the Companies Act 2014 and the Charities Act 2009 regarding the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Coolock Development Centre, Bunnratty Drive, Coolock, Dublin 17.

**Northside Partnership Company Limited by Guarantee****Post balance sheet events**

In 2025, Northside Partnership received notification from the Department of Social Protection that they will be extending the Local Area Employment Service contract by one year. This will result in an additional year of income to cover the costs of year 5 of the contract.

The company recognises the potential loss of income from decreased referrals from the Department of Social Protection for the LAES contract. The contract does state a minimum number of referrals to be made each year; however national unemployment numbers are low resulting in low referral rates. We are working with the Department to manage this situation on an ongoing basis.

**Statement on relevant audit information**

Each of the persons who are Board members at the time when the Board Members report is approved has confirmed that:


- As far as Board Members are aware, there is no relevant audit information of which the organisation's auditors are unaware; and
- That each Board Member has taken all the steps that ought to have been taken as a Board Member to be aware of any relevant audit information and to establish that the organisation's auditors are aware of that information.

**Auditors**

The auditors, Azets Audit Services Ireland Limited, were appointed by the Directors for the current year and will remain in office in accordance with section 383 of the Companies Act 2014.

30 October 2025 | 13:26 GMT

This report was approved by the Board Members on \_\_\_\_\_ and signed on its behalf by:

Signed by:  
  
1827806C16FB426...  
Louise McGuirk Farrell

Signed by:  
  
2578BB557DB348F...  
Eoin Murphy

Date: 30 October 2025 | 13:26 GMT

Date: 05 November 2025 | 16:59 PST

## Northside Partnership Company Limited by Guarantee

### STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

The Directors (who are also trustees of Northside Partnership Company Limited by Guarantee for the purposes of charity reporting) are responsible for preparing the Directors report and the financial statements in accordance with applicable Irish law and regulations.


Company law requires the Directors to prepare financial statements for each financial year. 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 state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

30 October 2025 | 13:26 GMT

This statement was approved by the Directors on \_\_\_\_\_ and signed on its behalf by:

Signed by:  
  
 1827806C16FB426...  
 Louise McGuirk Farrell  
 Date: 30 October 2025 | 13:26 GMT

Signed by:  
  
 2578BB557DB348F...  
 Eoin Murphy  
 Date: 05 November 2025 | 16:59 PST

**Northside Partnership Company Limited by Guarantee****INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTHSIDE  
PARTNERSHIP COMPANY LIMITED BY GUARANTEE****Report on the audit of the financial statements****Opinion**

We have audited the financial statements of Northside Partnership Company Limited by Guarantee (the 'Company') for the year ended 31 December 2024, which comprise the Statement of financial activities, the Balance Sheet, the Statement of cash flows 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 applicable law and accounting standards issued by the Financial Reporting Council, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (Generally Accepted Accounting Practice in Ireland).

In our opinion, Northside Partnership Company Limited by Guarantee's financial statements:

- give a true and fair view in accordance with General Accepted Accounting Practice in Ireland of the state of the company's affairs as at 31 December 2024 and of its incoming resources and application of resources for the financial year then ended; and
- have been properly prepared in accordance with the requirements of the Charities Act 2009 and 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 Auditors' responsibilities 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, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accountancy Supervisory Authority (IAASA), 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 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.

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**Northside Partnership Company Limited by Guarantee**


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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTHSIDE  
PARTNERSHIP COMPANY LIMITED BY GUARANTEE (CONTINUED)**


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**Other information**

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

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

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2014**

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

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

**Matters on which we are required to report by exception**

Based on the 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.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of Directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

**Respective responsibilities and restrictions on use****Responsibilities of Directors**

As explained more fully in the Directors' Responsibilities Statement on page 29, the Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

**Northside Partnership Company Limited by Guarantee****INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTHSIDE  
PARTNERSHIP COMPANY LIMITED BY GUARANTEE (CONTINUED)**

In preparing the financial statements, the Directors are 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.

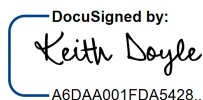
**Auditors' responsibilities for the audit of the financial statements**

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://www.iaasa.ie/Publications/Auditing-standards>. This description forms part of our Auditors' Report.

**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.

DocuSigned by:  


A6DAA001FDA5428...

Keith Doyle

for and on behalf of

Azets Audit Services Ireland Limited

3<sup>rd</sup> Floor

40 Mespil Road

Dublin 4

Date: 06 November 2025 | 07:22 GMT



**Northside Partnership Company Limited by Guarantee**

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

	<b>Note</b>	<b>Restricted funds 2024 €</b>	<b>Unrestricted funds 2024 €</b>	<b>Total funds 2024 €</b>	<b>Total funds 2023 €</b>
<b>Income from:</b>					
Donations	5	21,480	-	21,480	23,580
Charitable activities	6	6,647,482	-	6,647,482	6,112,388
Other income	7	1,553	126,475	128,028	125,188
<b>Total income</b>		<b>6,670,515</b>	<b>126,475</b>	<b>6,796,990</b>	<b>6,261,156</b>
			-		
<b>Expenditure on:</b>					
Charitable activities	8	6,704,778	86,181	6,790,959	6,511,881
<b>Total expenditure</b>		<b>6,704,778</b>	<b>86,181</b>	<b>6,790,959</b>	<b>6,511,881</b>
<b>Net movement in</b>					
<b>Reconciliation of</b>					
Total funds brought forward		815,055	255,953	1,071,008	1,321,733
Net movement in funds		(34,263)	40,294	6,031	(250,725)
Reclass between funds		(132,864)	132,864	-	-
<b>Total funds carried forward</b>		<b>647,928</b>	<b>429,111</b>	<b>1,077,039</b>	<b>1,071,008</b>

All amounts relate to continuing operations.

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 36 to 56 form part of these financial statements.


Northside Partnership Company Limited by Guarantee

BALANCE SHEET  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

	Note	2024 €	2023 €
<b>Fixed assets</b>			
Tangible assets	12	68,806	54,141
		<u>68,806</u>	<u>54,141</u>
<b>Current assets</b>			
Debtors	13	258,627	278,785
Cash at bank and in hand	19	2,253,058	2,123,640
		<u>2,511,685</u>	<u>2,402,425</u>
Creditors: amounts falling due within one year	14	(1,441,138)	(1,302,472)
		<u></u>	<u></u>
<b>Net current assets</b>		1,070,547	1,099,953
		<u></u>	<u></u>
<b>Total assets less current liabilities</b>		1,139,353	1,154,094
		<u></u>	<u></u>
Creditors: amounts falling due after one year	15	(62,314)	(83,086)
		<u></u>	<u></u>
<b>Total net assets</b>		<u>1,077,039</u>	<u>1,071,008</u>
<b>Charity funds</b>			
Restricted funds	16	647,928	815,055
Unrestricted funds	16	429,111	255,953
		<u></u>	<u></u>
<b>Total funds</b>		<u>1,077,039</u>	<u>1,071,008</u>

30 October 2025 | 13:26 GMT

The financial statements were approved and authorised for issue by Directors on \_\_\_\_\_ and signed on their behalf by:

Signed by:  
  
1827806C16FB426...  
Louise McGuirk Farrell  
Date: 30 October 2025 | 13:26 GMT

Signed by:  
  
2578BB557DB348F...  
Eoin Murphy  
Date: 05 November 2025 | 16:59 PST

The notes on pages 36 to 56 form part of these financial statements.

**Northside Partnership Company Limited by Guarantee**

**STATEMENT OF CASH FLOWS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

	Note	2024 €	2023 €
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	18	185,931	232,069
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(56,513)	(16,740)
<b>Net cash used in investing activities</b>		(56,513)	(16,740)
<b>Cash flows from financing activities</b>			
<b>Net cash provided by financing activities</b>		-	-
<b>Change in cash and cash equivalents in the year</b>		129,418	215,329
Cash and cash equivalents at the beginning of the year	19	2,123,640	1,908,311
<b>Cash and cash equivalents at the end of the year</b>		2,253,058	2,123,640

The notes on pages 36 to 56 form part of these financial statements

## NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### 1. General information

Northside Partnership Company Limited by Guarantee is an Irish incorporated company limited by guarantee and a registered charity which has its registered office at Bunratty Drive, Coolock, Dublin 17. It's charity registration number is 20029524 and its company registered number is 189288. The company's principal activity is that of job placement programmes, enterprise, environmental, educational, community development programmes, addressing social exclusion and poverty.

### 2. Accounting policies

#### 2.1 Basis of preparation of financial statements

The financial statements have been prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with the accounting standards issued by the Financial Reporting Council, including FRS102 "The Financial Reporting Standard Applicable in the UK and Republic of Ireland" ("FRS102"), and the Statement of Recommended Practice – Accounting and Reporting by Charities, effective 1 January 2019 ("SORP").

Northside Partnership Company Limited by Guarantee meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

#### 2.2 Going concern

Given the level of funds the company holds; the directors consider that there are no material uncertainties about the company's ability to continue as a going concern. After reviewing the company's forecasts and projections, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. The company therefore continues to adopt the going concern basis in preparing its financial statements.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### 2. Accounting policies (continued)

#### 2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income from government grants, is recognised in line with the performance model, when the company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Deferred grant income and grant debtors arising at the financial year end are recorded in the balance sheet in line with performance conditions.

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.

#### 2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the company and include the audit fees, costs of legal advice for directors and costs linked to the strategic management of the company, including director's meetings.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### 2. Accounting policies (continued)

#### 2.5 Currency

##### Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("the functional currency"). The financial statements are presented in euro, which is the company's functional and presentation currency, and is denoted by the symbol "€".

##### Transactions and balances

Monetary assets and liabilities denominated in foreign currencies are translated into euros at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into euros at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of financial activity.

#### 2.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

At each reporting date the Company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Leasehold improvements	- 25%
Motor vehicles	- 25%
Fixtures and fittings	- 25%
Office & computer equipment	- 25%

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of financial activities.

#### 2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### 2. Accounting policies (continued)

#### 2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

#### 2.9 Creditors

Trade and other creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### 2.10 Liabilities

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

#### 2.11 Provisions

Provisions are recognised when the Company has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

#### 2.12 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

#### 2.13 Operating leases

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

#### 2.14 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### 2. Accounting policies (continued)

#### 2.15 Fund accounting

Unrestricted funds are unrestricted funds and designated funds, and 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.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

#### 2.16 Impairment of assets, other than financial instruments

Where there is objective evidence that recoverable amounts of an asset is less than its carrying value the carrying amount of the asset is reduced to its recoverable amount resulting in an impairment loss. Impairment losses are recognised immediately in the profit and loss account, with the exception of losses on previously revalued tangible fixed assets, which are recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in equity, in respect of that asset.

Where the circumstances causing an impairment of an asset no longer apply, then the impairment is reversed through the profit and loss account, except for impairments on previously revalued tangible assets, which are treated as revaluation increases to the extent that the revaluation was recognised in equity.

The recoverable amount of tangible fixed assets, goodwill and other intangible fixed assets is the higher of the fair value less cost to sell of the asset and its value in use. The value in use of these assets is the present value of the cash flows expected to be derived from those assets. This is determined by reference to the present value of the future cash flows of the company which is considered by the directors to be a single cash generating unit.

### 3. Critical accounting estimates and areas of judgement

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.



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**Northside Partnership Company Limited by Guarantee**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

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**Critical areas of judgement:****Going Concern**

The Directors have reviewed 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 going concern. However, the company is heavily reliant on grant support which is agreed annually. 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 organisation was unable to continue as a going concern.

**Useful Lives of Tangible Fixed Assets**

Long-lived assets represent a 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 technological change, 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. The net book value of Tangible Fixed Assets subject to depreciation at the financial year-end date was €68,806 (2023: €54,141).

Northside Partnership Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

4. Trading Status

The company is limited by guarantee and does not have any share capital.

5. Income from donations and fundraising

	Restricted funds 2024 €	Unrestricted funds 2024 €	Total funds 2024 €	Total funds 2023 €
Donations	21,480	-	21,480	23,580

In 2023, of the total expenditure from charitable costs, €Nil was to unrestricted funds and €23,580 was to restricted funds.

6. Income from charitable activities

	Restricted funds 2024 €	Unrestricted funds 2024 €	Total funds 2024 €	Total funds 2023 €
Programmes income	6,647,482	-	6,647,482	6,112,388

In 2023, of the total income from charitable activities, €Nil was to unrestricted funds and €6,112,388 was to restricted funds.

**Northside Partnership Company Limited by Guarantee**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

**7. Other incoming resources**

	<b>Restricted funds 2024</b>	<b>Unrestricted funds 2024</b>	<b>Total funds 2024</b>	<b>Total funds 2023</b>
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
Other income	1,553	-	1,553	8,876
Other activities	-	126,475	126,475	116,312
<b>Total 2024</b>	<b>1,553</b>	<b>126,475</b>	<b>128,028</b>	<b>125,188</b>

In 2023, of the other income, €Nil was to unrestricted funds and €8,876 was to restricted funds.

Of Other Activities, €116,312 was to unrestricted funds and €Nil was to restricted funds.

**8. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2024</b>	<b>Unrestricted funds 2024</b>	<b>Total funds 2024</b>	<b>Total funds 2023</b>
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
Administration Costs	-	86,111	86,111	105,398
Programme Delivery Costs	6,662,232	-	6,662,232	6,364,230
Governance Costs	42,546	70	42,616	42,253
	<b>6,704,778</b>	<b>86,181</b>	<b>6,790,959</b>	<b>6,511,881</b>

# Northside Partnership Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

	Activities undertaken directly 2024 €	Support costs 2024 €	Total funds 2024 €	Total funds 2023 €
Administration Costs	-	86,111	86,111	105,398
Programme Delivery Costs	6,662,232	-	6,662,232	6,364,230
Governance Costs	42,616	-	42,616	42,253
	<b>6,704,848</b>	<b>86,111</b>	<b>6,790,959</b>	<b>6,511,881</b>

### 9. Analysis of expenditure by activities

#### Analysis of direct costs

	Programme Delivery Costs 2024 €	Governance Costs 2024 €	Total funds 2024 €	Total funds 2023 €
Programme delivery costs	987,051	-	987,051	925,884
Wages & Salaries	4,894,239	-	4,894,239	4,679,590
Repairs & Maintenance	5,246	-	5,246	7,094
Recruitment, Training & Development	26,127	-	26,127	23,303
Rent, Service Charges	286,283	-	286,283	292,131
Insurance	40,219	-	40,219	36,571
Light & Heat	32,830	-	32,830	22,762
Printing & Stationery	29,709	-	29,709	32,676
Promotions & Advertising	471	-	471	2,203
Telephone & Postage	42,882	-	42,882	42,217
Motor & Travel	17,905	-	17,905	16,365
Meeting/Board Meeting Expenses	3,727	522	4,249	12,309
Depreciation & Amortisation	41,757	-	41,757	34,466

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**Northside Partnership Company Limited by Guarantee**


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Bank Charges	1,091	-	1,091	1,980
Canteen & Cleaning	14,290	-	14,290	13,266
Security	1,408	-	1,408	1,138
IT	91,947	-	91,947	105,056
Management fee	124,957	-	124,957	90,082
Other expenses	24,443	21	24,464	25,604
Audit and Accountancy	-	18,047	18,047	19,088
Professional Fees	-	24,026	24,026	22,698
Tus – (Profit)/Loss on disposal of Motor Vehicle	(4,350)	-	(4,350)	-

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<b>6,662,232</b>	<b>42,616</b>	<b>6,704,848</b>	<b>6,406,483</b>
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Northside Partnership Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Administration Costs 2024 €	Governance Costs 2024 €	Total funds 2024 €	Total funds 2024 €
Wages & Salaries	79,052	-	79,052	75,141
Recruitment, Training & Development	2,685	-	2,685	13,523
Repairs & Maintenance	-	-	-	12
Light & Heat	-	-	-	13,629
Telephone & Postage	281	-	281	304
Travel	-	-	-	3
Depreciation & Amortisation	91	-	91	91
Bank Charges	548	-	548	371
IT	545	-	545	383
Meetings	116	-	116	-
Other expenses	2,793	-	2,793	1,941
	86,111	-	86,111	105,398

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**Northside Partnership Company Limited by Guarantee**


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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**


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**10. Staff costs**

Capitalised employee costs in the financial year amounted to €Nil (2023: €Nil).

	<b>2024</b>	<b>2023</b>
	<b>€</b>	<b>€</b>
Wages and salaries	4,216,196	4,058,877
Social security costs	363,108	339,500
Defined contribution pension schemes	266,127	244,597
	<b>4,845,431</b>	<b>4,642,974</b>

The average number of persons employed by the Company during the year was as follows:

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Preparing for Life Social Enterprise	2	-
Preparing for Life ABC	14	19
Administration	1	1
Community Nutrition	1	1
DCU Learning Hubs	1	1
Empowering Communities	2	2
Financial Capabilities – JP Morgan	-	-
Healthy Food Made Easy	1	1
Labour Inclusion Programme	1	1
LES/LAES	12	13
NTRIS	2	2
PEIN	2	2

### Northside Partnership Company Limited by Guarantee

Play Therapy	2	2
SICAP	19	22
Smoking Cessation	2	2
Social Prescribing	1	1
Tús	73	80
Ukrainian Supports	1	1
	<b>135</b>	<b>151</b>

Included in grant income and payroll costs is €1,168,072 (2023: €1,165,826) relating to the operation of a TÚS programme which has been included in the financial statements as staff member employment contracts are in the name of the company. The company is not involved in the financial administration of the payroll and holds no bank funds for this purpose, the payroll is entirely administered by Pobal on behalf of the Department of Employment Affairs and Social Protection. Amounts have been confirmed directly with Pobal, there is no impact on the overall company financial year result as the annual programme amount is recorded in grant income and payroll costs.

The number of employees whose employee benefits (excluding employer pension & PRSI costs) exceeded €50,000 was:

	<b>2024 No.</b>	<b>2023 No.</b>
In the band €50,000 - €79,999	19	13
In the band €80,000 - €90,000	-	1
In the band €90,001 and above	1	-

During 2024, the salary of the CEO was €113,058 comprising gross salary, employer PRSI and pension (2023: €108,239).

Total key management personnel compensation (excluding the CEO) comprising gross salaries, employer PRSI and pension amounted to €376,023 (2023: €367,384).



## Northside Partnership Company Limited by Guarantee

### 11. Directors' remuneration and expenses

During the year, no directors received any remuneration or other benefits (2023: €Nil).

During the year ended 31 December 2024, no director expenses have been incurred (2023: €Nil).

### 12. Tangible fixed assets

	Leasehold improvements €	Motor vehicles €	Fixtures and fittings €	Office & computer equipment €	Total €
<b>Cost or valuation</b>					
At 1 January 2024	96,309	14,699	50,025	169,651	<b>330,684</b>
Additions	8,322	20,794	2,649	24,748	<b>56,513</b>
Disposals	-	(14,699)	-	-	<b>(14,699)</b>
At 31 December 2024	<b>104,631</b>	<b>20,794</b>	<b>52,674</b>	<b>194,399</b>	<b>372,498</b>
<b>Depreciation</b>					
At 1 January 2024	92,842	14,699	40,666	128,335	<b>276,542</b>
Charge for the year	3,715	5,199	4,465	28,470	<b>41,849</b>
Disposals	-	(14,699)	-	-	<b>(14,699)</b>
At 31 December 2024	<b>96,557</b>	<b>5,199</b>	<b>45,131</b>	<b>156,805</b>	<b>303,692</b>
At 31 December 2024	<b>8,074</b>	<b>15,595</b>	<b>7,543</b>	<b>37,594</b>	<b>68,806</b>
At 31 December 2023	<b>3,467</b>	-	<b>9,359</b>	<b>41,316</b>	<b>54,141</b>

# Northside Partnership Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### 13. Debtors

	2024 €	2023 €
<b>Due within one year</b>		
Trade debtors	61,986	69,819
Other debtors	7,321	6,275
Prepayments	75,826	80,562
Grants receivable	99,365	122,129
Accrued Income	14,129	-
	<b>258,627</b>	<b>278,785</b>

### 14. Creditors: Amounts falling due within one year

	2024 €	2023 €
Bank overdrafts	1,796	69
Trade creditors	17,989	8,908
PAYE/PRSI	75,880	71,659
Other Creditors	38,235	77,073
LAES Advance	41,543	124,628
Accruals	82,335	75,527
Other Payroll	9,580	645
Deferred income	1,173,780	943,963
	<b>1,441,138</b>	<b>1,302,472</b>

Northside Partnership Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

The terms of the accruals and deferred income are payable based on the underlying contracts.

Northside Partnership provided a guarantee to Bank of Ireland of €250,000 in respect of a mortgage loan facility for Speedpak Company Limited by Guarantee in January 2011. The loan is secured on premises owned and occupied by Speedpak Ltd. The balance owing as at 31<sup>st</sup> December 2024 is €Nil.

Bank of Ireland hold visa card facility guarantees of €6,250 and €15,000.

15. Creditors: Amounts falling due after one year

	2024 €	2023 €
LAES Advance	62,314	83,086
	<b>62,314</b>	<b>83,086</b>

16. Summary of funds

Summary of funds - current year

	Balance at 1 January 2024 €	Income €	Expenditure €	Reclass between funds €	Balance at 31 December 2024 €
Unrestricted funds	255,953	126,475	(86,181)	132,864	429,111
Restricted funds	815,055	6,670,515	(6,704,778)	(132,864)	647,928
	<b>1,071,008</b>	<b>6,796,990</b>	<b>(6,790,959)</b>	<b>-</b>	<b>1,077,039</b>

# Northside Partnership Company Limited by Guarantee

## Summary of funds - prior year

	Balance at 1 January 2023 €	Income €	Expenditure €	Balance at 31 December 2023 €
Unrestricted funds	251,652	116,312	(112,011)	255,953
Restricted funds	1,070,081	6,144,844	(6,399,870)	815,055
	<b>1,321,733</b>	<b>6,261,156</b>	<b>(6,511,881)</b>	<b>1,071,008</b>

## 17. Analysis of net assets between funds

### Analysis of net assets between funds - current year

	Restricted funds 2024 €	Unrestricted funds 2024 €	Total funds 2024 €
Tangible fixed assets	68,715	91	68,806
Current assets	2,078,690	432,995	2,511,685
Creditors due within one year	1,437,163	3,975	1,441,138
Creditors due after more than one year	62,314	-	62,314
<b>Total</b>	<b>3,646,882</b>	<b>437,061</b>	<b>4,083,943</b>

### Analysis of net assets between funds - prior year

	Restricted funds 2023 €	Unrestricted Funds 2023 €	Total funds 2023 €
Tangible fixed assets	53,960	181	54,141
Current assets	2,023,962	378,463	2,402,425
Creditors due within one year	1,299,491	2,981	1,302,472
Creditors due after more than one year	83,086	-	83,086
<b>Total</b>	<b>695,345</b>	<b>375,663</b>	<b>1,071,008</b>

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**Northside Partnership Company Limited by Guarantee**


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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

**18. Reconciliation of net movement in funds to net cash flow from operating activities.**

	<b>2024</b>	<b>2023</b>
	<b>€</b>	<b>€</b>
Net income/(expenditure) for the year	6,031	(250,725)
<b>Adjustments for:</b>		
Depreciation charges	41,849	34,557
Decrease/(Increase) in debtors	20,159	382,687
Increase/(Decrease) in creditors	117,892	65,550
Increase/(Decrease) in provisions	-	-
<b>Net cash provided by/(used in) operating activities</b>	<b>185,931</b>	<b>232,069</b>

**19. Analysis of cash and cash equivalents**

	<b>2024</b>	<b>2023</b>
	<b>€</b>	<b>€</b>
Cash in hand	1,473,078	1,344,631
Deposits	779,980	779,009
<b>Total cash and cash equivalents</b>	<b>2,253,058</b>	<b>2,123,640</b>

## Northside Partnership Company Limited by Guarantee

### NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

#### 20. Analysis of changes in net debt

	At 1 January 2024 €	Cash flows €	At 31 December 2024 €
Cash at bank and in hand	2,123,640	129,418	2,253,058
Bank overdrafts repayable on demand	(69)	(1,727)	(1,796)
	<b>2,123,571</b>	<b>127,691</b>	<b>2,251,262</b>

#### 21. Pension commitments

The Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to €266,127 (2023: €244,597).

#### 22. Operating lease commitments

At 31 December 2024 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 €	2023 €
Not later than 1 year	101,667	130,000
Later than 1 year and not later than 5 years	2,500	86,667
Later than 5 years	-	-
	<b>104,167</b>	<b>216,667</b>

## Northside Partnership Company Limited by Guarantee

### NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

#### 23. Related party transactions

Louise McGuirk (Staff Member) of Doras Bui is a member of the Board of Northside Partnership during the year ended 31 December 2024. In 2024, €95,504 (2023: €92,731) was paid to Doras Bui under the SICAP Partner grant agreement.

During 2024, Paul Rogers, CEO of Northside Partnership was a director of Speedpak Ltd. In 2024, €31,446 (2023: €30,530) was paid to Speedpak under the SICAP grant agreement. They received €1908.16 for the supply of rosettes and packing services for NSP programmes.

Geraldine Nolan, Empowering Communities Coordinator is a Director of Darndale Belcamp Village Centre. In 2024, €50,727(2023: €49,836) was paid to Darndale Belcamp Village Centre for the rental of office space for PFL and the Play Therapy room. Additional costs of €1,637 for facilities and services and €6,634 for meeting room hire was paid in 2024 to Darndale Belcamp Village Centre. Rent for office space for the Empowering Communities Programme amounting to €3,060 was paid in 2024. €185 was paid to cover Er PRSI charges for Community Employment participants placed with NSP. €2,145 was paid for rent for PFL Social Enterprise office space.

Paul Rogers, CEO of Northside Partnership is Chair of the Board of Community Law and Mediation. Clodagh Daly , Solicitor with Community Law and Mediation is a member of the Board of Northside Partnership. Northside Partnership is a member of Community Law and Mediation paying membership of €300 per annum. A member of NSP staff took part in a CLM training course costing €135.

Paul Rogers, CEO of Northside Partnership is a member of the Board of Northside Homecare Services. €845 was paid to NHCS for the provision of cooked meals to support NSP participants and refreshments for meetings.

Derek Farrell, Director of Northside Partnership is also a Director of Grange Woodbine Residents Association. In 2024, €1,650 was paid to Grange Woodbine Residents Association for room hire for actions delivered under our SICAP programme.

There were no other related party transactions.

#### 24. Post balance sheet events

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

#### 25. Controlling party

The company is under the control of its directors.

#### 26. Tax clearance

The company holds a current up to date tax clearance certificate (Tax Clearance Access Number: 135481).

#### 27. Comparative information

Comparative information has been reclassified where necessary to conform to current year presentation.

**Northside Partnership Company Limited by Guarantee**

**28. Approval of financial statements**

The board of directors approved these financial statements for issue on 30 October 2025 | 13:26 GMT



## Northside Partnership Company Limited by Guarantee

### SUPPLEMENTARY INFORMATION TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

#### 1. Grant Information

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
Department of Social Protection	Department of Social Protection	Tus	1st Jan 2024 – 31st Dec 2024	Up to €143,500			€25,946	€147,450	€123,081				€1,576
Department of Social Protection	Department of Social Protection	Tus	1st Jan 2024 – 31st Dec 2024	€1,168,072				€1,168,072	€1,168,072				
HSE	Department of Health Promotion and Improvement	Healthy Food Made Easy – Section 39 Grant	1st Jan 2024 – 31st Dec 2024	€55,997			€5,512	€64,247	€58,735				
HSE	Department of Health Promotion and Improvement	Healthy Food Made Easy – Section 39 Grant	1st Jan 2024 – 31st Dec 2024	€9,982			€9,982	€702					€9,280
HSE	Department of Health Promotion and Improvement	Smoking Cessation Project/WCQ – Section 39 Grant	1st Jan 2024 – 31st Dec 2024	€91,352				€96,192	€96,192				
HSE	Department of Health Promotion and Improvement	Smoking Cessation Project/WCQ – Section 39 Grant	1st Jan 2024 – 31st Dec 2024	€4,657				€4,657	€4,657				
HSE	Dept of Health	DTF Childcare Places – Section 39 Grant	1st Jan 2024 – 31st Dec 2024	€54,000			€363	€58,965	€58,602				
HSE	Dept of Health	DTF Childcare Places – Section 39 Grant	1st Jan 2023 – 31st Dec 2023	€24,291			€20,902	€20,902					
HSE	Dept of Health	Social Inclusion	8th Dec 2023 – 31st Dec 2024	€22,000			€8,393	€8,393					

### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
HSE	Dept of Health	Hidden Harm	1st Jan 2024 – 31st Dec 2024	€28,582			€12,434	€15,476	€28,583				€25,541
Dublin City Local Community Development Committee (LCDP)	Dept of Health	Childcare - Sláintecare Healthy Communities	1st Oct 2023 - 30th June 2024	€10,000			€10,000	€10,000					
HSE	Department of Health Promotion and Improvement	Social Prescribing	1st Jan 2024 – 31st Dec 2024	€60,247			€24,474	€82,578	€65,280				€7,176
HSE	Department of Health Promotion and Improvement	Health and Wellbeing Funding	1st Jan 2024 – 31st Dec 2024	€69,365		€17,341		€82,816	€92,378				€9,562
HSE	Department of Health Promotion and Improvement	Parenting Programme	1st Jan 2024 – 31st Dec 2024	€25,000		€3,000		€30,142	€30,142				
HSE	HSE	Living Well Programme	1st Jan 2024 - 31st Dec 2024	€18,894			€8,516	€21,672	€18,894				€5,738
HSE	Health Promotion & Improvement Department	Empowering Communities Programme - Year 1	1st Sept 2022 - 31st Aug 2023	€35,012			€3,559	€3,559					
HSE	Health Promotion & Improvement Department	Empowering Communities Programme - Year 2	1st Sept 2023 - 31st Aug 2024	€32,650		€32,650		€28,300	€34,969				€6,669
HSE	Health Promotion & Improvement Department	Empowering Communities Programme - Year 3	1st Sept 2024 - 31st Dec 2025	€40,813				€10,173	€40,813				€30,640
Dublin City Council	Department of Rural and Community Development	Empowering Communities Programme - Year 1	1st Sept 2022 - 31st Aug 2023	€120,000			€15,297	€15,297					

### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
Dublin City Council	Department of Rural and Community Development	Empowering Communities Programme - Year 2	1st Sept 2023 - 31st Aug 2024	€104,165		€38,055		€65,219	€104,165				€891
Dublin City Council	Department of Rural and Community Development	Empowering Communities Programme - Year 3	1st Sept 2024 - 31st Aug 2025	€120,000				€48,110	€60,000			€60,000	€11,890
Aramark	Aramark and Social Current	Aramark Building Community initiative	1st Mar 2024 - 31st Dec 2024	€4,427				€3,547	€4,427				€881
Aramark	Aramark and Social Current	Aramark Building Community initiative	1st Jul 2024 - 31st Dec 2024	€1,777				€1,700	€1,777				€77
Tusla	Tusla	Area Based Childhood – Midlands GBG	1st Jan 2020 – 30th May 2020	€31,000	€1,998						€1,998		
Tusla	Tusla	Area Based Childhood	1st Jan 2024 – 31st Dec 2024	€905,766	€51,420			€965,286	€964,402		€20,535		€30,000.00
Tusla	Tusla	Area Based Childhood	4th Dec 2024 - 31st Dec 2024	€15,000					€15,000				€15,000
Tusla	Tusla	Area Based Childhood - Scaling Up Phase 1 and 2	1st Dec 2022 – 31st Dec 2024	€258,300			€213,147	€178,287	€52,249				€87,109
Tusla	Tusla	Area Based Childhood - Scaling Up Phase 3	1st Dec 2024 – 31st Dec 2025	€78,321					€78,321				€78,321
Tusla	Tusla	Area Based Childhood - Scaling Up Belmayne/Clongriffin	1st Nov 2024 – 31st Dec 2025	€47,500					€47,500				€47,500

### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
The Community Foundation of Ireland	The Community Foundation of Ireland	Comic Relief Fund 2 - Play Therapy	1st Jan 2021 – 31st Dec 2022	€22,352			€42	€42					
HSE National Lottery Grant Scheme	HSE Community Healthcare Organisation	National Lottery Grant Scheme - Infant Mental Health	1st May 2021 - 31st May 2022	€2,250			€484	€484					
CDYSB	Dept. of Health	Labour Inclusion Programme	1st Jan 2024 – 31st Dec 2024	€55,830				€55,388	€55,830				€442
CDYSB	Dept. of Health	Labour Inclusion Programme	14th Nov 2024 – 31st Dec 2024	€5,168				€5,168	€5,168				
DATF	Dublin North East Drugs & Alcohol Task Force	Labour Inclusion Programme	1st Sept 2024 - 31st Dec 2024	€2,000				€2,000	€2,000				
LCDC & Dublin City Council	Dept. Rural & Community Development	SICAP 2018-2024	1st Jan 2024 – 31st Dec 2024	€1,435,178	€6,561	€11		€1,419,948	€1,428,618			€11	€15,231
LCDC & Dublin City Council	Dept. Rural & Community Development	SICAP New Communities/Uk rainain Supports Funding	1st Jan 2024 – 31st Dec 2024	€164,628	€945	€12,265		€122,938	€175,948				€41,690
Dept. of Education	"Department of Further and Higher Education,												
Research, Innovation and Science"	Challenger Programme	1st Jan 2024 – 31st Dec 2024	€31,255				€31,255	€31,255					
Dept. of Education	"Department of Further and Higher Education,												

### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
Research, Innovation and Science"	Challenger Programme	1st Dec 2023 - 31st Dec 2024	€15,254			€15,254	€12,000					€3,254	
The Community Foundation of Ireland	The Community Foundation of Ireland	Challenger Programme	1st Nov 2022 - 30th Sept 2025	€75,000			€23,167	€12,037	€25,000				€36,130
Pobal	Dublin City Council	Healthy Ireland Fund – Phase 2	1st Nov 2018 – 31st March 2019	€5,000	€171						€171		
Dublin City Council	Healthy Dublin City	Healthy Ireland Community Mental Health Fund - Small Grants Scheme	1st Sept 2021 -31st March 2022	€10,000	€1,093						€1,093		
Tides Foundation	Googlers Give Fund	Website Development Grant	Aug 2017- July 2019	€2,085			€2,085						€2,085
Leargas	Leargas	Erasmus 2	1st Sept 2020 - 31st Aug 2023	€211,763			€36,271	€35,253					€1,018
HSE	Tusla	PEIN	1st Jan 2024 – 31st Dec 2024	€108,800			€18,855	€95,516	€112,661				€36,000
HSE	Tusla	PEIN	1st Jan 2025 – 31st Dec 2025	€78,806					€6,067				€6,067
Dept of Foreign Affairs	Dept of Foreign Affairs	PEIN - Communicating Europe	1st June 2024 - 31st Dec 2024	€7,550				€6,050	€7,550				€1,500
Department of Children, Equality, Disability, Integration and Youth	Dormant Accounts Fund	PEIN What Works Training Fund	1st Sept 2022 - 31st Dec 2022	€16,525	€1,009						€1,009		

### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
Educational Disadvantage Centre	DCU	Comm Outreach Lifelong Learning Hubs	1st Oct 2022 – 30th Sept 2023	€75,000			€9,734	€9,734					
Educational Disadvantage Centre	DCU	Comm Outreach Lifelong Learning Hubs	1st Oct 2023 - 30th Sept 2024	€60,000		€18,807		€31,542	€60,000				€9,651
Educational Disadvantage Centre	DCU	Comm Outreach Lifelong Learning Hubs	1st Sept 2024 - 30th Aug 2025	€64,571				€24,359				€24,359	
Dublin City Council	Dublin City Council	Arts Grant	Nov 2017 – Dec 2018	€20,000			€5,502						€5,502
Pobal	Department of Employment Affairs & Social Protection	Ability Programme	2nd July 2018 – 31st Aug 2021	Up to €769,564	€30						€30		
Tusla	Tusla	Listen Project	1st Jan 2024 – 31st Dec 2024	€22,258				€22,258	€22,258				
Tusla	Tusla	Listen Project	1st Jan 2025 – 31st Dec 2025	€1,855					€1,855				€1,855
The Irish Youth Foundation	The Irish Youth Foundation	Coca-Cola Thank You Fund	1st Sept 2023 - 31st Aug 2024	€7,920			€831	€4,791	€3,960				
Energy for Generations	ESB	Young Community Leaders	1st Dec 2024 - 31st Dec 2025	€7,770				€1,233.19				€1,233	
Department of Children, Equality, Disability, Integration and Youth	Department of Children, Equality, Disability, Integration and Youth	Healthcare Opportunities for Women	3rd Oct 2019 - 30th Sept 2022	€411,722	€13,024						€13,024		

### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
Tusla	Tusla	QQI Aftercare Project	1 Sept 2020 - 31st Jan 2021	€2,840			€180						€180
Department of Children, Equality, Disability, Integration and Youth	Department of Children, Equality, Disability, Integration and Youth	National Traveller & Roma Inclusion Strategy	1st Jan 2024 - 31st Dec 2024	€147,367			€27,146	€161,619	€147,367				€12,894
Tusla	Tusla	Participation Initiatives Scheme	4th Nov 2020 - 31st Dec 2020	€2,150			€120	€120					
CDETB	The Department of Further and Higher Education, Research, Innovation and Science	SOLAS Reach Fund	1st July 2023 - 31st Oct 2023	€26,508	€303					€303			
CDETB	The Department of Further and Higher Education, Research, Innovation and Science	SOLAS Reach Fund	1st July 2024 - 31st Oct 2024	€13,212				€13,153	€13,212		€59		
Tusla	Ferns Diocesan Youth Service (FDYS)	NTRIS General Fund	1st Jan 2021 - 31st Dec 2021	€2,000	€49			€49					
Dublin City University	DCU Higher Education Authority	DCU HEA Traveller Outreach	May 2021 - Dec 2021	€11,382	€314			€314					
Tusla	Tusla	NTRIS - Wellbeing in School	4th Aug 21 - 31st Dec 21	€2,500	€5			€5					
Tusla	Tusla	NTRIS - Beauty on a Budget	20th Jan 2021 - 31st Dec 2021	€2,040	€150			€150					

### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
Dublin City University	DCU Higher Education Authority	NTRIS DCU HEA Dormant Account Funds	1st July 2022 - 31st Dec 2022	€11,700			€64	€64					
Tusla	Tusla Dublin North City	NTRIS - Educational Welfare	18th Oct 2023 - 31st Dec 2023	€5,000			€363	€363					
Tusla	Tusla Dublin North City	NTRIS - Educational Welfare	24th Oct 2024 - 31st Dec 2024	€12,500				€11,756	€12,500				€744
Dublin City Council	Department of Rural and Community Development	Place Based Leadership Development	1st Oct 2021 - 31st March 2023	Up to €288,650			€15,058	€4,763					€10,295
Dublin City Council	Department of Rural and Community Development	Place Based Leadership Development	1st April 2023 - 31st Dec 2023	€40,000			€17,149	€4,726					€12,423
Tusla	CYPSC	Ukrainian Support Funding	11th Oct 2023 - 31st March 2025	€78,544			€17,486	€32,161	€59,003				€44,328
Tusla	CYPSC	Baby Bundles	1st July 2024 - 31st Dec 2024	€19,158				€16,423	€19,158				€2,735
Tusla	CYPSC	Literacy Packs	24th Oct 2024 - 31st Dec 2024	€10,000				€10,000	€10,000				
Dublin City Council	Department of Children, Equality, Disability, Integration and Youth	International Protection Integration Fund	1st Aug 2023 - 30th Sept 2024	€19,840			€11,981	€11,665			€316		
St. Stephen's Green Trust Grant	St. Stephen's Green Trust Grant	St. Stephen's Green Trust Grant	1st Dec 2024 - 31st Dec 2024	€4,060				€4,060	€4,060				



### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Grant term	Grant approved	Other Creditors 1 Jan 2024	Grant due 1 Jan 2024	Deferred Income 1 Jan 2024	Recognised in I&E	Amount Received	Repaid to Grant Funder	Other Creditors 31 Dec 2024	Grant due 31 Dec 2024	Deferred Income 31 Dec 2024
Tusla	CYPSC	Sphere 17 Animation Project	26th Sept 23 - 31st Dec 2023	€6,500			€6,500						€6,500.00
Dublin City Council	Department of Environment, Climate and Communications	Community Climate Action Fund	30th July 2024 - 16th Feb 2026	€29,994				€30,097	€16,336			€13,761	
Tusla	CYPSC	New Beginnings	20th Sept 24 - 31st Dec 24	€8,940				€2,133	€8,940				€6,807
Tusla	Healthy Ireland - CYPSC	Belmayne & Clongriffin Community Support 2024	18th Sept 2024 - 31st Dec 2024	€10,000				€10,000	€10,000				
SOLAS	SOLAS	Adult Literacy for Life (ALL) Strategy Collaboration and Innovation Fund 2024	19th May 2024 - 31st Dec 2024	€8,646				€8,646	€8,646				
DCEDIY	DCEDIY	Communities Integration Fund	1st Dec 2024 - 30th June 2025	€4,650				€1,125	€4,650				€3,525
Community Foundation Ireland	Community Foundation Ireland	Facilitated Dialogue in Community	9th Aug 2024 - 31st Jan 2025	€30,000				€11,828	€30,000				€18,172
Dept of Justice	Dept of Justice	Community Safety Fund Grant	22nd Nov 2024 - 31st Dec 2024	Up to €21,600				€0	€17,280				€17,280
Total					€77,072	€122,129	€566,796	€5,358,959	€5,447,559.75	€303	€38,235.10	€99,364.62	€664,156.95

### Northside Partnership Company Limited by Guarantee

Grantor	Sponsoring Department	Grant	Purpose/Restrictions
Department of Social Protection	Department of Social Protection	Tus	Pay and General Administration, Service Provision/Charitable Activity
HSE	Department of Health Promotion and Improvement	Healthy Food Made Easy – Section 39 Grant	Pay and General Administration, Service Provision/Charitable Activity
HSE	Department of Health Promotion and Improvement	Smoking Cessation Project/WCQ – Section 39 Grant	Pay and General Administration, Service Provision/Charitable Activity
HSE	Department of Health Promotion and Improvement	DTF Childcare Places – Section 39 Grant	Pay and General Administration, Service Provision/Charitable Activity
HSE	Department of Health	Social Inclusion	Pay and General Administration, Service Provision/Charitable Activity
HSE	Department of Health	Hidden Harm	Pay and General Administration, Service Provision/Charitable Activity
Dublin City Local Development Committee (LCDP)	Department of Health	Childcare – Sláintecare Healthy Communities	Service Provision/Charitable Activity
HSE	Department of Health Promotion and Improvement	Social Prescribing	Pay and General Administration, Service Provision/Charitable Activity
HSE	Department of Health Promotion and Improvement	Health and Wellbeing Funding	Pay and General Administration, Service Provision/Charitable Activity
HSE	Department of Health Promotion and Improvement	Parenting Programme	Pay and General Administration, Service Provision/Charitable Activity
HSE	Department of Health Promotion and Improvement	Living Well Programme	Pay and General Administration
HSE	Department of Health Promotion and Improvement	Empowering Communities Programme	Pay and General Administration, Service Provision/Charitable Activity
Dublin City Council	Department of Rural and Community Development	Empowering Communities Programme	Pay and General Administration, Service Provision/Charitable Activity
Aramark	Aramark and Social Current	Aramark Building Community Initiative	Service Provision/Charitable Activity
Tusla	Tusla	Area Based Childhood	Pay and General Administration, Service Provision/Charitable Activity
Tusla	Tusla	Area Based Childhood Scaling up – Phase 1 and 2	Pay and General Administration, Service Provision/Charitable Activity
Tusla	Tusla	Area Based Childhood Scaling up – Phase 3	Pay and General Administration, Service Provision/Charitable Activity
Tusla	Tusla	Area Based Childhood Scaling Up – Belmayne/Clongriffin	Pay and General Administration, Service Provision/Charitable Activity
The Community Foundation of Ireland	The Community Foundation of Ireland	Comic Relief Fund 2 - Play Therapy	Pay and General Administration, Service Provision/Charitable Activity

### Northside Partnership Company Limited by Guarantee

HSE National Lottery Grant Scheme	HSE Community Healthcare Organisation	National Lottery Grant Scheme - Infant Mental Health	Service Provision/Charitable Activity
CDYSB	Dept. of Health	Labour Inclusion Programme	Pay and General Administration, Service Provision/Charitable Activity
Dublin North East Drugs & Alcohol Task Force	Dublin North East Drugs & Alcohol Task Force	Labour Inclusion Programme	Pay and General Administration, Service Provision/Charitable Activity
LCDC & Dublin City Council	Dept. Rural & Community Development	SICAP 2024-2028	Pay and General Administration, Service Provision/Charitable Activity
LCDC & Dublin City Council	Dept. Rural & Community Development	SICAP New Communities/Ukrainian Supports funding	Pay and General Administration, Service Provision/Charitable Activity
Dept. of Education	Department of Further and Higher Education, Research, Innovation and Science	Challenger Programme	Service Provision/Charitable Activity
The Community Foundation of Ireland	The Community Foundation of Ireland	Challenger Programme	Service Provision/Charitable Activity
Pobal	Dublin City Council	Healthy Ireland Fund – Phase 2	Service Provision/Charitable Activity
Dublin City Council	Healthy Dublin City	Healthy Ireland Community Mental Health Fund - Small Grants Scheme	Service Provision/Charitable Activity
Tides Foundation	Googlors Give Fund	Website Development Grant	Service Provision/Charitable Activity
Leargas	Leargas	Erasmus 2	Pay and General Administration, Service Provision/Charitable Activity
HSE	Tusla	PEIN	Pay and General Administration, Service Provision/Charitable Activity
Department of Foreign Affairs	Department of Foreign Affairs	PEIN – Communicating Europe	Pay and General Administration, Service Provision/Charitable Activity
Department of Children, Equality, Disability, Integration and Youth	Dormant Accounts Fund	PEIN What Works Training Fund	Service Provision/Charitable Activity
Educational Disadvantage Centre	DCU	Comm Outreach Lifelong Learning Hubs	Pay and General Administration, Service Provision/Charitable Activity
Dublin City Council	Dublin City Council	Arts Grant	Service Provision/Charitable Activity
Tusla	Tusla	Listen Project	Pay and General Administration, Service Provision/Charitable Activity
The Irish Youth Foundation	The Irish Youth Foundation	Coc-Cola Thank You Fund	Service Provision/Charitable Activity
Energy for Generations	ESB	Young Community Leaders	Service Provision/Charitable Activity

### Northside Partnership Company Limited by Guarantee

Department of Children, Equality, Disability, Integration and Youth	Department of Children, Equality, Disability, Integration and Youth	Healthcare Opportunities for Women	Pay and General Administration, Service Provision/Charitable Activity
Tusla	Tusla	QQI Aftercare Project	Service Provision/Charitable Activity
Department of Children, Equality, Disability, Integration and Youth	Department of Children, Equality, Disability, Integration and Youth	National Traveller & Roma Inclusion Strategy	Pay and General Administration, Service Provision/Charitable Activity
Tusla	Tusla	Participation Initiatives Scheme	Service Provision/Charitable Activity
CDETB	The Department of Further and Higher Education, Research, Innovation and Science	SOLAS Reach Fund	Service Provision/Charitable Activity
Tusla	Ferns Diocesan Youth Service (FDYS)	NTRIS General Fund	Service Provision/Charitable Activity
Dublin City University	DCU Higher Education Authority	DCU HEA Traveller Outreach	Service Provision/Charitable Activity
Tusla	Tusla	NTRIS -Wellbeing in School	Service Provision/Charitable Activity
Tusla	Tusla	NTRIS - Beauty on a Budget	Service Provision/Charitable Activity
Dublin City University	DCU Higher Education Authority	NTRIS DCU HEA Dormant Account Funds	Service Provision/Charitable Activity
Tusla	Tusla	NTRIS - Educational Welfare	Service Provision/Charitable Activity
Dublin City Council	Department of Rural and Community Development	Place Based Leadership Development	Pay and General Administration, Service Provision/Charitable Activity
Tusla	CYPSC	Ukrainian Support Funding	Pay and General Administration, Service Provision/Charitable Activity
Tusla	CYPSC	Baby Bundles	Service Provision/Charitable Activity
Tusla	CYPSC	Literacy Packs	Service Provision/Charitable Activity
Dublin City Council	Department of Children, Equality, Disability, Integration and Youth	International Protection Integration Fund	Service Provision/Charitable Activity
St. Stephen's Green Trust Grant	St. Stephen's Green Trust Grant	St. Stephen's Green Trust Grant	Service Provision/Charitable Activity
Tusla	CYPSC	Sphere 17 Animation Project	Service Provision/Charitable Activity
Dublin City Council	Department of Environment, Climate and Communications	Community Climate Action Fund	Service Provision/Charitable Activity
Tusla	CYPSC	New Beginnings	Service Provision/Charitable Activity

### Northside Partnership Company Limited by Guarantee

Tusla	Healthy Ireland - CYPSC	Belmayne & Clongriffin Community Support 2024	Service Provision/Charitable Activity
SOLAS	SOLAS	Adult Literacy for Life (ALL) Strategy Collaboration and Innovation Fund 2024	Service Provision/Charitable Activity
DCEDIY	DCEDIY	Communities Integration Fund	Service Provision/Charitable Activity
Community Foundation Ireland	Community Foundation Ireland	Facilitated Dialogue in Community	Service Provision/Charitable Activity
Dept of Justice	Dept of Justice	Community Safety Fund Grant	Service Provision/Charitable Activity