

BOLD HEARTS BRIGHT FUTURES

- **Community
Education
in Action**



Annual Report 2024



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● 2024 Impact



358

Early Years
and After School
places



167

Lifestart programme
home visits



289

Counselling
sessions



1,417

Adult Community Education (ACE)
places



45

Ukrainian
learners



63

International
Protection Applicants



248

Community
partners



ACE Qualifications

- 25 BA Level 7
- 8 NFQ Level 6
- 33 NFQ Minor awards
- 25 QQI Major awards
- 192 QQI Minor awards



98

Laptops loaned

Digital Inclusion

- 106 Digital Champions
- 1,440 Digital Stepping Stones users
- 406 Registered on *Get Yourself Online*

● Chairperson's Foreword



Anna Durkan
Chair of the Board of Directors

“At the heart of this success is partnership – and I want to say a huge thank you to our donors and supporters who have the bravery to back work that is bold and groundbreaking.”

It is always a joy to look back at the year gone by and our achievements, but this year as I come to the end of my term as Chair of the Board of An Cosán I feel an even greater pride. It gives me a moment to think back on where we were and how far we've travelled toward our goals.

When I joined the Board we could not have foreseen the years to come – global pandemics, economic upheaval and so much more that would put all community organisations to the test. But as innovators we were poised and ready, and in the years that followed we have acted boldly and with great intention to become what we are now – a flourishing organisation that delivers real change and new possibility for those we work with.

At the heart of this success is partnership – and I want to say a huge thank you to our donors and supporters who have the bravery to back work that is bold and groundbreaking. With the partnerships we have cultivated, we find ourselves on solid ground as a financially secure organisation with great relationships across the country that allow us to deliver for those we work with.

Just this year we successfully launched Ireland's first Digital Literacy Community of Practice – acting on our commitment to closing the digital divide and ensuring that our network of community partners and Digital Champions across the country are equipped with the tools they need to support communities.

We have developed a powerful voice to draw attention to key issues and advocate for change at a national level, as evidenced in the publication in May of the Beachaire report highlighting the transformative effect of community education on lone parents. We were proud to be a key case study and continue to share our learning.

These are just glimpses of our achievements, a few select moments of so many I could speak to – the graduations, the speeches, the celebrations, and on and on. Across all of these is a unifying factor that echoes back to the start of An Cosán almost 40 years ago – women working together, in allyship with men, toward a better, brighter future.

In that I want to acknowledge the incredible leaders that I have worked with – from our wonderful CEOs who have stewarded the organisation, the managers and staff who have been so diligent, my Board colleagues who have brought such determination to guide our strategy, and of course, each and every learner and parent who are each leaders in their own right.

As I step back from my current role, I look forward to watching with eager eyes and a full heart for the continued growth of this powerful organisation.

● Message from our CEO

Each year as I come to reflect on An Cosán's achievements, I start by thinking about what has happened in the society around us. For Ireland and the world, 2024 was marked by such turbulence – we witness rising inequality at home and abroad, migration and the movement of people seeking safety and better futures, wars that destroy peace, lives and livelihoods, and increased attacks on feminism, gender and racial identities. When we look at all this upheaval and uncertainty, one has to wonder where to look for hope?

For me I see that hope in An Cosán and in our learners. The way to tackle the issues we face is through continued dialogue, hearing each other out without judgement, no matter who we are or where we've come from developing our own potential and that of our shared communities to the fullest. This approach is deeply rooted in the values of An Cosán, those of being connected, compassionate and courageous – and our learners live these values.

The women we work with have such bravery and talent, such potential for leadership that can change our society. And it is through the courses and supports we provide that we help to foster and unlock that incredible potential that they hold. They have bold hearts, and by walking the path of community education, they have bright futures ahead of them.

This past year we worked hard to better understand the impact of our work – and we have been delighted and proud of what we have seen. Our learners have rated the delivery of our programmes and the supports they received scoring across all aspects above a 9/10 mark, but more importantly they have spoken to what that means for their lives – 90% and above having increased confidence and sense of wellbeing.

And we see that by progressing through education, from access to further education and on to higher level studies, brings greater and greater benefits to our learners so that they can seize opportunity.

There are great barriers that exist for those looking for better lives through education, but we have worked closely with our learners and the parents of our little ones to identify the challenges so that together we can make solutions a reality.

An Cosán is an inclusive organisation, we believe that everyone has a place with us to be part of a brighter future. We see that with bold hearts we will achieve that brighter future.



Heydi Foster
CEO

“The women we work with have such bravery and talent, such potential for leadership that can change our society. They have bold hearts, and by walking the path of community education, they have bright futures ahead of them.”

● Our Vision, Mission, Values and Goals

Our Vision

A world where everyone can access education to achieve their full potential

Our Mission

To empower women and children left furthest behind through learning, leadership and enterprise

Our Values

Connected:
Meeting the needs of our community in an inclusive way

Compassionate:
Being kind, supportive and loving

Courageous:
Being ambitious and resilient

Our Core Services

● **Early Years Education and Care**

● **Counselling and Family Support**

● **Adult Community Education (ACE)**

We provide a pathway to learning, leadership and enterprise for those who are most marginalised in our society. While we welcome all, our focus is primarily on women and children as we believe this is the most effective way to break the cycle of intergenerational poverty. We are a feminist organisation that holds empowerment and equality at our core. We strongly believe in inclusivity, diversity, and respect. The communities we work in are important to us and we are constantly striving to find new ways to break down barriers for people to access education in these communities to achieve their full potential.

Our Enabling Goals to become a more Sustainable Organisation

- Nurture our team and culture
- Diversify and increase our funding
- Strengthen our systems and processes
- Improve our internal and external communications

Our Strategic Goals

1

Strengthen Our Core Services

To meet this goal, we will continue to provide our leading-edge services in:

- Early Years Education and Care
- Counselling and Family Support
- Adult Community Education

2

Promote Inclusivity

To meet this goal, we will:

- Exemplify how to work with marginalised communities inclusively
- Continue to be pioneers in the area of digital inclusion
- Create accessible community spaces

3

Influence Systemic Change

To meet this goal, we will:

- Influence public policy
- Evidence our impact on people's lives
- Become an influential voice in the education sector

10 Year Goal

To become the education voice for those left furthest behind and a leader in enhancing the education system in Ireland

Bold Stories

Jody Fogarty

"When I was growing up, things weren't great. There were addiction issues at home but I worked hard in school. I went on to college for two years but decided it wasn't for me. I became an assistant manager in a restaurant. I worked hard and things were good. I was working nonstop and I really enjoyed being around people. I ended up getting pregnant and things just slowly started going downhill. I found myself homeless. I was by myself a lot.

I heard about An Cosán during COVID. My twin girls were babies and I was desperate. I went to the Parent and Toddler Group in Kiltipper and met Bernie and Sophie who introduced me to Lifestart.

Doing Lifestart it was great to know that I was doing OK with parenting. I started doing the courses to grow, to expand my skills and learn new things, to find myself again. First the Parenting course, the Personal Development course and then the Community Development course. I've had another baby since then, a little boy, and it's hard to be a single mam. It sometimes feels like there's a barrier when you have kids but there's no barriers in An Cosán. The Early Years staff see what they could be doing more of, they ask me if there's something I need and keep in touch with me about how the kids are doing every day.

I was always strong. I always had to be strong, but An Cosán has given me a new sense of empowerment that I can do anything. I was nervous about going back to education but I realised I could do the work well. I'm going to complete my studies and then I want to help people, whether it be families that are struggling or people in addiction.

I know I want to give something back.

An Cosán helped me to do what I never would have had the strength to do before. Just having conversations throughout the building as I'm dropping the kids or when I'm coming out. Being able to make those connections, it's been amazing. It's almost like a family now. It's the support that I haven't had before."



I was always strong. I always had to be strong, but An Cosán has given me a new sense of empowerment that I can do anything.

● Origins and Context

With bold hearts and a vision for brighter futures, An Cosán's journey began in 1986 within the setting of The Shanty, the home of the late Dr Ann Louise Gilligan and Katherine Zappone. With a shared vision for active citizenship and transformational education, they believed that education held the key to unlocking potential and eradicating poverty.

From its inception, their work centered on the women of Tallaght West, recognising that empowering and educating women was fundamental to uplift entire communities. Their dream was to create pathways to learning, leadership, and enterprise for those most marginalised in society, a vision that has grown and flourished over the years into the impactful organization An Cosán is today.

Building on this early commitment to accessible learning, An Cosán's dedication solidified with the opening of its new centre in Jobstown in 1999. This pivotal moment marked the creation of a dynamic and adaptable system of community education, thoughtfully designed to accommodate the diverse needs and unique capabilities of each learner. The aim was clear: to ensure every individual could reach their full potential and embark on a path towards a brighter future, supported by a flexible and inclusive educational environment.

Recognising its significant growth and evolving into a national entity, in 2022, An Cosán embarked on a bold new strategy, setting its sights firmly on shaping a brighter future for all of Ireland. With a heightened focus on bridging the digital divide through digital inclusion initiatives and actively influencing public

policy, the organisation declared its ambition to become the definitive educational voice for those most marginalised and a leading force in enhancing the Irish education system.

An Cosán serves a community in Tallaght that faces significant socio-economic challenges. The region is characterised by high rates of social issues linked to deprivation, including elevated suicide and domestic violence rates, high unemployment, and low educational attainment. Single-parent households with children under 18 are disproportionately affected, with South Dublin County exhibiting a lone-parent household rate of 53%, far exceeding the national average of 10%. (Source: 'Poverty levels in South Dublin County' – therightsplatform.ie).

Over 90% of An Cosán's learners are women from some of Ireland's most excluded communities: 95% of the staff delivering our services are women from these same communities. Education represents a vital pathway to a sustainable and equitable future for these women and their children. Our "One Generation Solution" is rooted in the understanding that educating a mother empowers her not only to improve her own life but also to instill a lasting value and appreciation for education within her entire family.

We are driven by a belief in education's transformative power to break cycles of poverty and social exclusion. To date, An Cosán has educated over 21,000 women, and we are committed to extending this impact, aiming to educate another 21,000 by 2030. We recognise that learners face diverse and complex challenges, and we address these head-on by providing comprehensive wraparound services. These vital supports, including counselling, family and parenting support, one-on-one mentoring, and digital literacy training, ensure that women can overcome barriers and fully engage with their education, paving the way towards a more equitable and inclusive future for themselves and their communities.



The Shanty

● Our Core Services

Early Years

About Early Years

Our dedicated and expert Early Years staff provide the highest quality Early Childhood Education and Care for children aged three months to 12 years across our various centres, including those in Jobstown, Tallaght, Coláiste Éanna (Cabra), Kiltipper, St Anne's (Fettercairn), Whitehall, and St Catherine's (Cabra).

Our holistic approach focuses on all aspects of a child's development within a safe, secure, and nurturing home-from-home atmosphere, fostering confidence, independence, and self-esteem. The HighScope Preschool Curriculum is used across our Early Years' centres, and is based on a 'Plan, Do, Review' model that enhances the development of children through a variety of experiences. It aims to ignite children's interest in learning by creating a fun and educational environment that encourages them to explore learning materials and interact with adults and peers. Children are given the opportunity and skills to develop confidence, resilience and independence. The focus is on supporting early learners as they make decisions, build academic skills, develop socially and emotionally, and become part of a classroom community.

Many of our centres participate in the National Childcare Scheme (NCS) and the Early Childhood Care and Education (ECCE) scheme, and some, like Kiltipper and St Anne's, partner with the Childhood Development Initiative (CDI) to offer speech and language support through the Chit Chat programme and provide parenting supports facilitated by dedicated Parent Carer or Parent Support Coordinators, including courses, baby massage, and parent and toddler groups.

Our teams typically comprise experienced Early Years Managers and Early Years Educators committed to providing exceptional care and education.

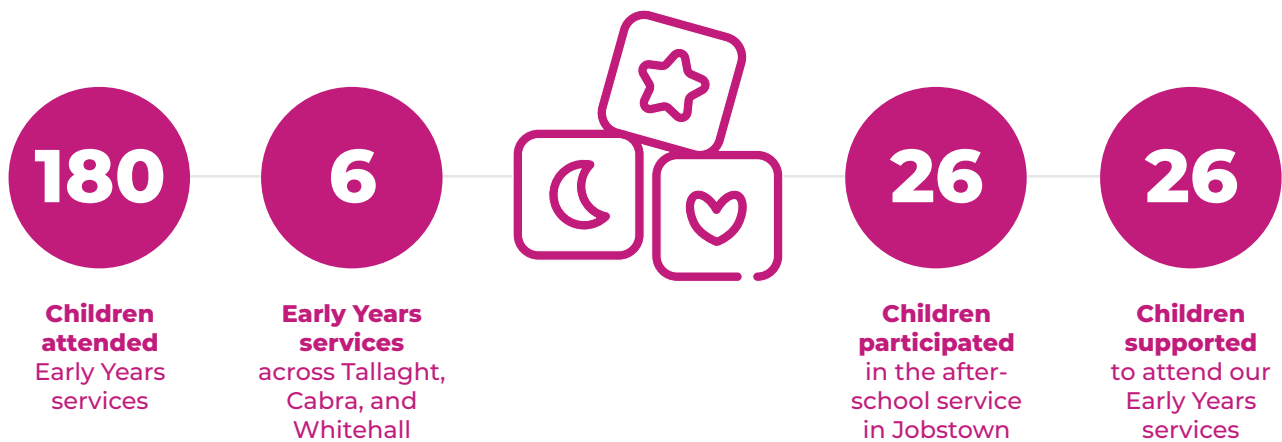
Early Years in 2024

In 2024, An Cosán Early Years Centres consistently provided high-quality early years education and care, actively supporting families and communities. Their programmes prioritised holistic child development through established curricula, including the HighScope Preschool Curriculum, which encourages active learning, the Aistear Framework, supporting play-based learning, and the Síolta Framework, ensuring quality standards.

The centres enriched their educational activities with engaging initiatives and participation in events like International Day of the Girl, World Book Day and Science Week, with each centre fostering child-led learning approaches to empower children socially, emotionally, and academically.

All our services had Access and Inclusion Model (AIM) support in 2024. The AIM programme supports children with disabilities to access and fully participate in the Early Childhood Care and Education (ECCE) universal free early years' programme. The range of supports respond to the needs of the child and to the needs of the early years' setting in which the child is participating. An Cosán services received visits from AIM specialists to assess children, and then further visits to support staff to ensure positive outcomes for children with additional needs who were attending our services. In some situations, the specialist recommended additional equipment and practices to ensure the child was enabled to participate to the

Early Years 2024 in Numbers



best of their ability. Three of our centres also ran Parent and Toddler Groups on a weekly basis, and these groups were open to any parent in the locality.

To provide enhanced inclusive practice for children with additional needs, our centre in Jobstown operates a referral programme with Tusla, the Child and Family Agency, each year, and through this programme twenty-five children were allocated year-long places. Thanks to AIM (Access and Inclusion Model) support, 26 children were enabled to attend our early years services. Additionally, sensory rooms and spaces within the centres enriched the learning experiences for children with additional needs.

Additional family supports were put in place to support the children selected and their parents/carers. The centre in Jobstown also reserved twenty-five places every day for children whose parents are returning to education in An Cosán, and for learners to access our counselling service. Parents also enrolled their children directly at An Cosán Early Years Centres.

Throughout our centres, progress was made toward strategic goals such as improving early learning experiences, supporting families, and enhancing health and wellbeing initiatives.

The capacity of the staff was built by encouraging the participation in Continuous Professional Development (CPD). Five team members across the centres were supported to finish a Bachelor of Arts (BA) in Early Years Education and Care from the South Eastern

Technological University. Early Years educators took part in a range of additional programmes, such as Leadership for Inclusion in Early Years educators Programme, Aistear, and the Advanced Certificate in Early Learning and Care Level 6.

A Mother and Baby group for mothers and their children under 12 months old, and funded by Community Foundation Ireland (CFI), continued throughout 2024. Guest speakers were arranged, and other activities such as baby massage were facilitated.

In 2024, we faced an immediate challenge regarding the continuing uncertainty surrounding the reopening of our Early Years centre in Youthreach in Cabra. Another key challenge remains the overarching need to ensure the long-term sustainability of all our centres which require and are receiving ongoing attention to address the challenges being faced.



Early Years educator Stacey Dowling gets moving with An Cosán Early Years little ones



Early Years educator Martina Lee teaches about the natural world with one of our budding gardeners



It was so helpful to me to be able to interact with other mothers and listen to them.

Bold Stories

Lisa (Mother of Kodi)

The Mother and Baby Group, helped me as I was suffering from postnatal depression. It was so helpful to me to be able to interact with other mothers and listen to them. The other mothers and facilitators helped me when my baby had heart surgery and reassured me even when I had a break-down.

Following our attending the mother and Baby Group Kodi got a place in An Cosán's early years' service. He has come on so much since he started attending every day. In the beginning he would cling on to me and cry not wanting to go, but now he runs into the room when it open.

His speech is developing so well, and he has got very sociable and plays with the other children.

His confidence has grown so much and he loves coming in and it gives me a much-needed break!

If I had one quote for the women that helped me, it would be this...

'Not all heroes wear capes!'

● Our Core Services

Counselling

About Counselling

An Cosán's confidential counselling service offers a safe and supportive space for individuals to explore personal challenges, whether it's simply needing someone to talk to or addressing deeper issues that may be hindering their progress and opportunities. We provide a listening ear and professional support to An Cosán participants, the Tallaght community, and, where feasible, individuals beyond. A suggested donation of just €10-€20 per session helps us to continue this vital service.

Counselling in 2024

Clients presented with a range of complex issues, frequently reporting experiences of being victims of crime, including domestic abuse, sexual abuse, or coercive control, alongside instances of suicidal ideation. The most common challenges individuals sought support for included relationship difficulties, bereavement, abuse (encompassing domestic violence and coercive control), stress, anxiety, financial issues, housing difficulties, and addiction. Grief and loss were also significant presenting issues.

In November, four members of our counselling services team enhanced their professional development by attending the Community Therapy Ireland 2024 National Conference, *Connecting Communities of Best Practice and Learning*.

In December we received a donation of €3,000, from a relation of one of the clients using our counselling service, towards purchasing the books for Christmas for children in the early years services. We are grateful to Tusla and the Department of Justice for their funding of the counselling service.

Counselling
Coordinator
Liz Whelan



Counselling 2024 in Numbers





The support I received, in this group has been unmeasurable and gives me a sense of belonging. To give back to victims the same support I have received and to make good some of the hardest times of my life, has given me a great sense of purpose.

Bold Stories

Sarah (names have been changed)

I have been a victim of domestic abuse for the past 20 + years. I left my home and attended a women's refuge for support, going to the garda for protection and court appearances in 2009. After many years and managing my abuse using the skills and tools that I had picked up over the years I was left to navigate my life in the best way I could. I am mentally, emotionally and physically safe now but there is always a small risk.

I realised after attending therapy that I was still very much living like a victim and was struggling to move into a survivor role. I felt alone and sometimes I felt like my story had never been heard. I struggled to process some details of the abuse and felt alone. I was approached by my therapist in An Cosán who told me about the group starting to support woman who are victims and survivors of domestic abuse and/or coercive control. I have been attending this group every week since 2023.

This group has helped me grow, feel heard and supported. I almost felt abandoned in my fear and trauma and as much as I had brought it to therapy there was nothing like sharing it in a group of women

who were going through similar abuse. In a strange way we normalised our thoughts and emotional turmoil that only could be understood in the way that it was if they had lived it. We really did walk in each other's shoes.

Thanks to the group, I now sit there each week and give support to victims of domestic abuse. I have purpose and a feeling of being believed and belonging. My confidence and self-esteem have grown. I am now studying psychotherapy and want to continue to support and believe victims of domestic abuse.

The support I received in this group has been unmeasurable and gives me a sense of belonging. To give back to victims the same support I have received, and to make good some of the hardest times of my life, has given me a great sense of purpose.

I am very grateful to everyone at An Cosán. My life has changed in so many wonderful ways.

● Our Core Services

Lifestart

About Lifestart

Lifestart is a comprehensive, evidence-based programme offered by An Cosán to families throughout the Tallaght area. Centred around its core Growing Child initiative, it is designed to empower parents of children by providing monthly home visits and education focused on early childhood development.



My connection with Lifestart for the past years of my daughter's development has been very helpful and amazing. All thanks to the workers especially Bernie and Sophie. The monthly visit with my daughter to Lifestart makes parenting alone a little better for me. On each visit, I get helpful books to read through my child's development, I get very helpful advice and helpful answers to questions I have about my child's development. Meeting place is very convenient for my daughter and on each visit, she learn something new and interesting with the amazing and colourful toys and books in the meeting room. It is very hard as a single mom but Lifestart makes a difference in my parenting journey and I really do appreciate that. I can recommend Lifestart to every parent out there especially for single parents. The support is massive, and the encouragement is always there.'

Anne, Lifestart service-user

(names have been changed)

Through these visits from knowledgeable and supportive Home Visitors, parents gain valuable insights into their child's developmental stages, learn effective strategies to encourage growth, and have a safe space to discuss achievements and concerns. The Growing Child programme delivers age-appropriate information and health and safety guidance, ultimately reducing parental stress, strengthening parent-child relationships, and equipping parents with the tools to foster their child's speech, language, problem-solving, and self-esteem skills. An Cosán's Home Visitors work closely with parents, providing information, answering questions, and supporting their child's growth. They often adjust visit frequency to meet individual family needs.

Lifestart in 2024

In 2024, An Cosán's Lifestart team engaged with families across Tallaght providing vital support and guidance to many families, the majority of which were lone parents. However, the underlying conditions affecting families remained unchanged. A significant shift observed was the rise in young mothers grappling with serious domestic violence and coercive control, despite many carrying the burden of their own childhood exposure to similar abuse. Furthermore, escalating open drug sales in some communities required the implementation of dual visits for staff safety, a new development this year. Families encountered severe and interconnected issues, such as domestic violence, mental health crises,

acute housing problems, profound social isolation, inadequate support systems, and persistent poverty. Further complicating matters were substance misuse, emotional abuse, homelessness, and language barriers.

Lifestart's support services addressed diverse family needs, including access to counselling at An Cosán, participation in the Meitheal model (a Tusla-led initiative for effective early intervention), assistance with form completion, advocacy for community service access, dissemination of educational webinars and workshops focusing on children's needs, and provision of vital emotional support to parents.

An Cosán's Lifestart Home Visitors supported a growing number of parents navigating the complex and protracted process of obtaining needs assessments for their children. The excessive wait times, which can extend to seven years, are causing parents to lose hope regarding their children's ability to access appropriate education. Home Visitors are constrained to providing contact details for relevant services, highlighting the critical need for a more efficient assessment system.

Lifestart also fostered community support for parents through a series of events in 2024. These included a family day at An Cosán on August 7th, with 13 parents and 19 children; a five-week infant massage class in July, attended by six mothers and one father; and a further family day on October 13th, with six parents and eight children.

Bernie Coleman, Lifestart Coordinator, pays tribute to the women that she and her team work with: 'The team are working with the most amazing women one could wish to meet. Mothers who only want what is best for their children. Mother's living in sub-standard accommodation that is not fit for purpose. Daily these mothers must get up and get on and try again. We are also working with new families to Ireland. Some have had to flee their country and leave their homes and belongings behind. In our work we meet women who share their stories, their fears for themselves and their sadness with us. We are blessed to work so closely with some of the most amazing strong women we will probably ever meet.'

Lifestart 2024 in Numbers



95%

of families visited
are lone parents

34 families availed of the
programme (18 new)

5

Referrals to
Early Years
services

46

Children supported



7

Referrals to
Counselling
services

124

Home visits

208

Support calls

35

Onsite visits



We've supported Ben's family through immense hardship. We met Ben* and his young, single mother in November 2023, offering support as she navigated first-time motherhood.



Lifestart Case Study

Bernie Coleman

Lifestart Coordinator

We've supported Ben's family through immense hardship. We met Ben and his young, single mother in November 2023, offering support as she navigated first-time motherhood. His loving grandmother was a constant, devoted presence. Tragically, we soon learned Ben's mother was seriously ill, and then, suddenly, she passed away.

Following this devastating loss, we continued supporting Ben, now in his grandmother's care. They, along with Ben's uncle, faced the added stress of a custody battle with Ben's previously absent father. Despite their grief, they prioritized Ben's wellbeing, creating a loving home for him. Ben faces developmental challenges and requires frequent medical appointments.

Ben is a joyful child, and his grandmother and uncle shower him with unconditional love and care, putting his needs above their own. They find immense joy in his progress. They've graciously allowed us to share their story, highlighting their incredible resilience and love for Ben.

(family names have been changed)

● Our Core Services

Adult Community Education (ACE)

About Adult Community Education

An Cosán's model of adult community education programmes, across our Access, Further and Higher Education levels, continues to be informed by the core principles of community education which were strongly influenced by the transformative pedagogy of Paulo Freire.

This approach, emphasising critical thinking, dialogue, reflection, and learner empowerment, has been proven for decades as invaluable in advancing lifelong learning across Ireland.

Our programmes actively foster learning approaches which enable adults to become agents of their own development and adapt to our ever-evolving world.

By prioritising the lived experiences and core needs of our learners, we create relevant and engaging educational opportunities that resonate deeply within our communities.

This learner-centred approach is particularly effective in reaching individuals facing socio-economic barriers and those who may have had negative experiences with formal education, thereby promoting crucial social inclusion, prioritising equity, and building vital social capital. Our supportive learning environments not only facilitate skills acquisition but also foster personal growth, enhance confidence, and empower individuals to become active and informed citizens.

Our work continues to champion critical-thinking skills, encouraging learners to question assumptions and engage with their social realities in a meaningful way.

This is essential for lifelong learning and active participation in a democratic society.

By offering flexible and accessible learning pathways, we are breaking down barriers to education and

providing a vital 'second-chance' for many adults, contributing significantly to addressing educational disadvantage across Ireland.

In essence, our community education model remains a cornerstone of our success in adult education. It allows us to remain connected with under-served communities and move beyond other, more traditional, approaches to adult learning. This approach fosters empowerment, critical engagement, and a genuine love for lifelong learning within the communities we serve, ultimately contributing to a more equitable and engaged Ireland.

A key aspect of our contemporary approach is our evolving wraparound services, which provide comprehensive support that includes early years' education and care (vital for parents returning to education), as well as financial and IT supports, parenting support, and personalised mentoring, tutoring, and counselling.

An Cosán is committed to the Sustainable Development Goals (SDGs) and learner-centred education.

Our ACE programme aligns with key government strategies, including the Further Education and Training (FET) strategy, Adult Literacy for Life strategy, as well as strategies such as the 'Unified Tertiary System', the 'Community Education Framework', the National Plan for Equity of Access, and the Roadmap for Social Inclusion 2020-2025.

Return to Learning graduates in May 2024 with Debra Crawley, Community Education Lead (second from left), Tutor Sonya Doherty (far left) and Tutor Judy Davis (second from right)



This is also a key objective of An Cosán's strategy (Vision 2026: Transforming Lives Together) which emphasises empowering marginalised communities through education and promotes inclusivity.

Annually, we provide approximately 1,500 accredited and unaccredited learning opportunities through both in-person and blended delivery methods, fostering a warm and welcoming environment with part-time morning and evening learning opportunities available.

Our Further and Higher Education courses are accredited by Quality and Qualifications Ireland (QQI) accreditation, and we have a well-established linked provision with SETU (South East Technological University) to facilitate progression to higher level educational pathways. Our commitment to achieving and supporting our adult learner success is evident through personalised learning support and the embedding of essential digital skills for learning across our programmes.

We further enrich our learner experience with regular workshops and guest lectures, alongside a focus on personal development, the provision of in-class IT moderation which supports the learners and allows the tutor to focus on delivery and amplifying our learners' voices.

We also recognise the vital importance of looking towards preparing our learners for the pathways to their future opportunities, so we actively cultivate employability skills and offer valuable work placement opportunities.

The strategic direction and oversight of our programme are all guided by the expertise of the Community Education Advisory Group to the Board of An Cosán.

ACE in 2024

Key achievements in 2024 include the commencement of a third Workability programme across three national hubs, funded by Macquarie. Two other Workability programmes were also in progress, one funded by Dublin and Dun Laoghaire ETB and the other thanks to Rethink Ireland. Another success was the acquisition of Community Foundation Ireland (CFI) funding for a Lone Parents Project, building upon the insights from the 2023 Bechtaire report: *The Power of Community Education: Supporting lone parents to fulfil their potential in education, employment, and society*.

We also achieved validation for two new Quality and Qualifications Ireland (QQI) programmes: Women in Leadership and Community Care for Work.

Our commitment to learner success was celebrated at the Further Education and Training Awards Ceremony



BA students celebrate their graduation in 2024 at South Eastern Technological University

held in the Russell Centre, in Tallaght, on November 30, where 22 learners received major awards in Business Administration with Digital Skills at QQI Level 5.

Furthermore, 50 An Cosán graduates were conferred with Bachelor of Arts degrees in both Community Development and Applied Addiction Studies at two South East Technological University (SETU) graduation ceremonies, held in January and October 2024.

A key initiative in 2024 saw us enhance our operational efficiency and data / impact reporting with the roll out of a new Customer Relationship Management (CRM) system connecting various functions and providing valuable insights to enhance relationships, streamline processes, and ultimately contribute to the success of both An Cosán and our learners.

The external examination feedback in our Higher Education provision in 2024 commended the 'high quality' and 'diversity' of learners' assignments, the 'robust feedback' provided by tutors, and affirmed the alignment of An Cosán's Higher Education programmes with national standards, recognising their contribution to learners' academic, personal, and professional growth.

Key developments in 2024 included the ongoing process of digital onboarding for learners, focusing

on essential digital skills competencies and navigation of learning platforms. Maintaining consistent learner attendance and retention continues to be a persistent challenge. Contributing factors are being identified as family illness and caring responsibilities, personal health issues including mental health, as well as social welfare activation requirements, and transport or travel difficulties.

Employee retention and recruitment in the Adult Community Education team posed significant challenges in 2024, reflecting a broader trend of staff moving from the not-for-profit sector to the public sector for improved compensation and working conditions. Despite this, we successfully welcomed and supported six new tutors into our Access and Further Education programmes and recruited two full-time Higher Education Community Educators and a Higher Education Lead.

Notably, two learners from our Workability Programme were also recruited and appointed to the ACE Team as Assistant Education Administrator and Employment and Skills Coordinator.

As a critical aspect of our community education model, we provided comprehensive Learner Support and Engagement. This included offering vital childcare places for learners' children within our Early Years Centre.

160 individuals benefited from our tailored One-to-One Learning Support, and we also cultivated 26 partnerships with employers that facilitated valuable Work Placement opportunities for our learners as part of their courses.

Our commitment to broader engagement was reflected in a series of community-focused short courses and workshops, including 'Women in Politics' and dedicated 'Health Literacy Month Workshops' in October.

We also actively championed the An Cosán 'Learner Voice' through a dedicated Learner Representative Panel and Class Representatives and ensured learner representation on key strategic bodies such as the Community Education Advisory Group, the Transformative Pathways Project with SETU, and the Quality Assurance Oversight Committee.

ACE 2024 in Numbers

1,417
Learner places
across Access, Further and Higher Education
390 Higher Education learner places

75

**Registered
Higher Education
learners**

5

**Community
Hubs around
Ireland**

26

**Nationalities
Registered
on our CRM**

25

**Tutors
supported**

98

Laptops loaned

27

**Higher Education
modules delivered**



50

**BA
Graduates**

22

**QQI Major
awards**

245

**QQI Minor
awards**

Bold Stories

Alanna Wade

An Cosán learner and Employment and Skills Coordinator

I started in An Cosán on the Workability Business Administration with Digital Skills, QQI Level 5 course, in 2022. From the beginning to the end, I felt fully supported by the An Cosán staff and tutors. They really cared about my well-being and were understanding of my needs.

The course content itself was very useful and relevant.

Not only did I gain knowledge in the modules we covered, but I also gained a lot of confidence through the personal development aspect of the course and the encouragement from the tutors.

I applied for a job at An Cosán nearing the end of the course and secured the position! I am now the Employment and Skills Coordinator, and it is my absolute pleasure to be able to help learners in their journeys at An Cosán.



Not only did I gain knowledge in the modules we covered, but I also gained a lot of confidence through the personal development aspect of the course and the encouragement from the tutors.



Access Education in 2024

Our Access programmes in 2024, primarily non-accredited and delivered face-to-face in smaller classes, encompassed 17 distinct offerings, engaging 376 individual learners across 484 learner places, reflecting instances of individuals engaging with broader educational opportunities by participating in multiple programmes. These programmes align with the objectives of the Adult Literacy for Life Strategy across key areas such as general literacy, English for Speakers of Other Languages (ESOL) Return to Learning initiatives, Digital Literacy, and Health Literacy. Specific programme titles include 'Cúpla Focal' and 'ESOL for Beginners' to 'Step Up 2 Technology,' 'University of the Third Age' (U3A), and 'Women and Wellness', with new additions in 2024 including 'Step up 2 Tech with MS Word', 'ESOL Community and Culture', 'Chair Yoga' and 'Voter Education'.

Further Education in 2024

Our Further Education offerings in 2024 were comprised of seven part-time programmes and four stand-alone modules, primarily accredited at QQI Levels 5 and 6. These were delivered both face-to-face and blended learning.

Across these, we delivered 30 distinct modules, engaging 215 individual learners across 500 learner places.

This resulted in the achievement of 245 minor awards and 22 major awards. Key programmes included Business Administration with Digital Skills (WorkAbility), Community Care, Community Development, Early Learning and Care (ELC) Stages 1 and 2 (primarily DDLETB funded), and stand-alone modules and certificates such as Special Needs Assistant, Women in Leadership (funded by Rethink Ireland), and Addiction Studies.

Our Workability programme, a two-year part-time course combining Business Administration with Digital Skills, Career Coaching, and Peer-to-Peer Coaching (funded by Macquarie), operated across education hubs in Sligo, Ballymun, Liberties, and Waterford, focusing on pathways to employment for its participants.

Higher Education in 2024

In 2024, SETU secured Erasmus+ project funding for STARS: Self-Regulated Learning Tool for Academic Success. This initiative that will be adopted by An Cosán and other European partners aims to transform the student learning experience by enabling the systematic development of Self-Regulated Learning (SRL) skills, empowering students to overcome challenges related to time management, motivation, and emotional regulation.

Finally, the opportunity of supporting our Higher Education learners' progression from learning to work is being facilitated through collaborations, including working with SETU to review its Community Development Level 8 Programme to serve as a progressive pathway for our BA graduates in Community Development. Another progressive pathway started development in 2024 with our partner Accenture a 'Transition to Work from Learning' programme to improve employment opportunities.

Impact Measurement 2024

Access Education Average	Programme Delivery and Wraparound Supports Rating	Further Education Average
9.80	Course satisfaction	9.12
9.32	Course enjoyability	9.23
9.48	Course delivery	9.50
9.36	Counselling	7.66
9.30	Early Years	9.66
9.82	Learning support	9.71
9.71	Employment and skills	9.17
79.0	Net Promoter Score*	96.0

* NPS scoring:
Above 0 = Good. Above 20 = Favourable. Above 50 = Excellent. Above 80 = World Class
See [What is a Good Net Promoter Score \(NPS\)? - Qualtrics](#)

Access Education	Learner Development	Further Education
87.7%	Increased awareness of learning opportunities	91.5%
45.6%	Increased awareness of Labour Market	85.1%
94.4%	Increased sense of well-being	97.7%
91.2%	Increased confidence (general)	93.5%
90.3%	Increased confidence in I.T.	97.8%
49.1%	Improved employment prospects	82.9%
73.4%	Improved personal resilience	95.7%
87.2%	Increased sense of belonging	89.4%
85.7%	Improved motivation	87.2%

Learner Progression 2024

Access Education**	Learner Progression*	Further Education**
21.1%	Found a new job/changed career	25.5%
1.7%	Achieved a promotion at work	6.4%
33.3%	Progressed to a Further/Higher Education course	27.7%
7.0%	Progressed to work related training/apprenticeship	14.9%
45.6%	None of the above/no response	36.2%

* Where course participation is identified as a supporting factor in learner progression.

** Questions are presented in a multiple choice format and the % is calculated as number of respondents who choose each option/total number of relevant feedback respondents in 2024.

Workability



Community Hubs around Ireland

Learn

- ✓ Environment
- ✓ Transferable skills for work
- ✓ Personal development and digital skills for learning
- ✓ Learning support and wraparound supports

Grow

- ✓ Transformative adult learning
- ✓ Group and 1:1 coaching

Work

- ✓ Integrated employability skills
- ✓ Work placement throughout
- ✓ Employer outreach



I hadn't been in a classroom in more than 20 years and I was anxious at the thought of the assignments. Looking back there was no need to be nervous.



Bold Stories

Lisa Byrne

I had worked in Pharmaceutical for 22 years. During Covid I resigned. I wasn't too sure what I wanted to do but knew I needed a change.

I started the Workability Business Administration with Digital Skills course in September 2022.

I was quite nervous to start as I had been out of work for over a year and I had some personal stuff going on.

I had recently become a single mother to two young boys, and I felt like my life had done a complete 360.

It was a completely different environment to what I was used to. I hadn't been in a classroom in more than 20 years and I was anxious at the thought of the assignments.

Looking back there was no need to be nervous. From the moment I walked in I felt at ease as everyone else had similar thoughts and worries. Everything was explained clearly, and it was advised that there was lots of support. I knew there was help if I got stuck on an assignment.

I enjoyed the course so much. It helped me in ways I didn't think it would have. I gained back some confidence I had lost, learned more about myself, learned new skills and met lots of new people. I started a Community Employment scheme in An Cosán as I continued to do the course.

I worked doing admin, events and reception and this gave me an insight into the whole organisation.

I was required to do 60 hours work experience and was delighted to do this in An Cosán as an Administrator with the Adult Community Education team.

It was a great insight into how everything works in the background.

I think as a learner you just go in, do a course and not realise the work that goes into the set up and the work to keep courses running but also how much everyone cares throughout the organisation.

In March 2024 I was employed as a part time Assistant Administrator. It instantly felt like I was part of the team and everyone was so helpful.

Never did I think walking in to do a course that I would end up working there. And I'm so glad I did as it has helped me in more ways I can say.

I finally have a balance with the boys but working at An Cosán also gives you that feel-good factor as you are helping people. I graduated from the course in November 2024 and was very proud as my two boys watched as I received my certificate.

● Our Inclusive Approach Community Employment

About Community Employment

The Community Employment programme (more commonly known as the 'CE Scheme') is designed to help people who are long-term unemployed or otherwise disadvantaged to get back to work by offering part-time and temporary placements in jobs based within local communities.

For Community Employment participants, An Cosán offers a supportive environment for skill development and personal growth. Individuals can gain practical experience in areas such as administration, childcare, education, and community development. The opportunity to work alongside An Cosán's dedicated staff and engage with our diverse programmes can significantly boost participants' confidence and employability. Moreover, our commitment to lifelong learning and social inclusion aligns perfectly with the goals of CE schemes, offering participants access to educational resources and pathways for further development.

At An Cosán, CE schemes not only develop participants' employability and skills development, they also strengthen our capacity to deliver essential services and programmes. CE participants contribute to our daily operations, supporting our efforts to address social inequality and promote community development. This collaborative approach enhances the quality and reach of An Cosán's services, ensuring that more individuals in Tallaght have access to vital resources and opportunities.

Community Employment in 2024

2024 saw the Community Employment programme effectively fulfill its goal of empowering participants for future careers and education. The appointment of experienced internal candidate Tetiana Voitovych as CE Supervisor was integral in consolidating the team, enhancing workflow and driving the progression of the CE team. There were new participants across a range of operational activities and services resulting in 90% of available places filled.

Participants gained practical employment skills in IT, Finance, Hospitality, Reception, Administration, and Fundraising, gaining valuable hands-on experience aligned with their career goals. The team's growth and dedication were key to this success. Ray McDonald's permanent employment at An Cosán as Maintenance Officer, Lisa Byrne's administrative appointment, and Tetiana Voitovych's promotion to CE Supervisor showcase the programme's ability to facilitate tangible career advancement for its participants.

A range of training options were available to CE participants. Encompassing technical skills like CompTIA A+ and Excel, alongside professional development in Business Administration, Taxation, and ongoing Digital Skills. Language proficiency was enhanced through English Language courses, while practical skills were developed in Community Care and Childcare.

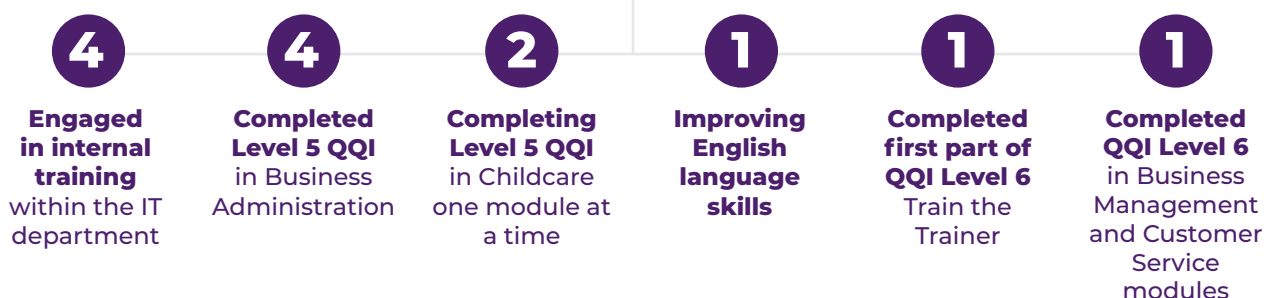
As well as formal training, CE participants also gained valuable work experience through internal placements within An Cosán's IT, Moderating, Early Years, Finance, and Fundraising departments. Furthermore, two participants expanded their experience through external placements at Citizen's Information and Threshold Training in Tallaght.

Ongoing training includes literacy with the National Adult Literacy Agency (NALA), Scrum Master

(a programme to help people and teams solve complex problems), Personal Coaching, and Teach English as a Foreign Language (TEFL). CE participants also played a vital and much appreciated role in organising and supporting An Cosán's community and fundraising events, such as the annual International Women's Day dinner, Golf Classic, Winter Ball, and staff Christmas celebration.

Community Employment 2024 in Numbers

18 Participants





CE Scheme participants, Janet Doyle, Tracey Hickey, Nagham Saffo and Community Employment Supervisor Tetiana Voitovych



CE Scheme participants, Lisa Byrne, Ray McDonald and Marcella Gregg



The CE Scheme has been a transformative experience, equipping me with the knowledge, confidence, and resources to advance in my career. This role has not only strengthened my confidence but also enhanced my relationships with colleagues in the workplace and beyond.



Bold Stories

Nagham Saffo

My experience as a classroom assistant in the CE Scheme has been incredibly valuable. During my time in the scheme, I completed the final module of my Business Administration with Digital Skills course – Reception and Frontline Office Skills. This module deepened my understanding of organisations, digital tools, legislation, and professional responsibilities. It also taught me how to structure my CV effectively and keep it up to date. Additionally, I participated in a 12-week Women in Leadership course, which gave me insight into different management styles and the essential qualities of a leader. These learnings have been particularly beneficial as I aspire to become a tutor, helping me develop classroom management strategies, set professional boundaries, and appreciate the importance of teamwork. Working as a classroom assistant has allowed me to engage with learners from diverse backgrounds. This role has not only strengthened my confidence but also enhanced my relationships with colleagues in the workplace and beyond.

One of the most significant moments in my CE journey was stepping in as a tutor for an ESOL class for beginners. It allowed me to apply the skills I gained from my Business Administration course while also increasing my interest in tutor training. I am currently enrolled in a tutor training course with the Dublin Adult Learning Centre (DALC) to further develop my teaching abilities and understand the differences between working with children and teaching adults.

The CE Scheme has been a transformative experience, equipping me with the knowledge, confidence, and resources to advance in my career.

● Our Inclusive Approach

Digital Inclusion

About Digital Inclusion

Digital inclusion refers to the ability of individuals and groups to have equal access to and use of information and communication technologies (ICT).

Having at least basic digital skills can have a positive influence on a person's life, giving them greater access to education and job opportunities, improved access to government services and encouraging greater social inclusion.

Digital exclusion can lead to social and economic marginalisation. Digital inclusion is vital because it unlocks economic opportunity, as digital skills become increasingly essential for employment, thereby opening new avenues for individuals and communities. Furthermore, it strengthens social connection, enabling people to maintain relationships, access support networks, and engage in online communities.

Finally, it provides access to a wealth of information via the Internet, empowering individuals to make informed decisions that impact their lives.

An Cosán plays a crucial role in promoting digital inclusion, particularly within communities that face significant barriers to access. We recognise that simply providing internet access is not enough to be considered digitally included.

Digital Inclusion in 2024

An Cosán continued to build on our digital inclusion efforts of the past five years during 2024. A key addition to our offering was the successful development and launch of Ireland's inaugural Digital Literacy Community of Practice, an initiative that aims to foster crucial collaboration among educators, on our *Get Yourself Online* platform.

To enhance accessibility, team members participated in Plain Language training, improving the clarity of digital literacy materials and further education courses.

A key achievement was the expansion of our Digital Skills Training Programme, which empowers thousands of individuals, from students to seniors, with essential technological competencies. Through partnerships with local community organisations and education providers, we delivered training in using our digital literacy tools and resources which includes assessment and e-learning modules on digital communication, online safety, content creation, and problem-solving, all aligned with DigComp, the European Digital Competence Framework for Citizens.

Addressing the critical issue of access to technology for An Cosán learners, we continued to expand our Laptop Loan Scheme. This scheme directly addresses the digital divide facing many marginalised adults in Ireland. It is particularly evident in learners in our Access and Further Education programmes where many were relying solely on mobile phones for their internet connectivity. Without the Laptop Loan Scheme, these learners would be excluded from engaging in their learning journey. The Laptop Loan Scheme provides devices which include access to An Cosán Learning Management Systems, email and IT support and cybersecurity. Online and in-person support by moderators to troubleshoot technical issues during class is another key aspect of An Cosán's model to support adults in engaging with educational technology.



An Cosán's Digital Learning and Development Officer Avril Hannifin and Digital Skills Tutor Ashling Johnson with Margaret Murray (centre) Literacy Student and Development Officer at the National Adult Literacy Agency (NALA) at the NALA Literacy Day in October 2024



Mark Kelly, Policy and Communications Manager, An Cosán, Heydi Foster, CEO of An Cosán with Patricia Donald, Head of Communications and Digital, Advice NI

IT Services Supporting Digital Inclusion and Wraparound Supports

In 2024, IT and Digital Inclusion provided essential wraparound support to enhance learner access, engagement and success. Mandatory digital onboarding was delivered to 942 learners, incorporating digital assessments, virtual learning environment navigation, and training on key tools such as *Digital Stepping Stones* and *Get Yourself Online*. Supports were grounded in Universal Design for Learning (UDL) principles, plain language strategies, and technology-enhanced teaching practices. We trained 35 brand new Digital Champions, bringing the total to 106. A Digital Champion is someone who helps others in their organisation or community to improve their digital literacy. They play a vital role in bridging the digital divide by inviting people to get their digital skills checked with our *Digital Stepping Stones* and *Get Yourself Online* platforms, providing advice and guidance on how people can improve their digital skills and confidence and providing the space for people to access technology (laptops and internet) in their centres.

Staff development was prioritised with digital skills training delivered to 17 tutors and onboarding for 14 new staff members.

The IT support team managed 942 support requests, registered 170 learner devices through the Laptop Loan Scheme, and upgraded broadband across four sites to enhance digital learning environments. Staff devices were upgraded to Windows 11 with accompanying training.

Learning Management Systems (Moodle and Blackboard) were updated to improve security, user experience, and system integration, contributing to increased course completion and retention rates.

Additional initiatives included migrating *Get Yourself Online* to a dedicated server and piloting a Digital Literacy Community of Practice.

An Cosán's commitment to accessible communication was deepened in 2024 through our Digital Skills Tutor's completion of a year-long course in Plain Language, resulting in a third-level certificate from Simon Fraser University. This achievement – supported by the Adult Literacy for Life National Programme Office and the Department of Further and Higher Education, Research, Innovation and Science – lays the foundation for a wider rollout of Plain Language principles across An Cosán in 2025.

Through these targeted interventions, IT and Digital Skills supports played a critical role in advancing digital inclusion and supporting learner achievement.

An Cosán also actively promoted digital inclusion externally in 2024 through several key initiatives.

We were invited to exhibit our Digital Inclusion tools at the Irish National Union of the Unemployed (INOU) Annual Delegate Conference, fostering awareness and connections with stakeholders dedicated to digital empowerment.

Furthermore, we designed and delivered accessible *Get Yourself Online* workshops at the National Adult Literacy Agency's (NALA) Student Learner Day in October, introducing learners to our *Digital Stepping Stones* assessment tool and *Get Yourself Online* e-learning courses, while also guiding them through utilising accessibility tools to enhance their learning.

In 2024, we successfully launched Ireland's first Digital Literacy Community of Practice, culminating in a webinar, *Empowering Connections* featuring digital champion Michael Diver and bringing together diverse organisations to collaborate on advancing digital literacy. In the education sector, Communities of Practice provide a way to enable people to learn with and from each other through peer-to-peer professional development activities.

This online space, developed in conjunction with An Cosán's Digital Champions, creates a space where community education practitioners, and those working in digital literacy, can connect and exchange with like-minded community educators about their everyday digital literacy experiences, share their expert knowledge and collaborate and create innovative ideas and practices in addressing the digital divide. Furthermore, building educator capacity through professional development, supported by the Digital Literacy Community of Practice, is essential for effective digital literacy training.

Our advocacy efforts contributed to increased awareness on the importance of digital literacy and digital skills as a human right. An Cosán CEO Heydi Foster was invited to speak about 'Digital Skills as a Human Right' at Advice NI's *Working Together for Digital Empowerment* event held in October 2024. This event was held to bring together key stakeholders, volunteers and community leaders to discuss innovative approaches to digital inclusion.

Policy and Communications Manager, Mark Kelly subsequently delivered a presentation in December on An Cosán's Digital Inclusion work to Business in the Community (BITC) Northern Ireland's Digital Assist Steering Group, which includes public and private sector organisations along with charities and community groups collaborating around digital inclusion.

Finally, An Cosán continues to advocate for collaboration to achieve national coordination and awareness across government, community organisations, and educators, to align our collective efforts in line with national digital inclusion strategies like Adult Literacy for Life.

The successful implementation of digital inclusion initiatives demands a multifaceted approach, beginning with engaging marginalised communities who often face barriers to devices, internet, and basic digital skills, requiring targeted outreach and support.



**Adult
Literacy
for Life**

Addressing skill gaps necessitates personalised learning pathways, utilising tools like *Digital Stepping Stones* and *Get Yourself Online*, to accommodate the diverse digital competence levels of adult learners.

Looking ahead, we remain committed to fostering a digitally inclusive society where technology serves as a tool for empowerment, education, and economic mobility. Our 2024 efforts laid a strong foundation for continued innovation and expansion in the years to come.



Heydi Foster

CEO, An Cosán

As a human rights advocate, I see first-hand the incredible pace and scale of technological change we are all experiencing.

Anyone serious about supporting people and communities to ensure we leave no one behind, must understand that technology is now a critical dimension of human rights and democratic participation. An Cosán has been raising awareness around unequal digital access for many years, as well as the differences people have in the capability to use digital technologies which are so essential for full participation in society.

"Being a member of An Cosán's Digital Literacy Community of Practice is a great opportunity to meet new people that are working in similar or different roles, but in the same area. We are trying to encourage people to use and improve their digital skills...I think the opportunity of networking and learning together with other people doing similar job is just so important, because sometimes you might be working by yourself and feel quite isolated... I think it might be very helpful having that network and feeling 'okay, we are all in this boat together.'"

Nicole Alfaro, Age Action

"I am really excited to be a part of this Community of Practice, it will be an amazing support and space for interacting with other practitioners to share knowledge and resources. The value of learning through real-life interactions and the need for accessible digital skills support is something that An Cosán's Community of Practice highlights."

Catherine Cross, CE Supervisor, Lourdes Youth Community Centre, Dublin



Janet completed every digital literacy course available... often going above and beyond to explore newly-released modules. With each certificate earned, her confidence grew, and so did her impact.



Bold Stories

Janet Doyle

CE Participant and Digital Champion

"As a Community Employment participant at An Cosán, I was introduced to the *Get Yourself Online* and *Skills to Succeed Academy* platforms. What began as digital upskilling soon became a transformative journey. Through these tools, I discovered not only practical skills but a deep passion for learning and sharing that learning with others.

I never thought I'd be doing what I'm doing now. A year ago, I wouldn't have believed I'd have so many certificates – or the confidence to help others find their way."

Janet completed every digital literacy course available on our *Get Yourself Online* e-Learning platform, and Accenture's Skills to Succeed Academy employability e-Learning platform, often going above and beyond to

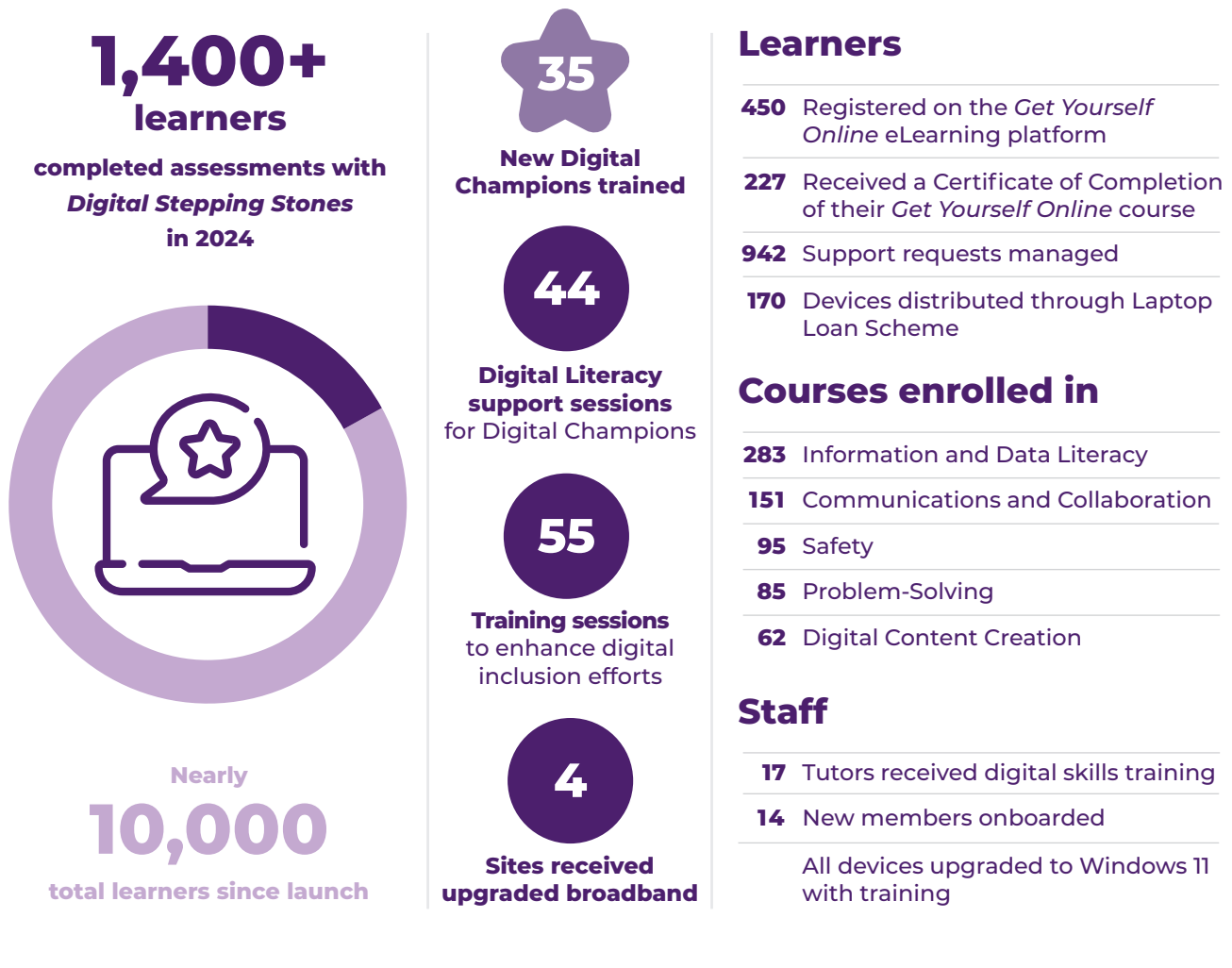
explore newly released modules. With each certificate earned, her confidence grew, and so did her impact.

"I love being in the classroom. Helping others gives purpose to everything I've learned. It's not about being an expert – it's about showing someone they can do it too."

Now supporting tutors and learners in digital skills classes, Janet is a calm, encouraging presence in the room – often guiding learners who feel unsure or overwhelmed.

"If a student tells me, they don't know how to do something and is getting frustrated, I say, you don't know how to do it, yet which helps them realise with a little patient and practice they will get it."

Digital Inclusion 2024 in Numbers



“That’s what I tell people. And it changes how they see themselves.

As a Digital Champion, I understand the importance of having a growth mindset – and I am actively encouraging it in the learners I support, reminding them that it’s never too late to learn and grow.

I initiated a meeting with Daragh Hennessey, CEO of Citywise Education – a charitable organization dedicated to supporting young people aged 8 to 18. I also engaged with their staff and volunteers to promote valuable digital literacy resources, including An Cosán’s *Get Yourself Online* programme and Accenture’s Skills to Succeed Academy. I offered ongoing support to help deliver training using

these tools. Being a Digital Champion has not only empowered me to take initiative but has also given me the confidence to advocate for digital inclusion within my community.”

Janet continues to grow, enrolling in Level 5 Word Processing and aiming toward Train the Trainer certification. She plans to create her own learner centred, employability and digital literacy training workshops for An Cosán’s Community Employment participants. Her story is proof that with the right support and mindset, anyone can become a digital champion – not just for themselves, but for their whole community.

● Our Inclusive Approach

University of the Third Age

About The University of the Third Age

The University of the Third Age (U3A) is a global movement dedicated to fostering lifelong learning and social engagement among those in their 'third age' – a period of life following the cessation of full-time employment.

At its core, U3A provides a vibrant network of learning groups where members share their knowledge, skills, and interests in a supportive and convivial environment.

U3A offers a unique opportunity to enrich and invigorate this new chapter. Through peer-led learning in a relaxed and sociable atmosphere, members experience not only intellectual stimulation but also significant positive impacts on their physical and mental well-being. The emphasis on social connection cultivates lasting friendships, enhancing the overall quality of life.

U3A typically host regular meetings featuring guest speakers, followed by social interaction. These gatherings often serve as an initial point of contact for prospective members. Within these groups, knowledge is exchanged in an atmosphere of mutual encouragement and respect. Experience consistently demonstrates that participation in U3A fosters rapid growth in confidence as members forge new friendships and explore new intellectual and practical pursuits.

U3A in 2024

In 2024, An Cosán's U3A promoted positive ageing, lifelong learning, and engaged citizenship among its members. Our fortnightly sessions featured a dynamic programme encompassing collaborative group work, the sharing of members' diverse skills, and informative presentations from guest speakers on topics of specific relevance.

We also offered practical workshops and demonstrations, such as Chair Yoga, and welcomed visits from valuable local services, including Tallaght Library.

U3A provided a vital space for older individuals to continue their learning journey, acquire new skills, connect with others, and stay informed about available resources. It served as a significant social network, fostering camaraderie and support.

Additionally, our group benefits from fortnightly 'Technology for the Terrified' workshops, accessible to both U3A members and the wider older community. Embracing our motto, 'Life is for Living', U3A empowers individuals to maintain an active, engaged, and fulfilling later life.

The group was honoured to attend the Inaugural Lecture of Professor Susan Smith at the Russell Centre in Tallaght. A further highlight was the enriching Education Day outing to the museum of tenement life at 14 Henrietta Street.

An Cosán's U3A group provides an important space providing a positive and supportive atmosphere for all participants.

Bold Stories

Mary, U3A participant



I started attending An Cosán in 2022 when I retired. I had been working in the community for 20 years and I'd been a single parent for 35 years. I was disappointed to finish up but by that time I was in my 70s. I had no intentions of leaving but then COVID-19 came along.

I was used to being out and about so when I retired I felt very down in myself and very low. I went to an Open Day in An Cosán and I discovered U3A. It changed everything for me because it opened up my life to lifelong learning. It was brilliant to know that facility was there for me.

U3A is great for me, Imelda Hanratty, U3A coordinator gets speakers in to talk about things of interest to us. She organises healthcare, nutrition and ageing talks. We attend gardening and local history events and exercise programmes. We also go on visits to museums and places of interest. It's a big class where we have chats between ourselves. We learn from each other in relation to what's going on in the community. I've made plenty of friends – we meet up and we go for coffee. It's changed my life from thinking that I was going to have nothing to do to having lots to do now.

I would definitely recommend U3A. You meet lots of friends and learn a lot. You're open to more learning opportunities in An Cosán. I'm very interested in lifelong learning so I did the Back to Learning course for a few months. Then I applied for the Community Development course, a two-year course that I'm just finishing up now. That was a great experience for me. It really took me out of my comfort zone. We'll be graduating in November 2025. The whole family is really looking forward to that.

I would love to continue if I can. I'd love to continue another course. So next year, please God, I'll go again!

U3A 2024 in Numbers

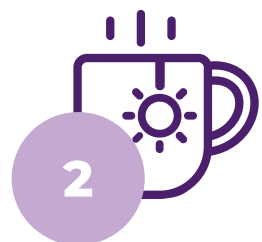
26
People
attended
21 fortnightly
sessions



Health talks



Lecture



**Summer
coffee mornings**



Group outing



Imelda Hanratty

U3A Coordinator, An Cosán

I have been the coordinator of U3A for many years and I really enjoy it. There can be difficult situations for people such as family illness, loss of a partner or living alone so it is great to see how the women comfort and support one another. Our sessions always end with everyone going away with a positive word about their day.



U3A Summer
Outing to 14 Henrietta
Street, a museum of
Dublin tenement life

● Our Commitment to Systemic Change

Advocacy and Policy

About Advocacy and Policy

An Cosán's approach to advocacy is motivated by the idea that the voices and needs of often marginalised learners and communities should be heard at local and national levels, so that they can inform the development and implementation of policies that directly affect them.

We represent our learners' needs, highlighting social inequalities, promoting equity and lifelong learning, and fostering community development.

By raising awareness among policymakers and the public about our unique pedagogical approaches, our wraparound supports that help us to reach disadvantaged learners, and our contribution to social cohesion, our advocacy efforts help to position community education as an integral and respected part of the lifelong learning framework.

Advocacy and Policy in 2024

Throughout 2024, An Cosán actively engaged with key stakeholders and partners to advocate for and share our innovative approach to adult education. Our Digital Inclusion team tirelessly promoted our free digital inclusion resources such as *Get Yourself Online* at a number of events during the year, including NALA's Adult Literacy Learner Day.

In January, we welcomed the newly appointed Secretary General of the Department of Further and Higher Education, Dr Colm O'Reardon, to our Jobstown centre, showcasing our adult community education model.

Our CEO Heydi Foster was in Dublin Castle in February to celebrate 10 years of Tusla, the Child and Family Agency. The event was hosted by Minister for Children, Equality, Disability, Integration and Youth, Roderick O'Gorman and was attended by Tusla's Kate

Duggan, Health Service Executive CEO Bernard Gloster and Ombudsman for Children Dr Niall Muldoon.

Also in February, CEO of SOLAS, the Further Education and Training Authority, Andrew Brownlee, recognised the success of An Cosán learners in Education Matters' Ireland's Education Yearbook. At Accenture Ireland's 20th International Women's Day at Dublin's Convention Centre in March, Heydi joined some of our longstanding partner's top women leaders to discuss the need for more women in tech. An Cosán's Educational Technologist, Dragana Soro and Digital Skills Tutor, Ashling Johnston participated in a video that was presented to hundreds of Accenture's guests.

Heydi and Ashling also celebrated International Women's Day at Euronext Ireland's 'Women in ETFs' event at the historic Exchange building. The Euronext Foundation provides support to charities who are active in the fields of Diversity and Inclusion such as An Cosán.

Macquarie Bank Europe's CEO Andrew Gates, Rachel Engel and their team visited An Cosán in Jobstown in March to see our work in action. Macquarie supported our Workability programme in 2024 which provides learners with transferable skills for flexible employment.

In May, Heydi celebrated the positive impact that Rethink Ireland awardees, including An Cosán, have had on over a million people since 2016. Rethink Ireland is a social innovation fund that awards cash grants and business supports to organisations



CEO Heydi Foster
(centre, front)
visiting Macquaire
headquarters in
London

Dr Colm O'Reardon, Secretary General of the Department of Higher Education speaks to a learner during his January visit to An Cosán



working to address pressing social and environmental issues in Ireland.

In June, Heydi, along with Adult Community Education Manager, Adelaide Nic Chárthaigh and Digital Inclusion Coordinator, Mark Kelly, joined with representatives of other SOLAS-funded agencies, in a meeting organised by the Adult Literacy for Life National Programme Office. The meeting was held to share efforts being undertaken to support the implementation of the Government's 10-year 'Adult Literacy for Life' strategy across the Further Education sector.

An Cosán was delighted to welcome Hans Zomer of Global Action Plan to our Jobstown centre to exchange views on sustainability and future-proofing communities and the planet with Heydi and Adelaide Ni Chárthaigh, Adult Community Education Manager.

Also in June, An Cosán's innovative 'Discover Your Path' course was highlighted in SOLAS's Adult Literacy for Life Collaboration and Innovation Fund Report 2023 for its effectiveness in empowering learners.

In July, Heydi, alongside fellow grantees from across the UK and Europe, attended a two-day convening session in London, organised by our partner the Macquarie Group Foundation. The session was held

to engage in valuable discussions on best practice approaches towards the progressive development of corporate and non-profit partnerships.

Heydi attended Education and Training Boards Ireland (ETBI) Annual Conference in September which explored the themes of education, democracy, and citizenship.

In October, Heydi was invited to be keynote speaker at Advice NI's *Working Together for Digital Empowerment* event in Belfast. The event was held to bring together key stakeholders, volunteers and community leaders to discuss innovative approaches to digital inclusion. In her speech, Heydi called for policymakers, businesses, and service providers to recognise digital access as a human right and take action to ensure that no one is unfairly discriminated against due to a lack of connectivity, skills, or digital resources.

The year culminated in November with Heydi being invited to deliver the keynote speech at EPALE EU's *Learning 4 Change* conference. Her speech, titled 'Empowering Communities, Shaping Futures, Collectively' stressed adult learning's crucial role in navigating global change and fostering resilience. The conference was attended by key stakeholders from across the adult learning sector in Ireland.

● Our Commitment to Systemic Change Communications

About Communications

The Communications Team at An Cosán plays a vital role in amplifying An Cosán's message and ethos nationally, ensuring that individuals who can benefit from our services are well-informed, while also highlighting the significance and impact of our work to key stakeholders.

Internally, the team facilitates the gathering and dissemination of information across the organisation, fostering a richer culture and greater cross-programme understanding. The team offers strategic advice and insight to shape communication approaches and is responsible for the daily execution of our external and internal communications, as well as targeted campaigns. With a commitment to flexibility and proactive engagement both within the organisation and with external partners, the communications team focuses on delivering impactful and results-oriented communications that consistently uphold the mission and ethos of An Cosán and that adhere to best practices in all representations.

Communications in 2024

January saw positive media coverage for An Cosán, including a full-page spread with photos and press release for the 2023 Winter Ball that took place the previous November, in *The Echo*, a well-established local newspaper with a strong connection to the Tallaght community and over 25,000 weekly readers.

Local newspapers also provided coverage for the Further Education Awards and the Bachelor of Arts in Community Development graduations in Carlow, with follow-up articles in various counties due to the graduates hailing from across Ireland. Noteworthy mentions included coverage regarding the South Eastern Technological University's partnership with An Cosán receiving €1 million in Higher Education Authority (HEA) funding and highlighting the

empowerment achieved through An Cosán's Adult Education programmes.

February and March were marked by significant outreach and media engagement. Susan O'Reilly, who worked with Tipperary Education and Training Board (ETB) since 2018, graduated with a BA in Community Development and attributed her promotion to An Cosán's Degree in Leadership and Community Development programme on the Ireland Live website.

Our 26th International Women's Day lunch on March 8, held at the Shelbourne Hotel, successfully brought together almost 260 supporters and raised approximately €20,000. The event was covered in *The Echo* on March 14 with an article and a full page of photographs.

Staff and learners celebrated International Women's Day in Jobstown with a reading event.

An Cosán's unique approach to Adult Community Education continued to receive positive media attention, with local paper articles about the 26 BA graduates and an impactful interview with three learners/graduates on Miriam O'Callaghan's RTE Radio 1 programme on March 10. BA graduate Pamela Cullotty's story as one of the first Traveller community members to earn a BA degree with An Cosán was highlighted in *Traveller Voice* magazine.

In April, *The Irish Times* published an extensive article featuring Adult Community Education Lead Adelaide Nic Chárthaigh and Pamela Cullotty. Funding secured for



An Cosán's Digital Learning and Development Officer, Avril Hannifin, with Minister for Education Norma Foley at the launch of 'The Power of Community Education: Supporting lone parents to fulfil their potential in education, employment, and society'



An Cosán Community Education Lead Debra Crawley and Employment and Skills Coordinator Alanna Wade at Dublin South FM

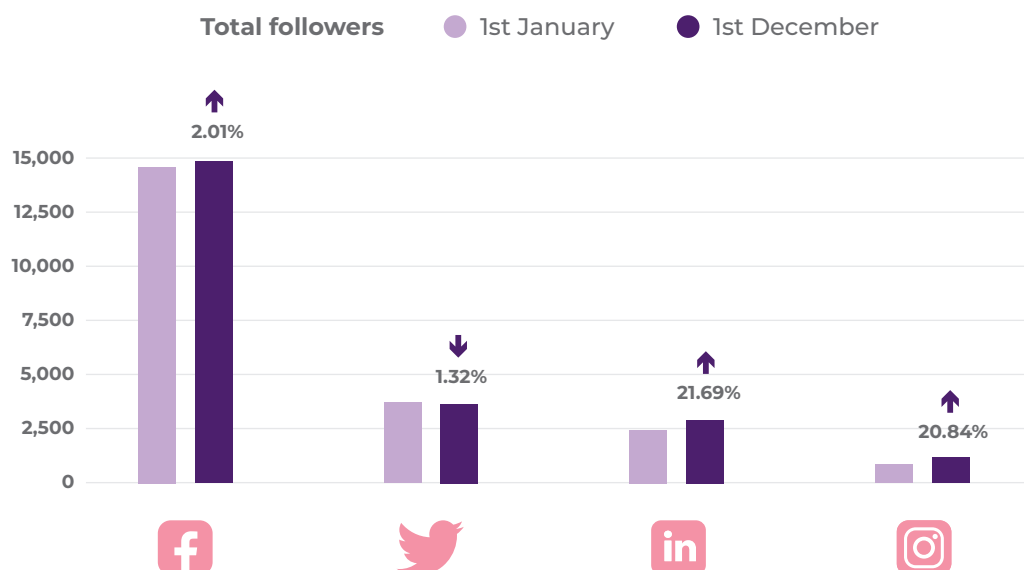
the WorkAbility course enabled ongoing promotional efforts through newspaper ads and radio spots on South East Radio and The Square Radio. The communications team from Community Foundation Ireland (CFI) visited An Cosán Jobstown, capturing photos for their website and annual report and Employment and Skills Coordinator Alanna Wade told her powerful story of community education in a CFI promotional video filmed onsite.

May brought an extensive article in *The Echo* featuring Avril Hannifin, An Cosán's Digital Learning and Development Officer, speaking about her experiences at the launch of 'The Power of Community Education: Supporting lone parents to fulfil their potential in education, employment, and society', a Bechaire-funded report on the transformative effect of community education on lone parents. June saw coverage surrounding the launch of the report in various local news outlets. Pamela Cullotty's continued success was celebrated when she won the Education Award at the Traveller Pride Awards on May 23, generating further positive mentions in the media.

Our Community Education Lead Debra Crawley and Employment and Skills Coordinator Alanna Wade participated in an insightful interview on Dublin South FM in July. In September, the Golf Classic received excellent coverage in *The Echo*, featuring a full page of photos and highlighting adult learner Patricia Bailey's speech. A photograph of the An Cosán team as finalists in the South Dublin Chamber's South Dublin County Business Awards also appeared in *The Echo*.

On October's International Day for the Eradication of Poverty, our Community Education Lead Debra Crawley and Employment and Skills Coordinator Alanna Wade contributed to EPALE Ireland's Breaking Barriers event, speaking on An Cosán's 'One Generation Solution'. November saw excellent coverage for An Cosán's Winter Ball in *The Echo*, including a full page of photos.

Communications 2024 in Numbers





Pamela Cullotty
graduating with
a BA in Applied
Addiction Studies
and Community
Development in
January 2024

● Our Commitment to Systemic Change

Fundraising and Development

About Fundraising and Development

Fundraising and development are pivotal in enabling An Cosán to extend its vital reach and deepen its impact within Dublin's most underserved communities.

A key focus remains on strategically increasing much-needed unrestricted and core funding, alongside the ongoing development of a robust fundraising strategy and clearly defined goals aimed at ensuring long-term impact and sustainability for the organisation's vital work.

These efforts have not only provided essential financial resources but have also cultivated invaluable partnerships which helps raise crucial awareness around the impact of the transformative power of adult community education and need for wraparound supports for learners. Through the generosity of our donors and supporters, we have been able to sustain and enhance our programmes, ensuring that more women gain access to the education, skills, and support networks necessary to break cycles of disadvantage and build brighter futures for themselves and their families.

Fundraising and Development in 2024

A big part of our 2024 fundraising goals was to increase unrestricted funding. Our three core fundraising events – the International Women's Day lunch, the Golf Classic and the Winter Ball – were well-received and had excellent levels of interest and support. These events are very important activities that connect us with donors and supporters as well as highlighting An Cosán's mission and values.

The three events saw increased levels of income and prize donations thanks to our generous supporters.

This income is increasingly valuable to our strategic objectives as avenues to acquire unrestricted funding are scarce. Programmatic funding remains predominant in the sector.

In spite of a constantly shifting economic landscape, we successfully secured new funders, including commitment to a notable grant of €44,684 from the State Street Foundation (SSF) to be drawn down in 2025. This grant exceeded our initial request and demonstrates SSF's strong belief in our transformative holistic support for women in marginalised communities. Our commitment to good governance saw us achieve due diligence eligibility for the international funding platform CAF America, opening new avenues for funding in the future.

In terms of addressing the needs of the wider Jobstown community for the future, we intend to increase the capacity of our building to allow for increased services and enhanced sustainability. We initiated a plan to both expand and modernise our Jobstown head office building. A crucial first step involved commissioning a comprehensive engineer's report on safety regulations, alongside proactively securing a SEAI Energy Audit, which provided valuable insights for future-proofing our infrastructure with a sustainability focus.

The publication of the Bechtaire Fund-supported report, *Community Education as a Support for Lone Parents* in March 2024, powerfully highlighted the empowering role of our integrated wraparound supports. This impactful research was central to

Fundraising and Development 2024 in Numbers



● Fundraising

€20,419*	International Women's Day lunch
€14,482**	Golf Classic
€39,563***	Winter Ball
€74,464	Total

with donated prizes to the value of
* €6,700 | ** €2,000 | *** €10,500

our application for a new standalone grant from Community Foundation Ireland.

We were honoured to receive global recognition through a 2024 Her Future grant from Zoom Cares, celebrating our team's dedication to creating educational and economic opportunities for girls and women. This generous grant of €74,417 was scheduled to be drawn down in 2025 and underscores a commitment to empowering women in under-resourced communities.

The culmination of our impactful work and growing need was reflected in our selection as a Finalist in the *South Dublin Chamber of Commerce Business Awards* – 'Best Not For Profit'.

2024 was peppered with our annual fundraising initiatives. Our International Women's Day lunch on March 8 celebrated the impactful journeys of three adult learners who, overcoming significant adversity with An Cosán's support, are now actively contributing to their communities.

We are grateful for the continuing support of Miriam O'Callaghan, who has supported our International Women's Day event for many years. Miriam interviewed our learners before an audience of over 260 supporters, and helped showcase how the learner's experiences powerfully exemplified the transformative power of education, in line with the day's theme, 'Invest in Women: Accelerate Progress.' Their inspiring stories highlighted how An Cosán's holistic approach equipped them with leadership

and community development skills, enabling them to become changemakers and pillars within their own localities, echoing CEO Heydi Foster's sentiment about the transformative power of investing in women's potential.

The annual Golf Classic, held on September 6 at Powerscourt, proved to be a resounding success, bringing together over 100 participants in support of An Cosán's mission. A particularly moving moment was learner Patricia Bailey's powerful testimony, sharing her personal journey with An Cosán and underscoring the profound impact of our holistic model. Her achievements stand as a testament to the transformative potential of integrated wraparound supports.

Continuing this momentum, the annual Winter Ball on November 1 at The Shelbourne, expertly emceed by international rugby stars Barry Murphy and Andrew Trimble, was a dazzling evening attended by over 250 guests. Learner Melissa Dillon bravely shared her own experiences, offering a poignant insight into the challenges faced by many and highlighting how An Cosán provided the crucial support needed to rebuild her life. In addition to these inspiring narratives, the evening featured a highly successful raffle and auction, showcasing phenomenal prizes generously donated by our valued supporters.



Miriam O'Callaghan interviewing An Cosán graduates/learners Tamara Kearns, Debbie Byrne and Abosede Grace Ogunsaya at International Women's Day lunch at The Shelbourne, March 2024



MCs and former Rugby Internationals Andrew Trimble and Barry Murphy with CEO Heydi Foster and Chair of the Board Anna Durkan at the 2024 Winter Ball at the Shelbourne Hotel, Dublin

● Our Commitment to Systemic Change

Community Partnerships

About Community Partnerships

An Cosán works closely with community education organisations around Ireland to make learning more accessible and inclusive.

Through these partnerships, we offer both virtual programmes and digital inclusion training, providing the space and these local level supports learners need and creating peer learning communities that support and encourage each other.

Our partners help us reach people who might otherwise be left out of education, especially in communities facing poverty, inequality, and disadvantage. As knowledge and skills grow locally, we're able to share what works with others across our national network – learning from each other and building on best practice.

By staying connected, we keep community education relevant, flexible and grounded in real needs. Together, we're empowering learners, their families, and their communities – locally and nationally.

Community Partnerships in 2024

In 2024, An Cosán actively engaged with the community through events like the 'Age Proof' talk and participation in learning and recruitment fairs.

Our Adult Community Education Team was involved in networking, training, promotional events and consultations in conjunction with organisations such as the National Women's Council of Ireland (NWC), South Dublin Chamber of Commerce, Trinity College Dublin, Leargas, Intreo, Aontas and Longford Women's Link.

Our ongoing WorkAbility programme was run in collaboration with our partners, The Blue Door and The Digital Hub, and a new iteration was run in partnership with Cranmore Abbeyquarter Community Centre and Wexford Local Development Group.

Three new Community Education projects, including the Lone Parents project, funded by Community Foundation Ireland and Doing Well, funded by Rethink and Bank of Ireland, were developed in 2024 and are set to roll out in community partner hubs in 2025.

At a local level, An Cosán actively fostered community engagement through a diverse range of enriching programmes and offered valuable and relevant learning opportunities that resonated with the wider community.

These included thought-provoking talks and book clubs, such as 'The Evolution of Women in Irish Politics Series' and 'Reclaiming the Secret of Love' featuring Katherine Zappone, alongside practical well-being focused sessions organised during Health Literacy Month, such as 'Menopause and The City' with Dr Louise Fitzgerald and introductory Yoga 4 Health tasters. In April Professor Rose Anne Kennedy presented 'Age Proof - the New Science of Living a Longer and Healthier Life' that welcomed over 100 attendees online and in-person. The event was part of the Academic Primary Care Collective series of talks co-hosted with An Cosán, Trinity College Dublin and Tallaght University Hospital. We participated in Trinity College Dublin's Community Learning Fair and a Work and Skills Recruitment Fair in Tallaght.



Digital Learning and Development Officer Avril Hannifin assists a learner at a Workability session

Our ongoing Digital Inclusion activities, delivered in collaboration with local partners and education providers, has equipped thousands with essential digital competence and confidence skills through organisations such as Coolmine Therapeutic Community, Age Action, Focus Ireland, Moate Community Centre, Clogher Road Community College, South Dublin County Partnership, Sligo Leitrim Mental Health Services, and Skibbereen Community and Family Resource Centre amongst others. All of these organisations have availed of training and are implementing our digital literacy tools, particularly our *Get Yourself Online* platform.

Last but not least, in a very meaningful collaboration, our work with the National Adult Literacy Agency (NALA) in 2024 saw us deliver four impactful digital literacy workshops for their learners based on the use of our digital competence tools and resources.

Community Partnerships 2024 in Numbers

**New
partners**

22



40

**Partner events
attended
by Community
Education Team**

**Community
workshops**

2



2

**Health literacy
month events**

● Directors' Report

Financial and Operational Review

In 2024, An Cosán achieved a surplus of €34k on a budget of €3.9m. Our overall income grew by 7% on the prior year. 30% of this growth was derived from our fundraising activities, and the remainder is primarily related to increases in State funding. Overall expenses also increased by 5% which resulted in an extremely modest financial result of €34k for the financial year.

It is imperative to the Board of An Cosán that we continue to hold financial sustainability and the diversification and growth of funding as key priorities for the remainder of our current Strategic Plan (2022 – 2026) and beyond. This is to ensure that An Cosán can continue to deliver exceptional high quality services to the communities it serves in the areas of Early Years Education and Care, Family Support and Wraparound services and Adult Community Education to those furthest behind.

State funding provides 79% of An Cosán's funding. This percentage remained stable on the prior year. Key funders such as Tusla, SOLAS and Dublin and Dun Laoghaire Education and Training Board (DDLETB) are paramount to our core and programme funding model and we remain ever grateful for their continued support and collaboration.

An Cosán will continue to lobby and advocate for a sustainable funding model from State funders for our organisation which centres on multi-annual funding and annual increases similar to the funding model provided by the Department of Rural and Community Development under the Community Services Programme (2023 – 2027). In 2024, this programme funding was increased by 12% on the prior year and for this we are extremely grateful as it contributes towards some of the core salary costs within our Adult Community Education programme.

Tusla also provided extremely welcome increases in funding linked to the recent agreements at the Workplace Relations Commission in respect of Section 56

organisations. This increase provides great recognition for the quality of work provided by our teams and takes a clear step in the right direction to improve pay and conditions of employees in the not-for-profit sector.

2024 also saw the commencement of another multi-annual funding agreement (2024 – 2026) from the Higher Education Authority (Department of Further and Higher Education, Research, Innovation and Science). This is a Performance Funding Project in respect of our Higher Education programme in which we collaborate with the South East Technological University.

We continued building on our collaboration with Macquarie Group Foundation as we embarked on the first of a three-year corporate partnership to deliver our Workability programme. This programme ensures that we reach learners who are furthest behind across three hubs nationwide which means we are achieving An Cosán's mission while diversifying funding streams and attracting multi-annual funding.

Another focus for 2024 was in nurturing new relationships from philanthropic sources which will provide a pipeline of funding streams into 2025; namely State Street Foundation and Zoom Cares.

We are ever grateful to the vast array of individuals and corporates who donate their goods, services, time and energy to An Cosán to provide pro-bono support-in-kind. In 2024, this amounted to an extremely generous estimated value of €35k. This support is deeply appreciated by An Cosán and is also pivotal in optimising our unrestricted surpluses at our fundraising events.

We extend our deepest gratitude to our friends and long-term supporters of An Cosán who contribute with such generosity to the success of our flagship fundraisers throughout the year, our International Women's Day Lunch, our Golf Classic and our Winter Ball. We are delighted to report in this regard that our unrestricted surplus in 2024 amounted to €90.5k.

As per our Reserves Policy approved by the Board in June 2024, following an extremely comprehensive review of the risk levels of the organisation, our unrestricted reserves target was agreed and set at the equivalent of two months' worth of operational expenditure (€629k). When this policy was set, the shortfall against this target was €265.5k. The annual target in order to meet this unrestricted reserves surplus was set by the Board at €80k per annum (which is in line with sustainable unrestricted surpluses of annual budgets approved by the Board). We are happy to note that this annual unrestricted target has been achieved in 2024. This is evidence that the targets set by the Board were realistic and achievable and An Cosán is on track to meet this overall target within the four-year timeline as per our Reserves Policy.

1. Total reserves at the end of the financial year are €1,625,783 (2023: €1,591,783)
 - a. €1,171,737 (2023: €1,228,238) is restricted
 - b. €454,046 (2023: €363,545) is unrestricted
2. The overall surplus of €34k for 2024 reflects a modest result and prudent financial management.
3. The key target to grow unrestricted reserves by €80k annually to be in line with the Board's Reserves Policy (June 2024) was achieved in 2024.
4. An Cosán remains on track to achieve the target of two months' worth of operational expenditure (€629k) as unrestricted reserves within the original four-year timeline set.

The current modest unrestricted reserves position gives the Board and management reasonable comfort and ability to plan longer term. It affords the organisation the capacity to withstand the risks associated with potential future income shocks and a growing cost base. It also allows us financial security while we continue to seek additional core funding across a range of government departments and agencies and while we strive to diversify our funding

streams from as many sources as possible to ensure that financial sustainability is achieved, and that essential service delivery remains our priority well into the future.

Although An Cosán has no active investments currently at play, our investment policy ensures that any investments would be authorised by the Finance & Risk Committee and that capital protection, liquidity, and low-risk returns are prioritised. Investments would be limited to secure products like bank deposits and government bonds, with a strict avoidance of high-risk or speculative options. Only unrestricted funds would be used, and all investments would be regularly reviewed by the Finance & Risk Committee to safeguard our organisation's financial health and reputation.

Reserves

The Board has set a reserves policy which requires:

- Reserves be maintained at a level which ensures that An Cosán's core activities could continue during a period of low funding, or where there is pressure on our cashflow or other unforeseen difficulties
- A proportion of reserves to be maintained in a readily realisable form
- The calculation of the required level of reserves is an integral part of the organisation's planning and budgeting cycle

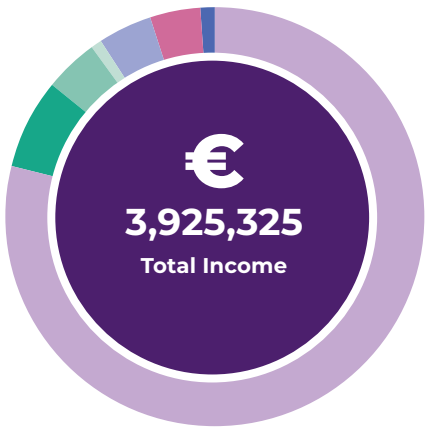
The reserves policy takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- The organisation's commitments

The following headings were used in the development of the policy:

- Introduction
- Statement of Reserves Policy
- Risk assessment
- Reserves Level
- Review

Financial Review 2024 in Numbers



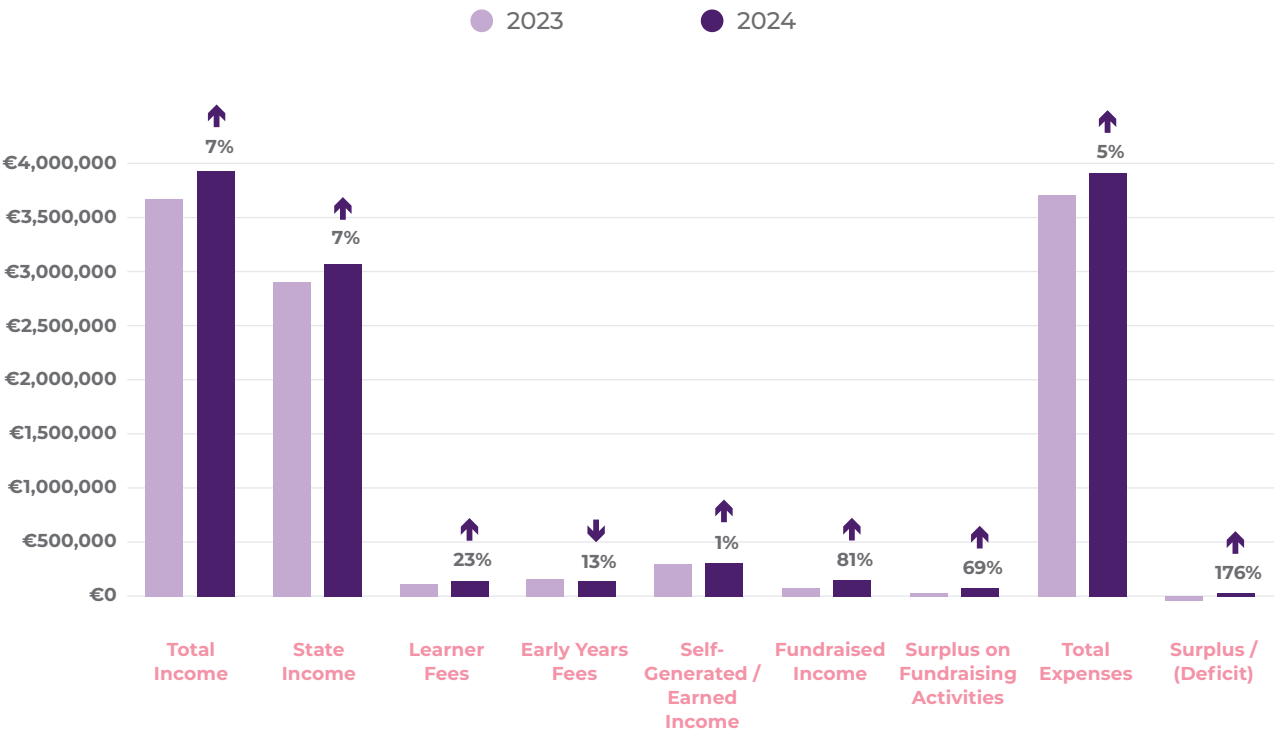
Income 2024

€3,090,220	State
€277,281	Donations and Legacies: Private and Corporate
€175,817	Donations and Legacies: Fundraising Activities
€35,614	Donated Services "Support in Kind"
€141,615	Learner Fees
€163,744	Early Years Education and Care Fees
€41,034	Other

Unrestricted and Restricted Funding



Financial Activities



● Directors' Report

Structure, Governance and Management

Structure

The Shanty Educational Project CLG (An Cosán) is a registered charity (CHY no.8659) and was incorporated as a company limited by guarantee on 28 April 1988. Charitable status is granted by the Revenue Commissioners. The company is established for charitable purposes only and is governed by its Constitution.

The Articles of Association sets out the main objects for which An Cosán is established:

- To provide for the relief of poverty, deprivation and disadvantage in the four communities of Tallaght West, that is Jobstown, Killinarden, Fettercairn and Brookfield and other similar disadvantaged areas through the provision of education, training, employment, enterprise and childcare.
- To empower local people through education and enable them to fully participate with local authorities and state agencies in the delivery of Government policies.
- To promote sustainable local development by the development of the leadership, strategic and entrepreneurial capacities of local people.
- To provide education, training, employment, enterprise and childcare by establishing, building, maintaining and conducting a centre or centres or such facilities as may be thought desirable.

The company has four members each of whom agrees to contribute €1.27 in the event of the company winding up.

Eileen Durkan
Dara Hogan
Brenda O'Malley Farrell
Katherine Zappone

The principal activities of An Cosán include the provision of Adult Community Education at access, Further and Higher levels and the wraparound services to support our adult learners in a holistic way on their educational journey.

These wraparound supports include hospitality, counselling, mentoring, learner and academic support, digital inclusion assistance and financial support through our bursaries and laptop loan scheme.

Our other principal activities include the provision of quality Early Years Education and Care in our seven early years centres across Dublin in Tallaght, Whitehall and Cabra. We provide pre-school and afterschool services and use the 'HighScope' curriculum to build independence, resilience and confidence in the children from a young age.

Our third principal activity is our Counselling and Family Support services which ensure that the holistic needs of our adult learners and parents are met, and that they are supported at all stages of their learner and parental journeys with An Cosán.

Governance

The Board identifies prospective new Directors (following an annual self-assessment skills review) regarding the competencies required by the An Cosán Board.

A process of engagement with prospective Board members is undertaken to familiarise them with An Cosán, its Board and senior management and to assess 'fit' with our organisation prior to proceeding with their ratification. An Cosán will only appoint directors who will uphold the organisation's core mission and values.

An induction process for new directors is tailored to include both informal and formal elements. The informal stages include attendance at An Cosán events or fundraisers to become more familiar with the organisation. The formal induction takes place at An Cosán.

The Chair introduces the new Directors to our governance processes and organisational structure, and the Directors Handbook is provided to each

new Director. The new Directors receive a tour of the organisation, and the CEO shares insights on the history, vision, mission, culture and ethos of An Cosán.

The CEO also introduces the strategic plan and current opportunities and challenges facing the organisation. The senior management team members provide an overview of each operational area to the new Directors.

An Cosán aligns with the Charities Regulator recommendations that the following be given consideration when appointing charity trustees:

When recruiting a new charity trustee, the Board is mindful of the skills, experience and knowledge already available to it from existing charity trustees. Following the annual self-assessment review, led by the Chair, any competency / skills gaps are identified and serve as the basis of Board replenishment.

The Articles of Association of the organisation provide for a maximum of 16 Board members, although a smaller number is also permitted.

Training is provided to Directors on an ongoing basis and provided both for individuals based on needs and as a group on relevant policy and governance and regulation updates.

According to the An Cosán Constitution, each Director must retire not later than the third annual general meeting following their last appointment or re-appointment at a general meeting. In any event, at each annual general meeting a minimum number of Directors are subject to retirement by rotation.

The Chief Executive Officer sits on the Board as a non-voting member and represents staff views to the Board.

Schedule of matters reserved for the Board

The following matters are reserved for Board decision-making:

- Approval of the strategic plan, business plan, budget.
- Approval of and signing the Directors' Report and Financial Statements.
- Decision on legal matters which have, or are likely to be, the basis of an action against An Cosán.
- HR claims which involve the CEO; HR cases stipulated in the personnel policies as requiring attention of the Board. Recruitment and selection of the CEO, terms and conditions and performance reviews.
- Considering developments or actions that may have significant impact on the organisation's strategy, finances, reputation, and capacity to fulfil its mission.
- Considering significant matters that may impact staff and client wellbeing.
- The setting of pay and remuneration for the senior management team (to establish an appropriate range of pay for the level of responsibility) is reviewed and approved by the Board. Overall organisational salary increases are also reviewed and approved by the Board. This review takes place as a result of sectoral salary benchmarking exercises.
- Two Directors must approve new credit card applications.
- Payroll is authorised by a specified Director.

The names of the persons who were Directors at any time during the year ended 31 December 2024 are set out below. Unless indicated otherwise, they served as Directors for the entire year.

Attendance at the Board and Working Groups in 2024

Board Member	Role	Appointed Date	Board Attendance	Finance and Risk Committee Attendance	Early Years Working Group Attendance	ACE Advisory Group Attendance
Anna Durkan	Chair	Reappointed 13 June 2024	6(7)			
Bill Roche	Director and Chair of FRC, Secretary	Reappointed Director 13 June 2024 Stepped down as Secretary 13 June 2024	6(7)	6(6)		
Geraldine French	Director, Chair of Early Years Working Group	Continuing	7(7)		6(6)	
Marlene McCormack	Director, Secretary, Vice Chair of the Board, Chair of Early Years Working Group	Appointed Vice Chair of the Board 21 March 2024, Secretary 13 June 2024	6(7)		6(6)	
Rudo Chitseko	Director	Appointed 13 June 2024	4(4)			
Paula Ryan	Director	Appointed 13 June 2024	3(4)			
Tom Collins	Director	Appointed 13 June 2024	3(4)			1(1)
Dee Kehoe	Director, Chair Adult Community Education Working Group	Resigned 13 December 2024	7(7)			1(2)
Siobhan Wall	Director	Resigned 13 June 2024	2(4)	0(3)		
Other External Committee Members						
Brid Connolly	External Expert					2(2)
Tom Collins	Expert	Representative in pre-Board member capacity				1(1)
Employee Representatives on Committees						
Heydi Foster*	CEO		6(6)	5(6)	6(6)	1(2)
Anne Genockey	Deputy CEO			5(6)	5(6)	
Carole Byrne	Finance Manager			6(6)		
Lorraine Quinn	Early Years Manager				3(3)	
Adelaide Nic Chárthaigh	Adult Community Education Manager					2(2)

* The CEO sits on the Board as a non-voting member and represents staff views to the Board.

Director's Biographies

Anna Durkan, Chair of the Board of Directors

Anna has been involved with An Cosán since secondary school when she first began fundraising for The Shanty, after being encouraged to do so by her mother Eileen, a former director and long-time supporter of An Cosán. Anna joined the Board of Directors in 2010 and was elected as Chair of the Board in 2015. Anna's professional background is in hospitality management and property sales; she currently holds a senior marketing role in an international hotel group.



Bill Roche, Secretary

Bill has been closely involved with An Cosán since 1989. He has held various officer positions on the Board of Directors, including Chair from 2010 to 2016. Bill is a retired accountant and has been closely involved in the running of his family furniture business for the past four decades. He brings his valuable accounting and business experience to An Cosán.



Geraldine French

Geraldine is an Associate Professor specialising in early childhood education. She is Head of School of Language, Literacy and Early Childhood Education and researcher at Dublin City University. Geraldine has worked for a variety of governmental and voluntary organisations, conducting continued professional development, research, needs analysis, evaluations, and consultancy for strategic planning.



Dee Kehoe

Dee is a senior HR Professional with over thirty years' experience in Human Resource Management and Learning and Development at operational and strategic level. She holds a BA degree in English and History from University College Dublin, a post-graduate diploma in Advertising Management and an accredited diploma in Executive Coaching. Dee is the Director of CPD at Engineers Ireland and joined the Board of An Cosán in 2020.



Siobhán Wall

Siobhán Wall is Finance and Development Director at DCC Healthcare, part of DCC plc. Before joining DCC, Siobhán was a Director of Corporate Finance at Goodbody Stockbrokers. She has extensive experience in advising some of Ireland's largest publicly quoted and privately owned companies on raising capital, mergers and acquisitions, and strategy. Siobhán holds a Diploma in Business Studies from UCD's Michael Smurfit School of Business and a degree in Chemistry with German from Dublin City University.



Marlene McCormack

Marlene McCormack is a professor in Dublin City University's School of Language, Literacy and Early Childhood Education, where the focus of her teaching is on practice, placement and play. She has a broad range of experience and expertise in the areas of practice and policy in early childhood. Marlene has worked extensively as an educator, supervisor, manager and Director in both the community and private sectors. Her current research interests lie in pedagogical documentation, professional practice (placement) and engaged research with early childhood settings.



Board Strategy
Day April 2024



Rudo Chitseko

Rudo lives in Kerry and signed up to do a BA with An Cosán from there in 2017. Rudo graduated with a BA in Applied Addiction Studies and Community Development from An Cosán and SETU in 2021. In April 2023, Rudo graduated from Munster Technological University with a Bachelor of Arts in Social Care Work and she now works as an Addiction and Community Development Worker in Kerry.



Paula Ryan

Paula initially came to An Cosán after hearing a talk by Lynne Ruane and signed up to do Basic Computers. This gave her such a thirst for knowledge that she wanted to do more. She has since completed courses in Community Development, Business Administration with Digital Skills and Special Needs Assisting and achieved a Level 6 Personal and Professional Development award. Paula is now working as a library assistant in Tallaght Library, a job which she loves.



Professor Thomas Collins

Thomas has played a leading role in the further education and tertiary education sector in Ireland. Most recently he has been in various chairing and facilitation roles in the Institute of Technology/ Technological University sector, including leading the merger of Dublin Institute of Technology (DIT), Blanchardstown IT and Tallaght IT to form Ireland's first Technological University, the Technological University of Dublin (TUD). Tom was also an external facilitator in the merger of Athlone Institute of Technology (AIT) and Limerick Institute of Technology (LIT) to become Technological University of the Shannon (TUS).

Senior Management Team

Heydi Foster, Chief Executive Officer

Heydi has extensive senior leadership experience in education, human rights, community development and delivery of social services in marginalised and vulnerable communities in Ireland, Africa, Asia, Latin America and the USA. She was previously CEO of the international development agency, Mísean Cara, and of Exchange House Ireland National Travellers Service. She served for 10 years as Commissioner with the Irish Human Rights and Equality Commission. Heydi has a Master's in Public Administration from Harvard's Kennedy School of Government



Anne Genockey, Deputy Chief Executive Officer

Anne has special responsibility for An Cosán's Early Years, Counselling and Family Support services. She joined An Cosán in 1993 and has been closely involved with the provision of Early Years' Education and Care ever since. Anne has an MA in Family Support Studies from NUI Galway, a Diploma in Montessori Education 0-6 years and certificates in Crèche Management and Afterschool Care.



Carole Byrne, Finance Manager

Carole is responsible for financial management and oversight of all financial policies, procedures and systems within An Cosán. Carole first joined An Cosán in 2010, having gained a wealth of knowledge of the community and not-for-profit sectors from her time in Pobal. Carole studied a Bachelor of Commerce International with French at UCD and qualified as an ACA accountant during her years at KPMG. Carole also studied Montessori teaching, which afforded her great hands-on experience of the Early Years Education and Care sector.



Adelaide Nic Chárthaigh, Adult Community Education Manager

Adelaide heads our Adult Community Education service. She has over 25 years' management and business development experience in the not-for-profit and public education sectors. Adelaide has an MBA from Henley Management College, and qualifications in project management and public relations.



Mark Kelly, Policy and Communications Manager

Mark brings over 25 years of experience across the non-profit and private sectors, with a strong background in corporate communications and public relations. He joined An Cosán in 2018, following a successful career with leading PR agencies and charitable organisations. Since then, Mark has led the development of key digital inclusion initiatives, including *Digital Stepping Stones* and *Get Yourself Online*. He holds a Master's degree in Learning and Teaching from the National College of Ireland, along with further qualifications in Digital Policy (University College Dublin), Digital Marketing, and Transformative Community Education. Mark also served as a Director of the Dublin City Volunteer Centre from 2019 to 2024.



Karen Smith, Operations Manager

Karen has many years of operational and administrative management experience gained in the higher education and professional services sectors. Karen has a BA in International Marketing and Languages from Dublin City University.



Managing Conflicts of Interest and Loyalties

An Cosán has a Managing Conflicts of Interest and Loyalties policy which was approved by the Board. The policy ensures that the charity trustees are aware of their obligation to disclose any conflicts of interest that they may have and that any potential conflicts are managed in an appropriate fashion.

The key features of this policy are to:

- avoid conflicts of interest where possible
- identify and record any conflicts of interest
- carefully manage any conflicts of interest, and
- follow this policy and respond to any breaches.

DELEGATION OF RESPONSIBILITIES

Management

The Board has appointed the CEO and has delegated operational decision-making powers to the CEO and Senior Management Team. The CEO provides a report to the Board of Directors at every Board meeting. Reporting on activities is a standing agenda item at all Board meetings. Progress is therefore tracked and monitored in alignment with the achievement of the strategic goals.

This report includes detailed evidence of needs and impact of our work on a consistent basis throughout the year. This includes an update on Early Years services, Counselling, Adult Community Education, Digital Inclusion, IT, Grants and Development as well as Community Employment, Communications and PR and Advocacy.

The Board has also delegated some of its specific functions to standing committees which undertake detailed oversight in accordance with agreed Terms of Reference approved by the Board.

The minutes of each sub-committee are noted by the Board and the Chair of each sub-committee reports to the Board on the committee's activities on a regular basis, as per the Terms of Reference of each sub-committee.

Finance and Risk Committee

The Finance and Risk Committee (FRC) plays a crucial role in ensuring An Cosán's financial stability and overseeing its financial structures, while also providing support and guidance in identifying, considering, and managing potential risks.

The FRC's objectives include guiding the organisation's financial sustainability, ensuring the development and implementation of appropriate financial policies and procedures, maintaining proper accounting records, overseeing company secretarial activities and external audits, meeting with external auditors as needed, and ensuring compliance with the Charities Regulator and other statutory requirements.

In 2024, the committee consisted of two Board Directors with expertise in finance, accounting, and governance, along with the CEO, Deputy CEO, and Finance Manager, and convened for a total of six meetings.

Early Years Working Group

The Early Years Working Group is dedicated to supporting, guiding, promoting, and advocating for An Cosán's work in the early years sector, with the aim of consistently meeting and, where possible, exceeding defined quality standards in early years education and care.

The Group's objectives include reviewing existing quality control systems and service performance against these standards, understanding each setting's contribution to the current Strategic Plan, bringing relevant emerging research to the organisation's attention, acting as ambassadors by linking with external agencies, engaging with government bodies to influence early years policy, and identifying effective methods for measuring outcomes in early years services.

In 2024, the committee was composed of two Board Directors with expertise in Early Years Education and Care, the Deputy CEO, CEO and a rotating Early Years Manager, and convened for a total of six meetings.

Community Education Advisory Group

The Community Education Advisory Group is dedicated to providing recommendations to the Board on all aspects of adult community education. Its objectives include developing a thorough understanding of the resourcing, development, and implementation of adult community education programmes to effectively meet the needs of adult learners.

The Group provides strategic advice to the Board on adult community education and includes external experts in adult community education provision, along with learner and tutor representatives, and convenes a minimum of three times annually.

Governance Code

The Board was delighted to approve that An Cosán is fully compliant with the Charities Governance Code (as submitted in Annual Report to the Charities Regulator in October 2024). Adherence to each of the core principles takes tremendous effort, determination and high standards across the entire An Cosán family: Board, Management and the An Cosán team. Engagement in this process is continuous throughout the year and an Annual Review of An Cosán's compliance is undertaken by the Board.

Other Governance Matters

Accountability and transparency are vital in everything we do. This report incorporates requirements as outlined in the Statement of Recommended Practice for Charities preparing their accounts in accordance with The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Internal Controls

The Board of Directors holds overall responsibility for ensuring that the charity has strong internal control systems in place. These systems are regularly reviewed to support effective governance, safeguard assets, and ensure the integrity of our operations and to provide a high level of assurance against significant errors or loss.

GDPR

An Cosán continues working towards ensuring compliance with GDPR. A **detailed compliance log** is in place detailing where and how our personal data is stored. All requests, incidents, accidents and near misses are logged and addressed. The Data Protection Officer ensures that the policy is fully adhered to and reviewed in detail annually. All data is deleted or destroyed in line with our data retention policy, and a data destruction log is maintained.

Garda Vetting

An Cosán is fully compliant with its obligations under the National Vetting Bureau (Children and Vulnerable Persons) Act 2012. An Cosán's Child Protection Policies and Procedures are based on Children First National Guidance for the Protection and Welfare of Children Act 2017.

Investment Policy

Although An Cosán has no active investments currently at play, our investment policy ensures that any investments would be authorised by the Finance & Risk Committee and that capital protection, liquidity, and low-risk returns are prioritised. Investments would be limited to secure products like bank deposits and government bonds, with a strict avoidance of high-risk or speculative options. Only unrestricted funds would be used, and all investments would be regularly reviewed by the Finance & Risk Committee to safeguard our organisation's financial health and reputation.

Going Concern

An Cosán carefully manages our financial resources to ensure sustainability and continuity of our services. Our day-to-day operational needs are met through existing cash reserves. Based on detailed forecasts and projections, we are confident in our ability to continue delivering vital educational and support services well into the future. Our robust ongoing financial management ensures that the organisation remains resilient and able to meet its financial obligations for at least the next 12 months from the signing of these financial statements.

RISK MANAGEMENT

An Cosán's Board of Directors is responsible for overseeing a Risk Management System to protect the organisation from any harms that may be caused. This is achieved by assessing the likelihood of a risk occurring and putting in place mitigating factors to further reduce the impact of each risk, where possible.

Risk Management System

Identifying, managing and controlling An Cosán's organisational risks, along with ensuring that an exceptional standard of corporate governance continues to permeate throughout the organisation, are of paramount focus of the Board and management of An Cosán.

An Cosán's Risk Management System comprises of ongoing review and assessment of potential risks and are tracked through a Risk Register in alignment with our Risk Management Policy.

Top Risks

The table below shows the top organisational and financial risks facing our organisation:

Risk	Mitigation and Control Measures
Low reserves	<ul style="list-style-type: none"> • Ensure the issue of reserves is discussed at every Board meeting, to be included on every Board Meeting Agenda and that it is minuted. • Review Minutes from Board Meetings. • Ensure Reserves Policy is reviewed annually and signed off by Finance and Risk Committee and the Board.
HR issues which give rise to problems such as loss of Key Staff	<ul style="list-style-type: none"> • Ensure staff have comprehensive performance reviews and regular one to one sessions with line manager so that feedback can be given and issues raised and discussed in an open and honest environment. • Ensure CPD / Training is made available to staff in a consistent, transparent and fair way. • Review and updating CPD Policy. • Review application of this Policy fairly across the organisation. • Undertake succession planning. • Document systems, plans and projects on an ongoing basis. • Review that information is centralised across the organisation and correct Access permissions are granted to employees. • Ensure adequate notice periods and handovers as per employee contracts, shared folders.
Poor GDPR systems and implementation leads to breaches or loss of data, for example leading to legal sanctions	<ul style="list-style-type: none"> • Data Protection Officer in place. • Active Data Protection Policy in place. • Active GDPR Statement on website. • Regular training for all staff. • Champion in each operation. • Track Data Subject Access Requests (DSARs). • Availability of Admin Support should a Data Subject Access Request arise.
External threats due to the current Political Environment	<ul style="list-style-type: none"> • Monitoring our Social Media Channels and review Notifications raised by filters set. • Working Alone Policy is in place. • Critical Incident Policy is in place. • Receptionist screens all visitors entering the building. • Employees use a fob system to access separate parts of the building. • Panic Alarm buttons exist in the Early Years service at Jobstown and at the reception. • CCTV (internal and external) in place. Monitored in real time by receptionist, Recordings available to further investigation where required. • Security Monitoring of the building by an external third party. • Floodlights operational in our carpark.
Pandemics / Global Uncertainties: immediate effects and the longer-term impact	<ul style="list-style-type: none"> • Continually review the effects on staffing, children, learners and determine and monitor the related financial impact. • Plan for uncertainty and what long term impacts (positive and negative) Pandemics / Global Uncertainties may have.
Service User Significant Complaints/Child Protection and Vulnerable Adults Issues	<ul style="list-style-type: none"> • Quality control procedures in place. • Have and use proper complaints procedures. • Benchmark service. • All EY staff compliant and fully trained with practice Policies and Procedures. • All parents and learners fully aware of An Cosán Complaints Policies and Procedures. • Designated Child Protection Officer in place. • Deputy Designated Child Protection Officer in place. • Designated Vulnerable Adult Protection and Welfare Officer in place. • Compliant with Children First (Tusla) Guidelines. • Child Protection and Welfare Policy in place. • All Early Years Educators trained in child protection. • Recruitment Process includes Garda Vetting and Reference Checks.

Risk	Mitigation and Control Measures
Information and Communications Technology (exposure to Hacking/ Ransomware)	<ul style="list-style-type: none"> • Appraise system needs and options. • Have systems in place for development, authorisation, implementation and security. • Technical Support and IT Security is outsourced to Right Cloud.
Cash Flow problems	<ul style="list-style-type: none"> • Be prudent in assumptions when projecting cash flows (including note on cash received in advance). • Identify major sensitivities in cash flows. • Ensure adequate monitoring and reporting arrangements. • Cash Flow reports are produced and circulated to the Management Team.
Large Reduction in Annual Income / Over Reliance on any one source of Funding	<ul style="list-style-type: none"> • Maintain excellent relationships with our funders to further shape policy of the future and so that we can be made aware as early as possible of any potential reductions in future funding. • Diversify funding streams as much as possible (balanced across Government / Corporate / Earned Income and Fundraised) Diversify sources of income as much as possible within each funding stream.
Negative Impact on An Cosán's Corporate Funding due to Global changes to "Diversity, Equality and Inclusion Policies"	<ul style="list-style-type: none"> • Maintain close relationships with current corporate funders to remain informed and up to date on possible impact to current funding. • Diversify within Corporate Funding Streams across multiple corporate funders. • Diversify across other funding streams to avoid a dependency on corporate funding. • Carry out our own Due Diligence on corporate funders to ensure An Cosán's values are aligned with those of the Corporate before building relationships with them or accepting funds.
Corporate Partner reduces or withdraws support	<ul style="list-style-type: none"> • Spread risk by increasing the number of donors. • Identify other potential funders and enter into discussions for their support. • Get notification from funder as far in advance as possible.

The Risk Register incorporates all internal and external organisational and financial risks that are identified by the Senior Management Team, Finance and Risk Committee and the Board of Directors. It is reviewed bi-annually and records the following: likelihood and severity of the named risk, controls to mitigate said risk, testing of controls, residual risk severity post mitigating controls, actions required (by date) and the person responsible.

The topic of Risk Management is included as a standing agenda item for reporting and discussion at Board meetings.

The Board of An Cosán's Finance and Risk sub-committee reviews potential emerging risks and impact on the organisation.

An Cosán Risk Management System also includes:

- Health and Safety officers appointed at each site to conduct and manage risk.
- On-going establishment, review and update of policies and procedures to mitigate risks identified.
- On-going monitoring of risks identified and the mitigation controls put in place to ensure that the controls are working as intended.

● Directors' Report

Plans for Future Periods

Our strategic plan for 2022-2026 undertakes to prioritise the most disadvantaged by reaching out to “the furthest behind first”. Also, that the voice of learners as ambassadors must come across, as they can express their experience and the An Cosán vision. Our future direction will continue to provide a pathway to learning, leadership and enterprise for those who are most marginalised in our society. While we welcome all, An Cosán is a feminist organisation, and our focus is primarily on women and children as we believe this is the most effective way to end intergenerational poverty. #OneGenerationSolution

1

Goal: Strengthen Our Core Services

Early Years Education and Care:

- Expand our services, including providing an initiative for mothers of new babies who may require additional support.
- Further develop and monitor our early years environments to ensure they are offering rich literacy and numeracy experiences for all children.
- Develop our research, training and continued professional development activities to enable us to attract, employ and retain skilled, reflective Early Years professionals.

Counselling and family support:

- Continue to develop and embed a robust family therapy model for all families attending all of our services.
- Research and develop shared psychological, speech and language plus occupational therapy services for all children.
- Sustain and expand our Lifestart Child Development Programme.

Adult Community Education:

- Be recognised as the most effective community education provider in the country that empowers women: and enabling this in various ways, including by building confidence, having pathways for progress and brokering new career opportunities for learners.
- Be Ireland's leading universal, inclusive, accessible technology adult community education provider by actively embracing new approaches and technological developments; regularly refining our teaching and learning approach and practice.
- Be part of the community; be learner led; have equality between the learner and tutor; include critical reflection; foster empowerment; advance social justice; contribute to civic society; develop skills; support progression; be committed to the development of inclusive learning environments where all learners can be supported to achieve their full potential.
- Grow and develop our Adult Community Education programmes based on evidence of needs and ensuring a high standard of inclusive teaching; undertaking research and sharing our innovative work in creating and delivering new progressive pathways for non-traditional learners; designing, delivering and assessing our work according to the highest quality assurance standards and by using continuous improvement process and innovation.

Exemplify how to work with marginalised communities inclusively:

- Increase participation and evaluate our work with the furthest behind communities in Ireland.
- Engage with women and children in marginalised communities, identifying needs and enabling access to our services.
- Continue to be a leading feminist and anti-racist organisation, facilitating empowerment and addressing specific issues relating to the Sustainable Development Goals (e.g. sexual health) whilst working with women from a range of backgrounds (e.g. lone parents, women of colour, Traveller and Roma, LGBTQIA2+, homeless, individuals addicted to substances, etc).

Continue to be pioneers in the area of digital inclusion:

- Be Ireland's national champion in driving digital inclusion in the community sector.
- Be a leading advocate to raise awareness and promote the active participation of women in IT and other Science, Technology, Engineering and Maths (STEM)-related careers involving digital skills.
- Build and participate in international networks of like-minded communities of practice such as 'DigComp CoP' (EU), 'Digital Inclusion National Alliance' (US), 'DigiCo' (pan European), 'Digital Poverty Alliance' (UK), etc.

Create accessible and inclusive educational community spaces:

- Include the voices of learners, and ensure best practices, as part of processes to improve our work (e.g. as part of curriculum development and evaluation).
- Harness our community partner network.
- Expand online and blended learning opportunities.

2

Goal:
Promote
Inclusivity

Influence public policy:

- Be a key contributor to relevant national policies (e.g. community and further education, early years, digital inclusion, socio economic rights as it relates to women and children etc.).
- Enable and encourage women and children towards more active citizenship.

Evidence our impact on people's lives:

- Share robust evidence showing the scale and depth of the impact of our work (e.g. through publishing the results of internal research plus partnering and participating in external research).
- Become an influential voice in the education sector.
- Become an internationally recognised leader in the community education sector, including through continuous learning, consistency in messaging and building networks.
- Use digital platforms to educate and influence change.

3

Goal:
Influence
Systemic
Change

Nurture our team and culture:

- Ensure our values are woven into our culture, continually strengthening the feeling of connectivity, compassion and courage.
- Celebrate achievements and build on each other's strengths.
- Have a continually adapting structure that enables strategic progress whilst empowering people and building cross organisational synergies, effectiveness and capability.

Diversify and increase our funding:

- Grow unrestricted and core funding.
- Attract funding for innovation plus learning and development.
- Identify and develop opportunities for partnerships and social enterprises.

Strengthen our systems and processes:

- Continue to enhance our systems and processes.
- Further strengthen our policies.
- Design and deliver solutions to support data-informed decision making.
- Further improve monitoring, evaluation and impact measurement systems.

Improve our internal and external communications:

- Have clear, concise, regular communication about our strategy and plans internally and externally.
- Continue to raise organisational profile, including through disseminating the impact our work.

4

Goal:
Our
Enabling
Goals

● Directors' Report

Other information

Transactions with Directors

There were no transactions between the charity and the directors, or between any related parties.

Political Donations

The company did not make any political donations during the financial period.

Events Subsequent to the Year End

There have been no significant events affecting the company since the balance sheet date.

Accounting Records

The measures taken by the Directors to secure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014, with regard to the keeping of accounting records, are the implementation of necessary policies and procedures for recording transactions, employment of appropriately qualified accounting personnel with appropriate expertise, the provision of adequate resources to the financial function and the maintenance of computerised accounting systems. The Company's accounting records are maintained at the Company's registered office at Kiltalown Village Centre, Fortunestown Road, Jobstown, Tallaght, Dublin 24.

Statement on Relevant Audit Information

In the case of each of the persons who are directors at the time this report is approved in accordance with Section 332 of the Companies Act 2014:

- (a) so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- (b) each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Auditors

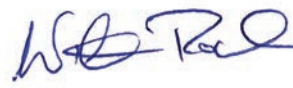
The auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the Companies Act 2014.

On behalf of the Board:



Anna Durkan
Director

Date: 23 June 2025



William Roche
Director

Date: 23 June 2025

Auditors

Forvis Mazars, Audit and Assurance,
Block 3 Harcourt Centre, Harcourt Road, Dublin 2.

Solicitors

A&L Goodbody, North Wall Quay, Dublin 1.

Bankers

Principal Bank:

Allied Irish Bank, Village Green, Tallaght, Dublin 24.

Other Bank:

Bank of Ireland, Ballsbridge, Dublin 4.

Charity (CHY) Number: 8659

Company Registration Number: 131383

Charity Regulator Number: 20021528

● Directors' Responsibilities Statement

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

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

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

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 result of the Company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Board:



Anna Durkan
Director

Date: 23 June 2025

William Roche
Director

Date: 23 June 2025

● Independent Auditor's Report to the Members of An Cosán

Report on the audit of the financial statements

Opinion

We have audited the financial statements of An Cosán for the year ended 31 December 2024, which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and the related notes, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued in the United Kingdom by the Financial Reporting Council (FRS 102).

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2024 and of its result for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the 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 Auditor's 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 financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- in our opinion, the information given in the directors' report is consistent with the financial statements;
- in our opinion, the directors' report has been prepared in accordance with the Companies Act 2014;
- 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.

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the 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

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 67, 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the 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.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditor's report.

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

Our 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.

Aedín Morkan



for and on behalf of Forvis Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2
Date:

Financial Statements

Statement of Financial Activities

(incorporating the Income and Expenditure Account)

For the year ended 31 December 2024

	Note	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Total Funds 2023 €
Income from:					
Donations and Legacies	3.1	211,431	277,281	488,712	427,956
Charitable Activities	3.2 and 3.3	-	3,122,751	3,122,751	2,925,670
Other Trading Activities	3.4	-	313,862	313,862	311,022
Total Income		211,431	3,713,894	3,925,325	3,664,648
Expenditure on:					
Charitable Activities	4.1	35,614	3,770,774	3,806,388	3,666,194
Raising Funds	4.2	84,937	-	85,937	43,352
Total Expenditure		120,551	3,770,774	3,891,325	3,709,546
Net Income / (Expenditure)		90,880	(56,880)	34,000	(44,898)
Net Movement in Funds		90,880	(56,880)	34,000	(44,898)
Total Funds Brought Forward	15	363,545	1,228,238	1,591,783	1,636,681
Total Funds Carried Forward	15	454,425	1,171,358	1,625,783	1,591,783

All income and expenditure arises from continuing operations. There are no recognised gains or losses other than the income and expenditure for the above two financial years.

The notes on pages 73 to 85 form part of these financial statements.

Balance Sheet


As at 31 December 2024

	Note	2024 €	2023 €
Fixed Assets			
Tangible Assets	9	766,667	805,189
Current Assets			
Debtors and Prepayments	10	269,959	448,313
Cash and Cash Equivalents	11	908,654	652,670
		1,178,613	1,100,983
Creditors (amounts falling due within one year)			
Other Creditors	12	(299,436)	(276,744)
Net Current Assets		879,177	824,239
Creditors (amounts falling due after more than one year)	14	(20,061)	(37,645)
Total Net Assets		1,625,783	1,591,783
Income Funds			
Restricted Funds	15	1,171,358	1,228,238
Unrestricted Funds	15	454,425	363,545
Total Funds		1,625,783	1,591,783

Signed on behalf of the Board:



Anna Durkan
23 June 2025



William Roche
23 June 2025

The notes on pages 73 to 85 form part of these financial statements.

Statement of Cash Flows

For the year ended 31 December 2024

	Note	2024 €	2023 €
Net Cash Generated from / (used in) Operating Activities	17.1	270,397	(340,302)
Net Cash used in Investing Activities	17.2	(14,413)	(7,083)
Change in Cash and Cash Equivalents in the Reporting Period	17.3	255,984	(347,385)
Reconciliation of Net Cashflow to Movement in Net Funds			
Change in Cash and Cash Equivalents in the Reporting Period	17.3	255,984	(347,385)
Cash and Cash Equivalents at the Beginning of the Reporting Period	17.3	652,670	1,000,055
Cash and Cash Equivalents at the End of Reporting Period	17.3	908,654	652,670

The notes on pages 73 to 85 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 December 2024

1. GENERAL INFORMATION

These financial statements comprising the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes 1 to 25 constitute the individual financial statements of The Shanty Educational Project Company Limited by Guarantee, "the charity", for the financial year ended 31 December 2024.

The Shanty Educational Project Company Limited By Guarantee is engaged in the provision of Adult and Early Years Education programmes and meeting the needs of the economically disadvantaged communities across Ireland. It is a registered charity and is a public benefit entity. Its registered office is Kiltalown Village Centre, Fortunestown Road, Jobstown, Tallaght, Dublin 24 which is also its principal place of business.

STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102). The financial statements have also been prepared in accordance with the Statement of Recommended Practice (SORP) (FRS 102) "Accounting and Reporting by Charities".

CURRENCY

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

2. STATEMENT OF ACCOUNTING POLICIES

BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention. The financial reporting framework that has been applied in their preparation is the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which are recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK. While reporting under Charities SORP is not a legal requirement in Ireland it is considered to be best practice.

The principal accounting policies are set out below. The policies have remained unchanged from the previous year.

INCOME

All income is included in the Statement of Financial Activities when the charity is entitled to the income, the amount can be measured with reasonable accuracy and receipt is probable. The following specific policies are applied to categories of income:

Grant and Service Income: Grants from public authorities and other agencies in Ireland are credited to the Statement of Financial Activities in the year to which they relate. Grants received towards capital expenditure are treated as described under the heading "Capital Grants". Grants are recognised when there is evidence of entitlement and their receipt is probable. Grant income is deferred where the charity is restricted by specific performance related conditions that are evident in the grant agreement, where there is a specification of a time period that limits the charity's ability to spend the grant until it has performed that activity related to the specified time period and when there are specific terms or conditions within the agreement that have not been met and are not within the control of the charity.

Fundraising Income: Fundraising income is credited to the Statement of Financial Activities in the year in which it is receivable by the charity.

Donations and Legacies: Voluntary income including donations, gifts and legacies are recognised where there is entitlement, receipt is probable, and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies that the grant or donation must only be used in future accounting periods or the donors have imposed conditions which must be met before the charity has unconditional entitlement.

Notes to the Financial Statements

For the year ended 31 December 2024

Donated Services and Facilities: Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with Charities SORP (FRS 102), general volunteer time is not recognised. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipt.

Fees: Fee income is credited to the Statement of Financial Activities as soon as it is receivable by the charity.

EXPENDITURE

Expenditure is accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

SUPPORT COSTS

Support costs arise from those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include Human Resources, ICT, Procurement and Administration. Costs are charged to each service and activity in proportion to direct expenditure, which is considered to reflect estimated benefits received. Costs are not allocated to designated or fixed asset funds.

EMPLOYEE BENEFITS

The charity provides a limited range of benefits to employees being paid holiday arrangements and defined contribution pension plans in some cases.

DEFINED CONTRIBUTION PENSION PLAN

The charity operates a defined contribution plan for an employee. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations.

The contributions are recognised as an expense in the statement of financial activities when they fall due. Amounts not paid are shown in accruals as a liability in the Balance Sheet. The assets of the plan are held separately from the charity in an independently administered fund.

RESTRICTED FUNDS

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors in so far as these are intended to be binding on the charity. Where any such wishes are not intended to be legally binding, they are taken into account and recognised in appropriately designated funds.

UNRESTRICTED RESERVES

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

Notes to the Financial Statements

For the year ended 31 December 2024

CAPITAL GRANTS

Grants from public authorities and other agencies in Ireland are credited to the Statement of Financial Activities in the year to which they relate. Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable whichever is earlier. Grants are recognised when there is evidence of entitlement and their receipt is probable.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated in the Balance Sheet at cost or revalued amount less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, so as to write off the cost or valuation, less estimated residual value of each asset over its expected useful economic life as follows:

Buildings	2% Straight line
Office, Media and Computer Equipment	33% Straight Line
Fixtures and Fittings	10% Straight Line

FINANCIAL INSTRUMENTS

The charity 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.

DEBTORS

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

CASH AND CASH EQUIVALENTS

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

CREDITORS

Short term creditors are measured at the transaction price.

TAXATION

No charge to taxation arises as the charity has been granted charitable status by the Revenue Commissioners under Section 207 and 208 of the Taxes Consolidation Act 1997.

OPERATING LEASES: THE CHARITY AS LESSEE

Rentals paid under operating leases are charged to the SOFA on a straight line basis over the lease term.

A lease agreement exists between "The County Council of the County of South Dublin" and "The Shanty Educational Project CLG" in respect of the plot of land on which the An Cosán building stands. The term of the lease is 99 years from the 1st January 2010. As long as the demised premises are used as a multi purpose centre for education, training, enterprise and childcare then an abated rent of €1.27 is payable annually under this lease.

A Lease agreement exists with SDCC for the rental of the Eco House premises where our Early Years Kiltipper service operates from. The term of the lease is 99 years from the 1st November 2010, amounting to €127 per annum.

Notes to the Financial Statements

For the year ended 31 December 2024

JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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 charity makes estimates and assumptions concerning the future. The resulting accounting estimates 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.

(a) Establishing lives for depreciation purposes of property, plant and equipment

Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and estimates of residual values. The directors regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation and amortisation charges for the period. There were no changes to useful lives in the current and prior years, further details of the useful lives is included in the accounting policies.

(b) Providing for doubtful debts

The charity makes an estimate of the recoverable value of trade and other debtors. The charity uses estimates based on historical experience in determining the level of debts, which the charity believes will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. The level of provision required is reviewed on an on-going basis.

(c) Income recognition

In applying the income recognition principles of the Charities SORP, judgements are occasionally required to ascertain whether a grant agreement is performance or non-performance based. This is done using established criteria that are applied consistently across all funding instruments and from one period to the next. Furthermore, where grant agreements are found to be performance based, judgements are required as to the level of income that should be recognised for the year. The organisation typically uses incurred expenditure as the most appropriate basis to measure progress on grant agreements and to recognise the related income. This is done in conjunction with a qualitative assessment of the status of the underlying projects in order to ensure this represents the most appropriate basis of recognition. All judgements are made at the individual grant level and are subject to appropriate review and approval processes.

(d) Going concern

The financial statements have been prepared on the going concern basis. The validity of this assumption is dependent on achieving sufficient operating cash flows for future years. The directors have prepared budgets and cashflows for a period of at least 12 months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the charity's ability to meet its liabilities as they fall due. The charity is heavily reliant on donations and grant revenue streams in order to carry out its operations. If funding was reduced the ability to continue as a going concern may be affected.

Notes to the Financial Statements

For the year ended 31 December 2024

3. INCOME

Income is mainly derived from within the Republic of Ireland, with one stream from within the European Union, which is an insignificant amount. Income is composed of Donations and Legacies, Income from Charitable Activities and Other Income as set out below.

For further details on state funding, refer to Appendix 1 to the financial statements.

3.1 Donations and Legacies

	2024 €	2023 €
Restricted		
Private and Corporate Funding	277,281	285,110
	277,281	285,110
Unrestricted		
Fundraising activities	175,817	96,935
Donated services (Support in Kind)	35,614	45,911
	211,431	142,846
	488,712	427,956

Notes to the Financial Statements

For the year ended 31 December 2024

3.2 Income from Charitable Activities – Restricted

State Funding:

State Organisation	Type of Funding	2024 €	2023 €
DDLETB (Department of Further and Higher Education, Research, Innovation and Science)	Community Grants - Adult Literacy & Community Education (ALCE) & Back to Education Initiative (BTEI)	148,288	139,999
Department of Justice	Victims of Crime	-	10,465
	Cuan – The Domestic, Sexual and Gender Based Violence Agency	10,779	-
Department of Social Protection	School Meals Programme	3,118	4,456
	Community Employment Scheme	273,440	265,251
Department of Rural and Community Development/ Department of Social Protection (Social Inclusion & Community Activation Programme (SICAP), Dublin Northwest Partnership 2024)	Empowering Communities Programme	960	1,500
European Union Erasmus +	Fatherhood Project	(2,153)	2,819
Department of Children, Equality, Disability, Integration and Youth – Tusla Child and Family Agency	Counselling Services	30,303	28,671
	Core and Programme Funding	740,451	713,928
	Transport to support attendance of child in Early Years	4,781	1,647
SOLAS (Further Education and Training Authority)	ALL Strategy Implementation	30,000	-
	Programme Funding and Core Funding	660,049	660,049
	Collaboration and Innovation Fund	-	28,179
SOLAS/DDLETB (Further Education and Training Authority)	Reach Fund 2024	32,259	32,706
Higher Education Authority (Dept. of Further & Higher Education, Research, Innovation and Science)	Performance Funding Project	118,370	-
Department of Rural and Community Development	Social Inclusion Grant – Age and Opportunity Active Programme	-	340
Age and Opportunity Ireland	National Grant Scheme for Sport and Physical Activity for Older People	260	-
Department of Transport – Dublin Bus	Community Spirit Awards	-	1,000
Department of Children, Equality, Disability, Integration and Youth – South Dublin County Childcare Committee	Parent and Toddler Initiative Grant	431	1,319
Department of Children, Equality, Disability, Integration and Youth – South Dublin County Council	Staying Connected	-	378
Dublin City Council	Local Area Community Grant	-	250
South Dublin Co. Council (SDCC)	Community Activities Fund	-	255
Department of Rural and Community Development – Pobal	Community Services Programme	359,629	299,643
Department of Children, Equality, Disability, Integration and Youth – Pobal	Early Childhood Care and Education (ECCE)	268,512	264,416
	Access and Inclusion Model (AIM)	70,808	52,953
	Temporary Wage Subsidy Childcare Scheme (TWSCS)	-	12,000
	Community Childcare Subvention Plus	3,564	3,906
	National Childcare Scheme	136,564	144,184
	Core Funding	169,867	158,149
Department of Rural and Community Development – Rethink Ireland	Mná na hÉireann	4,352	-
	Urban Uplift Fund – Accelerator Programme	25,588	63,970
		3,090,220	2,892,433

Notes to the Financial Statements

For the year ended 31 December 2024

3.3 Other Charitable Income (restricted):

	2024 €	2023 €
Childhood Development Initiative - CDI Powerful Parenting ELC Programme	32,531	33,237
	32,531	33,237
Total Income from Charitable Activities	3,122,751	2,925,670

3.4 Other Income (restricted):

	2024 €	2023 €
Learner Fees	141,615	115,110
Early Years Education and Care Fees	163,744	188,204
Participant Contributions	-	-
Counselling Income	7,103	6,323
Other Income	1,400	1,385
	313,862	311,022

4. EXPENDITURE ON:

4.1 Charitable Activities

	Adult Education €	Early Years Childcare €	Total 2024 €	Total 2023 €
Wages and Salaries	1,409,943	1,530,238	3,020,181	2,857,008
Other Staff Costs	29,235	13,884	43,119	57,211
Human Relations Costs	22,425	83	22,508	24,490
Programme Costs	98,987	47,516	146,503	130,316
Premises Costs	101,355	131,268	232,623	241,754
Advertising and Promotion	26,183	6,485	32,668	27,670
Depreciation	34,102	18,832	52,934	50,063
Bank Interest and Charges	2,577	5,105	7,682	9,897
Management and Administration	65,105	35,160	100,265	109,350
Other Costs	6,223	6,859	13,082	17,150
Overheads	48,558	22,345	70,903	69,204
Governance Costs	16,305	12,001	28,306	26,170
Support in Kind	17,807	17,807	35,614	45,911
	1,958,805	1,847,583	3,806,388	3,666,194

Notes to the Financial Statements

For the year ended 31 December 2024

4.2 Raising Funds

	2024 €	2023 €
Fundraising - International Women's Day Lunch	30,725	31,116
Fundraising - Winter Ball	43,988	86
Fundraising - Golf Classic	9,898	11,308
Fundraising - Other	326	842
	84,937	43,352

4.3 Governance Costs include the following

	2024 €	2023 €
Auditors' remuneration		
Statutory audit services	23,155	23,044
Under provision in prior year	1,230	-
Assistance with preparation of financial statements	2,860	2,786
Audit of CE Scheme	984	1,394
	28,229	27,224

5. PENSION COSTS

	2024 €	2023 €
Retirement Benefits	10,247	9,765

The charity operates a defined contribution pension scheme. The expense has been fully allocated to the restricted fund as these costs were incurred on restricted activities. The pension cost represents contributions payable by the charity to the fund. Contributions outstanding at year end were €846 (2023: €775).

6. DIRECTORS' REMUNERATION AND TRANSACTIONS

No remuneration is paid to Directors for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. No directors expenses were claimed in the year.

Notes to the Financial Statements

For the year ended 31 December 2024

7. EMPLOYEES AND REMUNERATION

The average number of employees during the year was 121 (2023: 112) and is analysed into the following categories:

	2024 Full Time	2024 Part Time	2023 Full Time	2023 Part Time
Management	7	-	9	5
Administration	3	4	8	1
Education and Training	20	20	11	13
Early Years Education and Care	14	24	12	27
CE Scheme	1	18	1	16
Other Services	-	7	-	3
Hospitality	-	3	-	6
	45	76	41	71

The staff costs are comprised of:

	2024 €	2023 €
Wages and Salaries	2,759,604	2,605,963
Employers PRSI	250,330	241,281
Employers Pension Contribution	10,247	9,765
	3,020,181	2,857,009

Senior staff remuneration:

The number of employees whose employee benefits (excluding employer's pension cost and PRSI) is greater than €60,000 is 3 (2023:4) as follows:

	2024 €	2023 €
€60,000 – €69,999	1	1
€70,000 – €79,999	-	1
€80,000 – €90,000	1	-
€90,000 – €100,000	-	1
€100,000 – €110,000	1	-
	3	3

Key Management remuneration:

Key management personnel comprise the Chief Executive Officer and the senior management team. The total remuneration cost for these individuals amounted to €424,124 (2023: €387,982). The year-on-year increase primarily reflects the addition of a new senior management position, Policy and Communications Manager, established in September 2024. There was no equivalent role in the prior year. The CEO Heydi Foster was paid a gross remuneration (inclusive of employer's pension cost and PRSI) of €124,027 (2023: €118,205).

Notes to the Financial Statements

For the year ended 31 December 2024

8. TAXATION

No charge to taxation arises as The Shanty Educational Project Company Limited By Guarantee has been granted charitable exemption by the Revenue Commissioners.

9. TANGIBLE FIXED ASSETS

	Buildings €	Fixtures and Fittings €	Office, Media and Computer Equipment €	Total €
Cost				
At 1 January 2024	1,275,655	134,862	88,124	1,498,641
Additions	-	-	14,413	14,413
Disposals	-	-	-	-
At 31 December 2024	1,275,655	134,862	102,537	1,513,054
Depreciation				
At 1 January 2024	591,825	52,134	49,494	693,453
Charge for the year	25,513	13,486	13,935	52,934
On disposals	-	-	-	-
At 31 December 2024	617,338	65,620	63,429	746,387
Net Book Value				
At 31 December 2024	658,317	69,242	39,108	766,667
At 31 December 2023	683,830	82,728	38,631	805,189

10. DEBTORS (Amounts falling due within one year)

	2024 €	2023 €
Grants and Funding Receivable	176,348	230,693
Fees Due	30,976	109,957
Prepayments and Sundry Receivables	62,635	107,663
	269,959	448,313

All fees, grants and funding is due within the terms of the grant or funding agreements, which varies between one and twelve months, dependant on the source of income. Fees are shown net of impairment in respect of doubtful debts.

Notes to the Financial Statements

For the year ended 31 December 2024

11. CASH AND CASH EQUIVALENTS

	2024 €	2023 €
Cash at bank and in hand	908,654	652,670

12. CREDITORS (Amounts falling due within one year)

	2024 €	2023 €
Creditors and Accruals	108,151	87,804
Deferred Income (Note 13)	137,456	130,596
Payroll Taxes and Temporary Wage Subsidy Scheme	53,829	58,344
	299,436	276,744

Creditors and accruals are payable at various dates in the next 12 months in accordance with the suppliers' usual terms and conditions. Payroll taxes are payable within the first month of the new year in accordance with the applicable statutory provisions.

13. DEFERRED INCOME

	2024 €	2023 €
At 1 January 2024	130,596	314,536
Credited to Statement of Financial Activities	(125,820)	(262,830)
Accounts refunded/to be refunded	(1,000)	-
Deferred during the year	133,680	78,890
At 31 December 2024	137,456	130,596

Deferred income relates to: Grants and funding received which do not meet the criteria for recognition as income as terms and conditions attaching to the income have not yet been met. This income has therefore been deferred to future years in accordance with Charities SORP.

14. CREDITORS (Amounts falling due after more than one year)

	2024 €	2023 €
Department of Social Protection - Redundancies	20,061	37,645
	20,061	37,645

An arrangement was made with the Redundancy and Insolvency Payments Section of the Department of Employment Affairs and Social Protection in 2018 to repay this creditor over 120 monthly instalments. The monthly instalments are in the amount of €637 and are being paid over a 10 year period.

Notes to the Financial Statements

For the year ended 31 December 2024

15. FUNDS OF THE CHARITY

15.1 Analysis of Movements on Funds

	Opening Balance €	Income €	Expenditure €	Closing Balance €
Restricted Income	1,228,238	3,713,894	(3,770,774)	1,171,358
Unrestricted Income	363,545	211,431	(120,551)	454,425
Total Funds	1,591,783	3,925,325	(3,891,325)	1,625,783

15.2 Analysis of Net Assets

	Unrestricted Funds €	Restricted Funds €	Total Funds €
Tangible Assets	-	766,667	766,667
Current Assets	454,425	724,188	1,178,613
Current Liabilities	-	(299,436)	(299,436)
Non-current Liabilities	-	(20,061)	(20,061)
	454,425	1,171,358	1,625,783

16. FINANCIAL INSTRUMENTS

	2024 €	2023 €
Financial Assets		
Financial assets measured at transaction value	1,115,978	993,320
Financial Liabilities		
Financial liabilities measured at transaction value	245,607	218,400

Financial assets measured at transaction value comprise cash, amounts due from government grants and contributions receivable, fees due and other debtors.

17. RECONCILIATION OF NET CASH MOVEMENTS IN NET FUNDS

17.1 Operating Activities

	2024 €	2023 €
Net movement in funds	34,000	(44,898)
Depreciation	52,934	50,063
Disposal of fixed and other assets	-	18,337
Increase in debtors	178,354	(62,528)
Decrease in creditors	5,109	(301,276)
Net cash flow from operating activities	270,397	(340,302)

Notes to the Financial Statements

For the year ended 31 December 2024

17.2 Investing Activities

	2024 €	2023 €
Payments to acquire tangible fixed assets	(14,413)	(7,083)
Net cash outflow from financing activities	(14,413)	(7,083)

17.3 Analysis of Changes in Net Funds

	01 Jan 2024 €	Cash Flows €	31 Dec 2024 €
Cash and cash equivalents	652,670	255,984	908,654

18. COMMITMENTS

At 31 December 2024 the charity had annual commitments under non-cancellable operating leases as follows:

	2024 €	2023 €
Not later than 1 year	13,687	16,054
Later than 1 year and not later than 5 years	508	508
Later than 5 years	10,252	10,378
	24,447	26,940

19. CAPITAL COMMITMENTS

There were no capital commitments at the balance sheet date.

20. RELATED PARTY TRANSACTIONS

There were no transactions between the charity and the directors, or between any related parties other than the key management remuneration as disclosed in note 7.

21. POST BALANCE SHEET EVENTS

There has been no significant events affecting the company since the balance sheet date.

22. PROVISIONS AVAILABLE FOR SMALLER ENTITIES

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

23. LEGAL STATUS OF THE CHARITY

The charity is a public benefit entity and operates as a charity limited by guarantee without share capital. At 31 December 2024, there were 4 members (2023: 4), whose guarantee is limited to €1.27 each.

24. ULTIMATE CONTROLLING PARTY

The members of The Shanty Educational Project Limited Company Limited by Guarantee are considered to be the ultimate controlling party.

25. APPROVAL OF FINANCIAL STATEMENTS

The Board of Directors approved these financial statements for issue on 23 June 2025.

Non-Capital Grants

This supplementary information does not form part of the financial statements and is unaudited

Name of Grantor	Name of Grant	Restricted/ Unrestricted	Purpose of Grant and how the use is restricted
Tusla (Child and Family Agency)	Section 56	Restricted	Core and Programme and Funding
	FSS	Restricted	Counselling Services
	Child and Young Peoples Services Committee (Better Outcomes Brighter Futures)	Restricted	To provide transport to a child attending Early Years services at An Cosán
SOLAS (Further Education and Training Authority)	Digital Transformation Programme – Community Education	Restricted	Digital Transformation Programme - Community Education (Pay €354,898 and Non-Pay €155,151)
	Building An Cosán's core organisational capacity	Restricted	Building An Cosán's core organisational capacity (Pay €150,000)
	Adult Literacy for Life (ALL) Strategy Implementation	Restricted	ALL Strategy Implementation (Pay €28,830 and Travel Costs €1,170)
Department of Social Protection	Community Employment Scheme	Restricted	Community Employment
Pobal (Department of Rural and Community Development)	Community Services Programme	Restricted	To provide a range of community education and training opportunities to people who are living on low incomes in highly disadvantaged areas
DDLETB (Department of Further and Higher Education, Research, Innovation and Science)	Community Grant – BTEI	Restricted	Back to Education Initiative Programme Delivery
	Community Grant – ALCE	Restricted	The provision of Community Education programmes to the area of Tallaght West
SOLAS/DDLETB (Further Education and Training Authority)	Reach Funding 2024	Restricted	Maintaining and replenishing our laptop loan scheme devices for our learners and updating the Open Learning Centre devices for IT policy (compliance) and cyber security purposes
Department of Social Protection	School Meals Programme (Local Project) Scheme 2023/2024 and 2024/2025	Restricted	School Meals
Department of Rural and Community Development – Rethink Ireland	Urban Uplift Fund Accelerator Programme	Restricted	Workability – Providing Transferrable Skills for Flexible Employment
	Mná na hÉireann, Women of Ireland Fund	Restricted	Women's Education Programme
Higher Education Authority (Dept. of Further and Higher Education, Research, Innovation and Science)	Performance Funding Project	Restricted	Higher Education delivery, Participatory Action Research
CUAN (The Domestic, Sexual and Gender-Based Violence Agency)	Provision of Services Supporting Victims of Domestic, Sexual and Gender-Based violence in the Criminal Justice System	Restricted	Provision of professional one to one counselling for victims of crime, and a peer support group
Pobal (Department of Children, Equality, Disability, Integration and Youth)	Core Funding	Restricted	To improve affordability, quality, inclusion and sustainability of early years services
	National Childcare Scheme (NCS)	Restricted	Provides financial support to help parents to meet the costs of childcare
	Access and Inclusion Model (AIM)	Restricted	To create a more inclusive environment in pre-schools, so all children, regardless of ability, can benefit from quality early learning and care
	Early Childhood Care and Education (ECCE)	Restricted	Provides early childhood care and education for children of pre-school age
	Community Childcare Subvention Plus (CCSP)	Restricted	To support parents/guardians on a low income to avail of reduced childcare costs at participating childcare services
South Dublin Childcare Committee	Parent and Toddler Initiative Grant (Kiltipper)	Restricted	Supporting the delivery of the Parent and Toddler Group
Age and Opportunity Ireland	National Grant Scheme for Sport and Physical Activity for Older People	Restricted	To increase the participation of older people in recreational sport and physical activity
Social Inclusion Community Activation Programme (SICAP) Dublin Northwest Partnership 2024	Community Grant	Restricted	Furniture for Early Years Service
European Union Erasmus +	Fatherhood Project	Restricted	Empower and train young fathers to actively engage in the parenting role

Community Services Programme Service Income & Expenditure 2024	CSP Income	Other Grant Income	Traded Income
	359,629	1,668,117	148,717

Term of grant	Total amount of grant awarded €	Amount of grant deferred / (receivable) at 1 Jan 2024 €	Amount recognised as income in 2024 in line with Charities SORP €	Amount of grant deferred / (receivable) at 31 Dec 2024 €	Expenditure during the year €	Cash received in 2024 €	Outstanding cash balance €
1 Jan 2024 to 31 Dec 2024	713,335	-	740,451.41	62,343	740,451	802,795	62,343
1 Jan 2024 to 31 Dec 2024	28,600	-	30,303	-	30,303	30,303	-
1 Jan 2024 to 31 Dec 2024	3,500	1,253	4,781	-	4,781	3,528	-
1 Jan 2024 to 31 Dec 2024	510,049	-	510,049	-	510,049	510,049	-
1 Jan 2024 to 31 Dec 2024	150,000	-	150,000	-	150,000	150,000	-
1 Jan 2024 to 31 Dec 2024	30,000	-	30,000	-	30,000	30,000	-
July 2023 - July 2024 and July 2024 - July 2025	273,440	16,467	273,440	21,993	273,440	278,965	21,993
1 Jan 2023 to 31 Dec 2027	386,250	53,724	359,629	44,504	359,629	350,410	44,504
1 Jan 2024 to 31 Dec 2024	27,134	(25,598)	27,134	(28,033)	27,134	24,699	0
1 Jan 2024 to 31 Dec 2024	129,000	(130,670)	121,154	(130,348)	129,000	121,476	0
1 Jan 2024 to 31 Dec 2024	32,723	-	32,259	-	32,259	32,259	-
Expires 31 August 2025	Eligible to claim up to a max of €10k	1,673	3,118	665	3,118	2,111	665
March 2023 to June 2025	127,939	-	25,588	-	23,849	25,588	1,739
December 2024 to May 2025	4,352	-	4,352	-	-	4,352	4,352
1 Jan 2024 to 31 Dec 2026	420,250	-	118,370	-	118,370	118,370	-
1 Jan 2024 to 31 Dec 2024	10,779	1,012	10,779	-	11,791	10,779	-
1 September to 31 August 2025	169,867	-	169,867	(17,650)	169,867	152,217	-
19 August 2024 to 17 August 2025	136,563	-	136,563	-	136,563	136,563	-
19 August 2024 to 11 July 2025	70,808	-	70,808	-	70,808	70,808	-
19 August 2024 to 27 June 2025	268,512	-	268,512	-	268,512	268,512	-
12 August 2024 to 8 August 2025	3,564	-	3,564	-	3,564	3,564	-
Expires 30 June 2025	800	-	431	369	431	800	-
Expires 31 May 2024	260	-	260	0	260	260	0
Expires 30 November 2024	960	-	960	0	960	960	0
1 Feb 2021 to 31 Jan 2023	43,464	9,153	2,153	0	-	7,000	0

Other Income	Total Income of CSP service 2024	Total Expenditure of CSP service 2024	Surplus of CSP service 2024
1,203	2,177,666	2,100,274	77,392

● Acknowledgements and Thanks

We are hugely grateful to all the companies and individuals who generously donated raffle prizes, equipment, time, expertise and services to An Cosán in 2024.

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