

# Annual Report 2024

TOSÚ

# Welcome

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2024

# Overview

## Directors

John Lumsden (Chairperson) Deirdre Healy (Company Secretary)  
Tomás Sercovich Eugene Cummins  
Aidan Sweeney **Observer:** Assistant Commissioner,  
Peter Byers Paula Hilman, An Garda Síochána  
Moira Horgan representative

## Auditors

Crowleys DFK Unlimited Company 16/17 College Green, Dublin 2.

## Principal Bankers

AIB, West End Retail Park Blanchardstown, Dublin 15.

## Solicitors

Drumgoole Solicitors, 102 Upper Drumcondra Road, Dublin.

**Company Secretary:** Deirdre Healy

**Charity Number:** 20578

**CRA Number:** 20081775

**CRO Number:** 508840

## Registered Office & Principal Address

Block 3, Grove Court Grove Road,  
Blanchardstown Dublin 15, D15 HNT2

Tosú is compliant with Charities SORP and the Charities Governance Code. **CRA Number:** 20081775 **Company No.** 508840

## Board Meeting Attendance

<i>Board Member</i>	<i>% Attendance</i>	<i>Total</i>
<b>John Lumsden</b>	100%	<b>4</b>
<b>Deirdre Healy</b>	100%	<b>4</b>
<b>Peter Byers</b>	100%	<b>4</b>
<b>Moira Horgan</b>	50%	<b>2</b>
<b>Tomás Sercovich</b>	75%	<b>3</b>
<b>Aidan Sweeney</b>	100%	<b>4</b>
<b>Eugene Cummins</b>	100%	<b>4</b>
<b>Assistant Commissioner Paula Hilman (Observer)</b>	75%	<b>3</b>

# Chairperson's Welcome



# Welcome from Tosú Chairperson John Lumsden

2024 has been a year of strengthening our foundations as we built up to 2025, a landmark year in which we launched a new brand identity and an ambitious strategy. As of April 2025, this organisation is officially Tosú Social Inclusion Ireland, otherwise known as Tosú which means 'beginning' in Irish.

From our staff in the Central Mental Hospital, to our teams in probation service offices and all prisons across the country, our people work, day in, day out, helping clients to build new beginnings. Our teams are compassionate, dynamic and relentless in their commitment to help thousands of people build stable futures in which they contribute to safer communities.

This was a year for reinforcing the foundations of our organisation and strengthening support for staff as we prepared for full implementation of a new strategy which promises greater ambition and growth in the years ahead.

It was a year in which our management strengthened culture across our structures – recruiting supervisors and coordinators to provide our front-line services teams with localised support across the country. It was a year of building teams and developing new channels for employee engagement.

Overcrowding in prisons was an issue that presented significant challenges to our prison-based teams and our colleagues in the Irish Prison Service. Our teams, supported by management and other staff met this challenge with resilience and focus. The cost of living and homelessness crises made the challenge of life after criminal convictions even greater for our clients.

With a new Government and Programme for Government in place, we are hopeful that progress will be made towards reducing overcrowding in prisons. We also hope to see improvements to essential services for people in the criminal justice system: rehabilitation, mental health supports and housing, along with early intervention.

2024 was my first year as Chairperson, and I would like to thank my fellow directors for their support throughout the year. I would also like to thank Moira Horgan who resigned from the board in April 2025.

On behalf of the Board, I would like to commend our teams. They inspire hope for us as the Board of this organisation, just as they inspire hope amongst our clients to strive towards stable futures and a society in which they leave behind the cycle of offending behaviour and build stable lives in which they and their families flourish.

I would also like to thank our CEO Sharan Kelly for her vision and strong leadership as we build and deliver on our ambitions for the future. I must also acknowledge and thank our key strategic partners, the Department of Justice, the Irish Prison Service, the Probation Service and the Health Service Executive, for our continued collaborations in providing essential services to people with convictions and other groups. We also partner with employers, employer bodies, education/training providers, community and State services and we deeply appreciate their support as well.



# CEO's Welcome



# Welcome from Tosú CEO Sharan Kelly

2024 was my second year leading this organisation. It was a year of innovation as we built relationships with employers and ran dynamic events in prisons across the country. It was also a year in which we strengthened our foundations and teams, streamlined our processes, enhanced our organisational culture and created new opportunities for employee engagement.

The launch of our new brand identity and strategy in 2025 marked a turning point for us as an organisation. My priority was to ensure that our structures were strengthened to support us as we prepared to shift gears to become Tosú, marking a new era in which we expand our work and raise our voices on behalf of our clients, advocating for changes in policy which will benefit their long-term future.

I'm also very proud that in 2024, this organisation renewed its focus on staff well-being, recruitment and retention. As the year progressed, we recognized the need to assess what structural change was required to attract and retain our highly skilled staff, and significant progress was made. This process was supported by a new and innovative 'Employee Resource Group' (ERG) formed during 2024 to enable greater inclusion and collaboration among staff and management, helping to drive forward ideas and suggestions as well as cultural initiatives.

This was also a year in which we deepened our knowledge and understanding of our sector and our work. We commenced a process to examine and assess how we measure our impact. We adopted a dynamic approach to our work with clients, adapting the way we assess their needs, and undertaking research to learn more about our clients' relationships with their families, with a view to adapting our services for improved outcomes.

A review of management structures also took place in 2024, leading to the appointment of a new team of coordinators and supervisors across Ireland with the aim of renewing our support to staff and providing more consistent

and localised management for our teams. We also mainstreamed external supervision across the organisation, building resilience and support for our people.

We expanded our reach into prisons and the community through increasing our front-line services, increasing our client work in Wexford, Waterford, Limerick, Clare and Kerry, Cavan and Cork. We also expanded our focus on working with groups. 2024 saw changes to our management team, with a new Community Services Manager leading on our Linkage and IP&S Services; and a new role of Communications Manager to support our communications and guide us as we grow our voice and influence.

We joined forces with other like-minded organisations working with clients in the criminal justice system to advocate for greater investment in rehabilitation and reintegration, and to draw attention to the crisis of overcrowding in the prison system.

2024 was a significant year in the sector with a renewed focus on employment for people with criminal convictions. November saw the launch of the Department of Justice's 'Building Pathways Together Criminal Justice Reintegration Through Employment Strategy 2025-2027' and we were delighted to be invited to contribute to the strategy's Steering Committee and Employers' Forum. We also ran a series of highly successful events which brought employers into prison to meet our clients across the year. More details about these events on page 14.

All in all, 2024 was a very busy and a very successful year as we looked ahead to 2025 in which we celebrated twenty-five years and adopted a new identity, Tosú, along with a new strategy that sets out new ambitions for expansion of our services, and for our advocacy work, fueled by a new mission and vision that will sustain us into the future.



# What we do



# What We Do

## The Resettlement Service

The Resettlement Service is a pre-and post-release service that Tosú is uniquely placed to provide around the country. The service is run by a dynamic team of highly qualified Resettlement Coordinators who ensure that our clients can access the four key stabilising pillars upon release: resettlement planning, access to accommodation, medical cards and social welfare payments. We work with Local Authorities, the HSE's National Medical Card Unit and with the Department of Social Protection. Other partners include the Irish Prison Service's Integrated Sentence Management Officers.

## The Linkage Service

The Linkage Service assists people to access the labour market. Linkage Service Training and Employment Officers are based in Probation offices across Ireland and work with people who are under Probation Service supervision. Our goal is to assist them to access suitable and meaningful training, education, and employment opportunities while addressing barriers that may stand in the way of that progress. We meet with clients individually to assess their needs, interests, and abilities and work with them to develop a life plan and career path. We also offer specialised support on issues such as the disclosure of criminal convictions, spent convictions, and Garda Vetting.

A key part of our work is collaborating with other stakeholders - employers, education and training institutions, state agencies, and community-based organisations.

## The Gate Service

The GATE service operates within the prison. Our teams provide guidance and placement support to people throughout their time in prison, from education to employment. By offering a 'through the gate' service, our teams provide follow-on referrals to community-based services and support the

clients' reintegration and rehabilitation after they leave prison. With a strong focus on employability, our teams work closely with employers to support clients' job prospects. The GATE service fosters hope, integrity, and empowerment and promotes opportunity in the life of our clients after prison; in this way it not only fosters inclusion and opportunities for stability, but it also makes for safer communities.

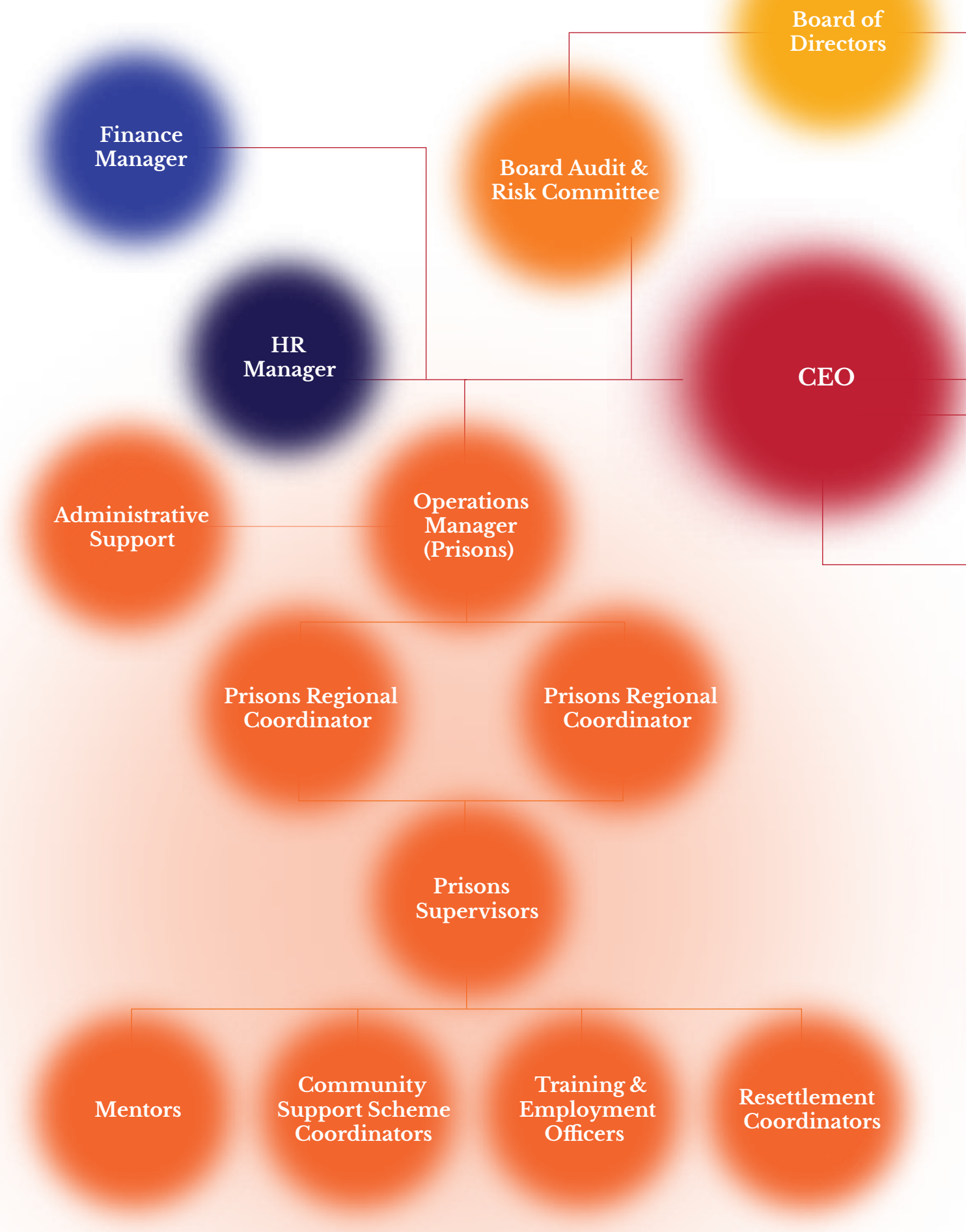
## Community Support Scheme (CSS)

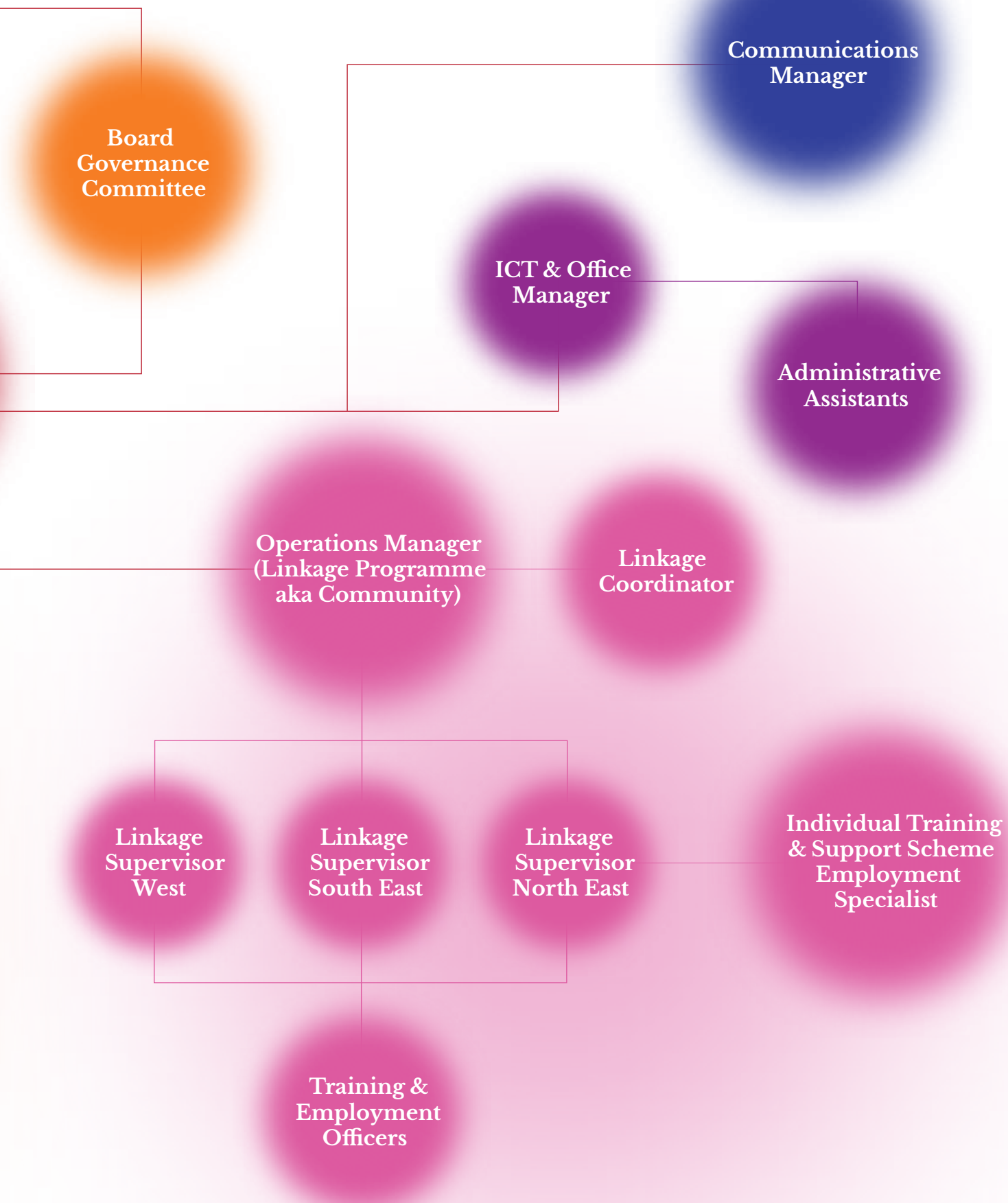
The Community Support Scheme is a joint initiative between Tosú and the Irish Prison Service. It is a structured release programme for people serving prison sentences of less than 18 months. The intervention comprises assessment, support and supervision – from prison to community, access to mainstream services and reintegration support. Specifically, all those referred are 'risks and needs' are assessed for training, education, offending behaviour, health, and addiction issues, as well as home environment.

## Individual Placement and Support (IP&S) Service

Individual Placement and Support is based at the National Forensic Mental Health Service in the Central Mental Hospital Unit and is supported by the Health Service Executive. Employment has been shown to have a strong mental health protective factor and provides a range of other social and economic outcomes for people with mental health difficulties. Our team works within a framework which draws on a proven methodology to help people in mental health recovery find and keep competitive employment. The service is person-centred and is provided in collaboration with other stakeholders including patients and clinicians.

# Organisation Structure





# Vision, Mission and Values

## Our Vision

An Ireland where the cycle of offending behaviour is broken, and everyone can flourish.

## Our Mission

To make the single biggest contribution we can to break the cycle of offending behaviour, by changing mindsets, transforming lives, and influencing societal and systemic change.

## Our Values

Empowerment,  
Integrity,  
Hope,  
Collaboration



# We Have Three Goals Framing Tosú's Ambitions For The Future

## Goal 1

### Grow our Services, Collaborations and Research

We want to innovate more and be more creative, as well as working with others in collaboration.

## Goal 2

### Grow and Strengthen our Organisation

We want to nurture our staff and empower them in their work. We also aim to strengthen our identity as an organisation, and our governance.

## Goal 3

### Increase our Influence

Tosú aims to step into a new role in which we undertake advocacy on behalf of people who are at risk of getting involved in criminal behaviour. We will also strive to improve policies that provide support to people in prison and in the community.

# 2024 in Numbers

Total Referrals

4,448



Total Engaged  
with the Service

3,952



Training & Education  
Placements

559



Employment  
Placements

372



Groupwork  
Complete

208



Community Return  
Scheme Completions

105



Housing  
Applications

451



Medical Card  
Applications

853



Social Welfare  
Applications

116

# Highlights from 2024



## Donegal Goes Digital: Donegal Employability Hub

Our Donegal team identified a digital skills gap amongst clients who are on probation in Donegal county. Given that career development increasingly relies on digital skills to access information about employment, we set about establishing a hub where clients could come and spend time developing their digital skills.

There were a number of challenges in the process. The first one was to find a location for the hub and fortunately Letterkenny Probation Office offered to host the service in their office. Getting computers was the next challenge, once these had been sourced, the office had to be arranged as a space which was suitable for a range of clients to be able to log on and search for jobs on the internet.

By mid-2024, our first Employability Hub was up and running. It provides not just a place where you can do a jobs search, but also support with digital literacy with support on site.

We have applied for Employability Hub to be certified in adult literacy skills, in partnership with the National Adult Literacy Agency, NALA.

Given that the Hub is proving popular amongst clients, in the future, we hope to replicate its success with other Employability Hubs around Ireland.

We are very grateful to Donegal Probation service staff for their support with the initiative.

# Supporting Women

Our work with woman went from strength to strength in 2024 as we extended a programme that started as a pilot in 2023, providing a weekly meet-up attended by women in-person and online. The programme is run in collaboration with the Probation Service and Churchfield Community Trust and brings together women from across the country who are on Integrated Community Service orders, Probation bonds and Temporary Release.

In 2024, 74 women attended the woman's group which ran for 47 weeks on Tuesday mornings. Average weekly attendance was very healthy at about 11 participants on average per session.

## Feedback:

**'I found ways to deal with life's pressures from the group. I found the way the training was done was excellent. I enjoyed the discussions, and I learned a lot about myself and the person I want to be going forward.'**

**'I feel it has made me more aware of my emotions and has given me skills to be able to manage them correctly and this will benefit me going forward in employment.'**

**'I have a job interview next Tuesday so it helped me brush up on my self-confidence and also my interview skills.'**



# Raising Our Voice

In partnership with Le Chéile Mentoring and PACE (both organisations working with clients in the criminal justice system) we seized the opportunity of the general elections in November 2024 to raise issues of concern with politicians and would-be politicians.

Our messages called for attention to overcrowding in prisons, under-resourcing of our services as well as housing, mental health and addiction services. We also called for more investment in early intervention, to divert young people from crime.

We used social media and email to spread the word, as well as attending a number of hustings events. This was the first time Tosú has engaged in advocacy of this kind and we look forward to building on these advocacy activities in 2025.

# Introducing Our Work Building Bridges Between Employers and Our Clients

2024 was an exciting year in which we brought employers to events in prisons across Ireland, learning, listening and building relationships that are already leading to stable employment for our clients. Building opportunities for employment is a critical priority for us, and it aligns with the 'Building Pathways Together'

strategy launched in 2024 by the Department of Justice. Tosú looks forward to contributing to the development of this strategy through our contributions on its Steering Committee and Employer Forum and to running more events of this kind in 2025.

## Building Bridges at an Event at Wheatfield Prison

This was the first time that social enterprises, training providers, businesses and community employment schemes gathered together in Wheatfield prison, providing a great opportunity for our clients to talk through their plans for the future. This event couldn't have happened without the support of the Irish prison Service, Solas and employers.

Nearly 200 people attended over the course of a full day divided up into slots so small groups could be brought in from different landings to chat with visitors about training opportunities, job openings and to find out more about supports available to people with criminal records.

### Feedback from Clients:

**'I found the experience very rewarding as it opened up a lot of help and support for prisoners. To know that there is something on the outside in terms of employment and training has had a very positive effect on me.'**

**'Most often we feel abandoned by the community and government. This event connected us back with our communities. It reminds prisoners that all is not lost. There is hope on the horizon.'**

**'I found it very interesting and helpful that you can get work when you have a criminal record. And that I can get support starting my own business.'**





*Barber Shop  
at Shelton Abbey*



*Mr Price's Edel McSorley  
with Tosú CEO Sharan Kelly*

## Shelton Abbey Open Centre Employers' Event

Shelton Abbey Open Centre in Wicklow welcomed employers to an event organised by our teams in the South-East. Shelton Abbey is an open prison with about 100 residents, some of whom are already in work on the prison campus, or in jobs off the prison grounds.

Employers and education bodies were in attendance and we also welcomed Malcolm Byrne who was at the time a Senator and has since been elected as a TD for Wicklow–Wexford constituency. A warm welcome at the reception area was waiting, with biscuits and lattes prepared by residents.

From the initial chats over coffee, to the presentations, this was a morning of powerful encounters with Shelton Abbey staff and residents. Governor Joseph Donoghue spoke powerfully about the impact of regular work on residents and encouraged employers to engage and be curious about employing people with criminal convictions and the positive potential for residents of going to work. Tosú also spoke about our commitment to helping our clients into work and our growing network of employers. Brenda Farrell from Nua Manufacturing, a local manufacturing company, outlined Nua's success employing residents, instilling confidence and curiosity in the audience.

And then it was the turn of two Shelton residents who outlined how their lives have changed, thanks to being in work. Their passion and honesty about their past captured the

audience and their passion for their future alongside their vulnerability made for a strong engagement from employers in the audiences. They also got a laugh for mentioning being able to fund fake tan for their teenage daughters as a benefit of being in work.

Hearing them describe the impact of having a job again, and being able to their families had a powerful impact on the guests.

A networking session followed in the dining hall, allowing residents of Shelton to meet with business representatives and organisations who provided advice on getting training to be able to apply for their preferred areas of work. This was followed by lunch cooked by residents and a tour of the prison where we took in the varied activities underway, from the barber's shop, to the farm, the bicycle repair shed and met more residents during the course of the tour.

The follow-on has been very positive, with a local engineering firm taking on eight residents of Shelton, with more jobs coming online. Other employers were in touch as well and we are building our support so they can also start to employ residents of Shelton Abbey, and other prisons in Ireland, in the future.



## Cork Prison Employers' Event

Cork prison also held an event in 2024 that brought employers and education bodies into the prison. The day was a great success, with our clients getting time to talk to a range of employers, from personal trainers and catering companies to further education and training bodies. Tosú is grateful to everyone who set aside the time to come to Cork prison to spend the day chatting to our clients, answering their questions and supporting them as they plan their next steps towards stability after prison.

The feedback after the event was very positive. Our clients indicated a desire to get some support with taking part in these events – primarily skills in introducing themselves and getting conversations going; the sort of conversational skills that you might need practice with after a period of institutionalisation.

For 2025, our team in Cork prison is planning courses that will respond to this need, building our clients' confidence with training to enhance their practical communication skills. From role plays for dealing with customers as well as lectures on communication, we will be building on the strengths of our clients.

This employers' event is just one in the busy calendar of Tosú staff in Cork prison where our team runs a range of courses, from community coaching to our award-winning lecture series, to the Open Doors catering qualification and very popular one-off café.



## Awards in 2024

The MTU Cork Prison Lecture Series which is supported by our team in Cork prison won the Best Higher Education Programme in 2024. The programme runs with support from the Irish Prison Service and Munster Technological University's Cork Campus Access Service. The initiative has engaged with over 300 people since 2017 and is the first series of its kind in the Irish Prison Service.

The primary and overarching objective of this initiative is to promote educational, training and employment opportunities and present positive learning pathways as alternatives to a life of crime for all participants.

Some participants on the programme have progressed to short courses, further education, apprenticeships and degree programmes since leaving custody. Additionally, it has supported and contributed to reducing the levels of recidivism.



*Liam Spacey,  
Governor Cork  
Prison with Tosú's  
Colm Carey and  
MTU's Christine  
Nolan at the  
awards ceremony.*

# Our Work With People in The Community in 2024



## Linkage Service

In 2024, the Linkage Service engaged in a thoughtful, deliberate process with a view to evolving our approach and activities. The criminal justice system and the needs of our clients have evolved since we started operations 25 years ago. Our aim was to ensure that Linkage continues to evolve in response to these changes.

The Linkage Service came under new leadership in 2024, providing an opportunity to proactively adjust to the shifting realities of a post-pandemic employment landscape in Ireland. Our new approach included adapting how we capture data about our clients, updating our internal processes, and expanding our understanding of our potential within the criminal justice system. The social and economic context is shifting and the Linkage Service needed to update our ways of working in order to ensure that we continue to be a critical service to the reintegration of people with criminal convictions in Ireland in 2024 and into the future.

## Innovation

### Assessment Tools

Linkage reviewed our client assessment tools during 2024 and tested and implemented a new assessment 'Initial Assessment' tool which gives us better insight into the strengths of our clients and identifies and prioritizes barriers to employment. These insights have allowed us to create a meaningful roadmap of engagement with clients towards employment. They also allow for greater collaboration, allowing us to gain critical insight into our day-to-day work with clients and with our colleagues in the Probation Service.

### Work Groups

Our Linkage teams convened a workgroup that focuses on group-work in our organisation. We are investing in group-work as we evolve our roles and responsibilities in the larger context of guidance practice within the criminal justice sector. Through an inclusive and thorough process, the workgroup made recommendations to update and modernise current group-work curriculum, as well as develop additional module curricula to empower clients to respond to changing contexts, particularly with regards to employment. This focus on group-work is expanding in 2025.

### Outreach

The Linkage Service continued the important work of building relationships with employers, from local shops to multi-nationals, working to change perceptions and increase willingness to provide employment opportunities to the clients we work with.

### Data Capture

The Linkage Service embarked on a process evaluating our data capture systems, analysing them for relevance and effectiveness. Several areas of improvement were identified, and upgrades will be rolled out in 2025.

# Our Work With People in Prison in 2024

## Gate, Resettlement and Community Support Services

Overcrowding in prison remained a significant factor affecting our work across the year, with prisons at 104% capacity at the beginning of the year, in January 2024. This figure climbed steadily throughout the year, reaching 111% capacity by December. Given that international standards recommend a 90% prison occupancy level, this unprecedented level of overcrowding is of real concern to our organisation.

Overcrowding has had a major impact on our work – both in terms of the pressure on our teams as they respond to increasing numbers of clients released at short notice, and as regards the pressure on our clients who have less access to services and training. Clients' mental health suffered because of sleeping on mattresses on the floor of crowded cells – a practice which has become all too commonplace. Tension within prisons is rising. Overcrowding is putting people in prison at crisis point and unfortunately this is not set to be resolved in 2025.

Our teams stepped up to meet this crisis and provide support for our clients to plan for stable futures. We successfully took on new staff, after

a recruitment drive in 2023. New positions came online. We streamlined our processes and strengthened our organisational systems. A new support structure of coordinators and supervisors took shape, providing localised support for staff. We stepped up professional support to our teams with a renewed focus on external supervision. We set about expanding our resettlement teams in 2024, advocating for two Community Resettlement Coordinator positions which were filled in 2025. We appointed new staff at Loughan House Open centre and at Cork prison. Gaps in our teams remained and at the end of 2024, however, and in 2025 we embarked on a much-needed new recruitment drive.

Our teams excelled as they responded to the needs of our clients in the face of the ongoing crisis in prisons. We are very proud of their success in providing essential support and information to help clients move out of prison and into the community where they are often confronted with further challenges, given the ongoing housing and cost of living crises.





## Cork Prison Coaching Graduation

We were proud to coordinate a QQI Level 3 course in Cork prison which supported clients to study sports coaching. Sports coaches from a range of sports from basketball to football, with an emphasis on motivation and personal coaching.

The graduation ceremony was a proud moment for our colleagues in Cork prison and for Cork Prison Governor Liam Spacey. “This is a first step, not an end result,” the Governor told the fourteen young men at the graduation ceremony hosted for family and friends in the prison’s sports hall. “It’s the beginning of something new.”

### Feedback:

“I learned that I could be patient,” the youngest participant said at the graduation ceremony. “And that I miss rugby.”

“It made me feel like I was part of something bigger,” another participant said. “That the coaches made the time to come in surprised me, that they cared.”

# Research & Collaboration

We identified a need to better understand the role of families in supporting our clients to achieve stability and commissioned research into how we can engage with families through our work. The 'Family Matters' research project started in 2024 and will be completed in 2025.

We embarked on the development of an online learning platform which will support staff to undertake training and participate in seminars, support new staff members with induction modules and create a centralised platform for shared learning. We plan for this platform to be rolled out in the longer-term to other practitioners in the sector in the future, as well as to clients.

We joined **CORD - Criminal Justice Open Research Dialogue - Partnership** as a practice organisation. **CORD** aims to improve collaboration between the criminal justice sector and academic institutions. We were proud to be included in the **National Strategic Action Plan for Lifelong Guidance** where we were recognised as a provider of guidance services in the criminal justice system.

We took part in the **European Union Homeless Count** which included prison numbers for the first time.

We advocated for action to ensure our clients were included in admissions to nursing homes, leading to the establishment of a working group 'Nursing Homes Referral Project'.

We also made presentations to a number of committees including the **Prison Visitors Committee** and the **Singapore Prison Committee**.



*Tosú CEO, Sharan Kelly with Mark Wilson, Director of the Probation Service.*



## Training Support For Our Clients

We work with the Community Foundation of Ireland (CFI) and St Stephens Green Trust (SSGT) to manage a fund that allows our clients to access further education and training with a view to supporting them to follow their career path.

All too often, resources or opportunities are not available to our clients to undertake these courses, and we are grateful to CFI and SSGT for their support for this critical fund which in 2024 had two rounds and provided support for our clients to undertake training that would not have been possible otherwise, from gaining a certificate as a barber, to rigid truck license to a diploma in theology.

The success of the fund in 2024 follows on from an independent evaluation of its social return on investment in 2023 which assessed it at €1: €22, in other words it benefited clients to

the tune of €22 for every €1 invested. Beyond the financial analysis, this fund has made an immense difference to our clients, their families, and local communities.

One of our clients was in his late twenties and had worked as a truck driver. He wanted to work in construction but needed some training, specifically an 'arctic dumper ticket'. Thanks to this fund, he was able to do the arctic dumper training and quickly picked up a construction job which has allowed him to build a stable future.

Safe Pass is a mandatory safety awareness training programme for construction workers and a number of our clients have completed the training, thanks to this fund. One client did the Safe Pass training, got part-time work in a garage as an assistant mechanic and hopes to open his own garage in the near future.

**Community  
Foundation  
Ireland**

**25 years**  
*For change.  
For better.  
For all.*

**ssgt**

**st.stephen's  
green trust**

# Financials

# Financials

Tosú Social Inclusion Ireland  
(formerly Irish Association for Social Inclusion Opportunities)

## Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the financial year ended 31 December 2024

	Notes	Restricted Funds 2024 €	Total Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
<b>Income</b>					
Charitable Activities: Grants from Governments and other co-funders	5.1	2,974,859	2,974,859	2,928,942	2,928,942
<b>Expenditure</b>					
Charitable Activities	6.1	2,989,276	2,989,276	2,670,477	2,670,477
Net income/(expenditure)		35,583	35,583	258,465	258,465
Transfers between funds		–	–	–	–
Net movement in funds for financial year		35,583	35,583	258,465	258,465
Reconciliation of funds:	16				
Total funds beginning of the year		318,313	318,313	59,848	59,848
<b>Total funds at the end of the year</b>		<b>353,896</b>	<b>353,896</b>	<b>318,313</b>	<b>318,313</b>

## Balance Sheet

As at 31 December 2024

	Notes	2024 €	2023 €
<b>Fixed Assets</b>			
Tangible Assets	10	6,614	–
<b>Current Assets</b>			
Debtors	11	1,771	1,123
Cash at bank and in hand	12	1,471,662	1,263,783
		1,473,433	1,264,886
Creditors: Amounts falling due within one year	13	(1,126,151)	(946,573)
Net Current Assets		347,282	318,313
Total Assets less Current Liabilities		353,896	318,313
<b>Funds</b>			
Restricted funds		353,896	318,313
<b>Total funds</b>	16	<b>353,896</b>	<b>318,313</b>

# Thanks to our Supporters



**An tSeirbhís Phromhaidh**  
The Probation Service



**Seirbhís Phríosúin**  
na hÉireann  
Irish Prison Service

**NFMHS**  
National Forensic  
Mental Health Service

**ssgt**

**st.stephen's**  
**green trust**

 **ibec**  
For Irish Business

**Community**  
**Foundation**  
**Ireland**



**An Roinn Dlí agus Cirt**  
Department of Justice





# TOSÚ

Tosú, Block 3, Grove Court,  
Grove Road, Blanchardstown,  
Dublin 15, D15 HNT2.

**Tel:** 01 866 2706  
**Email:** [admin@tosu.ie](mailto:admin@tosu.ie)  
**[www.tosu.ie](http://www.tosu.ie)**