



FRONTLINE

Annual Report  
**2025**



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CHIEF EXECUTIVE’S  
REPORT

Stuart Fraser, CEO



A significant development during 2025 was the expansion of the organisation's addiction treatment services to the North Inner City, following the transfer of the Hope Project on Buckingham Street into the management of Frontline Make Change. This expansion broadened the organisation's geographic reach and increased its capacity to support individuals in recovery across Dublin. Both the Inchicore and Buckingham Street services continued to deliver structured therapeutic programmes, relapse prevention support, and reintegration services, in line with best practice and applicable statutory requirements.

Childcare Services

Childcare services remained active throughout the year, supporting families in the local area, including those affected by addiction and social disadvantage. A particular highlight of 2025 was a collaborative arts programme undertaken with the National Gallery of Ireland, which engaged children in the service in a creative arts initiative. This partnership provided an enriching cultural experience for participants and demonstrated the organisation's commitment to holistic child development beyond standard childcare provision.

Frontline Bikes - Social Enterprise

Frontline Bikes, the organisation's bicycle workshop and social enterprise, continued to operate during 2025. The programme provides structured work experience, practical skills development, and employment pathways for individuals in recovery. Activity during the year included bicycle repair, refurbishment, and retail operations, alongside the continued development of training initiatives designed to create sustainable progression routes for participants. We struck up a new partnership with Iarnród Éireann and continued planning to deliver an enhanced Bridge Programme, the delivery of which will be in spring 2026.

There should be more exciting developments in 2026, and I look forward to sharing them with you.

Ní neart go cur le chéile

Stuart Fraser  
CEO

In 2025  
we helped  
223 people  
make positive  
changes in  
their lives.



## ABOUT **US**

### Our Vision

Our Vision is to help people reach their full potential.

### Our Mission Statement

Our Mission is to provide effective, evidence based services that have impact by not only improving the health of the individual, but has a lasting positive impact on the wellbeing of their families, friends and the communities in which they live.

### Our Values

Frontline is a value driven organisation. We are committed to change, quality, honesty, innovation and integrity. These strong values are at the heart of all we do, because we believe in people's capacity to change. People who use our services are not just people with problems, they are partners, fathers, mothers, sisters, grandmothers, children, brothers, friends, work colleagues and carers.

### Our Target Group

- 1 Those who struggle with a wide variety of substance misuse issues
- 2 Parents coping with substance misuse and their children
- 3 Family members
- 4 Inter agency / Community work.

### Our Strategic Goals

- 1 To provide a safe environment where people affected by substance misuse can explore in a non-judgmental way the issues that are impacting on their lives.
- 2 To promote opportunities for individuals to move out of the cycle of addiction.
- 3 To develop opportunities for children and young people to reach their full potential.
- 4 To identify gaps in service provision and initiate local and national responses.
- 5 To promote a better understanding of how the substance misuse problem impacts locally and increase the community awareness of drug and alcohol issues.
- 6 To develop the structures, roles and responsibilities in accordance with the strategic plan.

## OUR TEAM



### Chief Executive Officer

Stuart Fraser

### Addiction Team

Corrine Doyle – Clinical Services Manager

Sabrina O'Neill – Team Leader

Jason Campbell – Community Prison Links / Senior Addiction Practitioner (Inchicore)

Katie Hawkins – Addiction Practitioner (Inchicore)

Eddie Kelly – Addiction Practitioner (Inchicore)

Shirley Bonass – Addiction Practitioner (Inchicore)

Alison McNulty – Senior Addiction Practitioner (Bluebell)

Jason Gallagher – Addiction Practitioner (Bluebell)

Sinead Levins – Team Leader (NEIC Alcohol Hub)

Paul McMahon – Addiction Practitioner (NEIC Alcohol Hub)

Caroline Bates – Addiction Practitioner (NEIC Alcohol Hub)

Brian Mitchell – Team Leader (NEIC Community Addiction Team)

Alannah McCullagh – Addiction Practitioner (NEIC Community Addiction Team)

Alison Gray – Addiction Practitioner (NEIC Community Addiction Team)

Elaine Hilliard – Addiction Practitioner (NEIC Community Addiction Team)

Sonya Dillon – Recovery Coordinator (CH09)

Sinéad McKiernan – Recovery Housing Coordinator (CH09)



### Childcare Team

Rachel Wasser – Childcare Project Manager

Abaigh Connell – Childcare Practitioner (afterschool keyworker)

Rachel Ward – Childcare Practitioner (preschool keyworker)

Rebecca Rowe – Childcare Practitioner

Sandra Gaffney – Childcare Practitioner (part-time)

Aya Sherif – Childcare Practitioner (part-time)

### Frontline Bikes

Jamie Regan – Finance and Business Manager

Andrew Allen – Bike Operations Manager

Paul Longworth – Bike Mechanics Trainer

Ger McBrearty – Trainee Coordinator

James Bassett – Bike Mechanic

Karolis Raila – Bike Mechanic

Eamon Burke – Bike Mechanic

Jordan Roche – Bike Mechanic



### Administration & Household Team

Claire O'Gorman – Accounts and Office Administrator

Kevin Forde-Quinlivan – Reception

### Marketing

Judith Ritchie – Digital Marketing Executive (part-time)

### Sessional Staff

Deirdre McCormick – Integrative Counsellor / Art Therapist

### Community Employment

Kirsty Doyle

# OUR BOARD MEMBERS



**Sean Heading**  
Chairperson

Sean has a lifetime of positive engagement of assisting people throughout his career as a qualified Trainer, the Managing Director of a Training Company and a professional Union Official and a participant in a number of previous and current board memberships.

His qualifications include a Master's Degree in Education & Training Management, a degree in Personnel Management & Industrial Relations, and a diploma in Employment Law (Kings Inn).

Sean has previously been a board member of Skillnet Ireland, the Private Security Authority, and the Construction Workers Pension Scheme (+2 Billion Fund). He has also held Executive Council Memberships of the Learning & Development Institute (LTD) and the Irish Congress of Trade Unions (ICTU).



**Sharon Owens**  
Treasurer

Sharon Owens has a diverse range of work experience in the finance and administration field. Sharon's most recent position was as the Deputy Head at Merchants Quay Ireland, a role she assumed in May 2022. Prior to that, she served as the Finance Manager for the same organisation from January 2016 to May 2022.

Previously, Sharon worked as a Management Accountant at Certus from January 2011 to July 2015. Before that, she held positions at Bank of Scotland (Ireland) where she served as an Income Accountant from May 2009 to December 2010 and as an Assistant Accountant (Payroll) from October 2003 to May 2009.



**Áine Ivers**

Áine Ivers, BFA., HDipEd., MFA, has a background working with Education and Training Boards Community and Adult Education Service, Adult Literacy, English as a Second or Other Language and Art.

She previously served as a Board Member of Gaelscoil Bhaile Brigín, Balbriggan, Co. Dublin.

# OUR BOARD MEMBERS



**Brian Nolan**

Brian Nolan completed his electrical apprenticeship in 1994. He spent the following years working as a journeyman in the Electrical Contracting Sector before taking up his first role within the trade union movement as a full-time organiser.

Subsequent Union elections led to roles as the National Construction Official Mechanical and Engineering and his current position as Assistant General Secretary of Connect Trade Union.

Brian is a board member of the Private Security Authority and represents Connect on the Construction Industry Committee of the ICTU. He is also a long term member of the Boards of the CWHT and the CWBF and is the current Chairperson of both Boards.



**Eileen O'Riordan**

Eileen has over 25 years' experience in HR, organisation development, change leadership, and people strategy, supporting senior leaders and boards through periods of transformation and complexity. Her career spans work across the EU, United States, Australia, North Africa, and Sub-Saharan Africa, bringing a broad international and practical perspective.

Formerly a Senior HR Director in Pfizer, Eileen held responsibility for 13 sites and approximately 14,000 employees across Europe, leading major cultural change, business turnarounds, and complex employee relations.

Having worked as a non-executive director, and advisor, Eileen understands the responsibilities of effective governance and strategic oversight. Eileen was previously a board member of a family resource centre. She has also lectured on MSc and MBA programmes at University College Cork and University College Galway.



**Daly Farrell**  
Secretary

Frontline Make Change CLG (Frontline) is constituted as a company limited by guarantee without a share capital. Its purpose, objectives and how it conducts its business are set out in its Memorandum and Articles of Association which establishes the objects and powers of the company. The Company is registered with the Charities Regulator and has charitable tax status with the Revenue Commissioners CHY 15068.

Frontline's Board members, management and staff are focused on delivering quality outcomes. Our vision is that everyone should have the opportunity to overcome addiction and live a fulfilled and productive life – in practical terms this means being with family, friends and positive relationships, in housing, with a job or in education or training. This is where our services are targeted.

## Structure, Governance & Management

Frontline is committed to maintaining high standards of corporate governance and stewardship and has taken action to ensure that the organisation is fully compliant with the principles outlined in the requirements of The Governance Code for the Community, Voluntary and Charitable Sector, and the Charities Governance Code issued by the Charities Regulator.

We comply with the Statement of Recommended Practice for Accounting & Reporting by Charities (SORP) alongside the Governance Code and Fundraising Principles and the General Data Protection Regulations. Members of the Board of Directors, all of whom are non-executive, are drawn from diverse backgrounds and bring a broad range of experience and skills to the Board's deliberations. A review of the organisation's compliance with the principles of each Code is conducted annually. Frontline recognises that active compliance is an ongoing and continuous task where, as an organisation, we seek to achieve constant standards of excellence.

## Board Standing Committees

The board is assisted in its work, ensuring good governance and quality service delivery is maintained, through sub committees and working groups. Board sub-committees comprise of Board Directors and external co-optee's for expertise, where required.

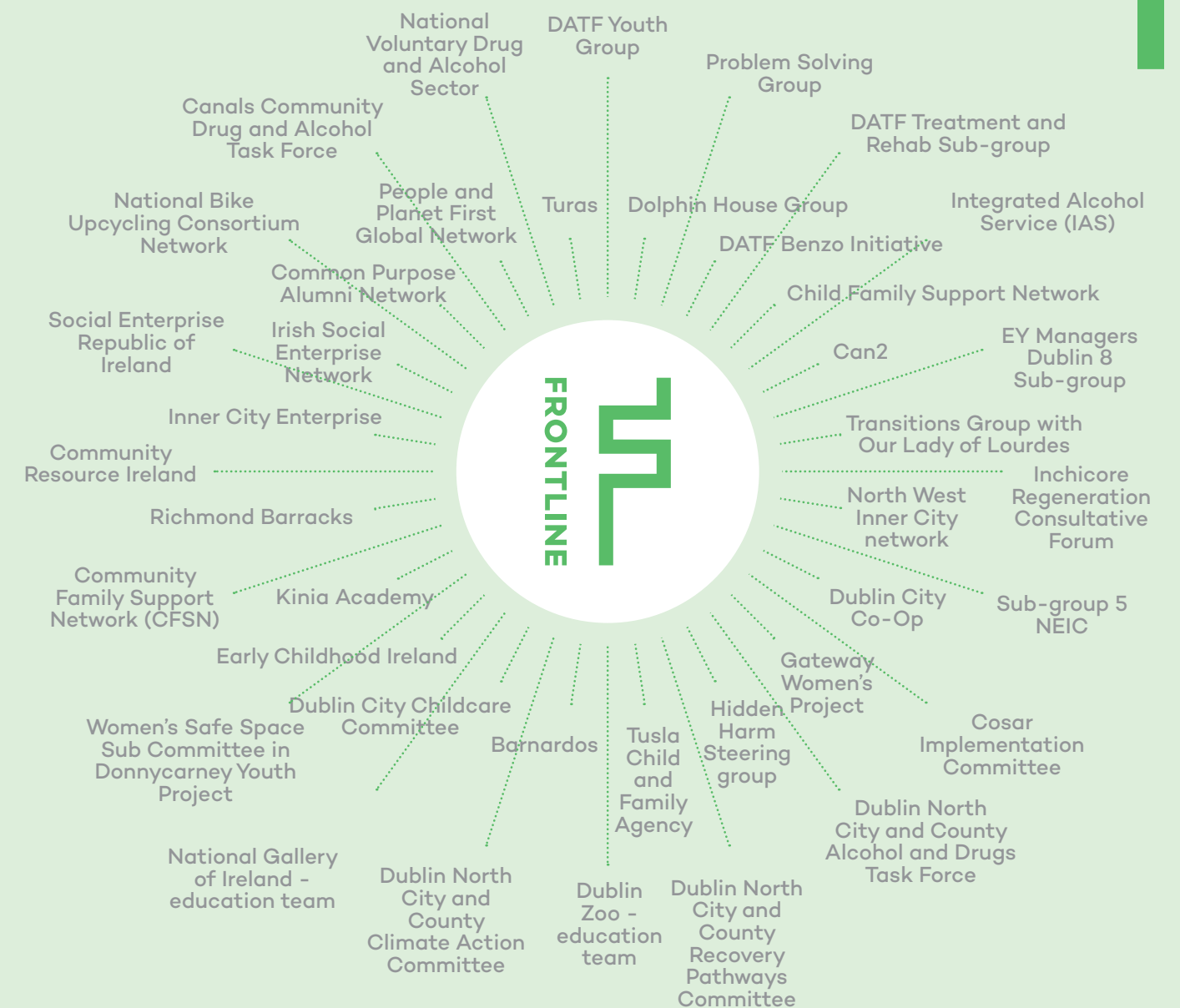
## Governance

In 2025, the following Board Standing sub-committees met quarterly:

### Finance Committee

Sharon Owens / Stuart Fraser / Jamie Regan / MJ Keegan

## OUR COMMUNITY INVOLVEMENT IN 2025



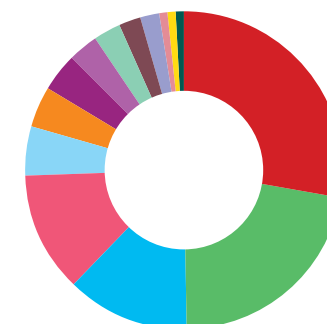
In 2025 drugs were the main focus of our services in Bluebell and Inchicore. Alcohol was the focus of work for our NEIC service.

## ADDICTION **SERVICE** REPORT

### Our services delivered in 2025

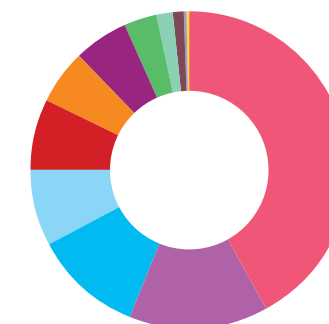
#### Main area of focus – Southside

|     |                                |   |
|-----|--------------------------------|---|
| 839 | Drugs                          | ● |
| 656 | Recovery supports/<br>networks | ● |
| 378 | Alcohol                        | ● |
| 370 | Mental health/ Wellbeing       | ● |
| 147 | Addiction group                | ● |
| 127 | Justice and Legal              | ● |
| 119 | Education & Training           | ● |
| 86  | General Health                 | ● |
| 84  | Family & Relationships         | ● |
| 72  | Social support                 | ● |
| 58  | Accommodation                  | ● |
| 26  | Bikes                          | ● |
| 23  | Employment                     | ● |
| 19  | Income & Finance               | ● |



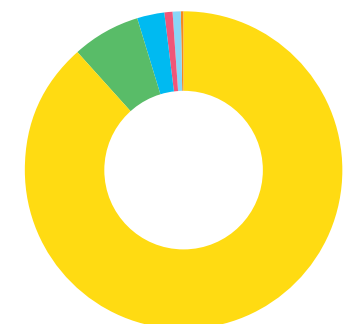
#### Interventions – Southside

|      |                      |   |
|------|----------------------|---|
| 1838 | Key working          | ● |
| 616  | Other                | ● |
| 483  | Phone call           | ● |
| 344  | Brief Intervention   | ● |
| 316  | Text                 | ● |
| 244  | Assessment           | ● |
| 238  | Group work           | ● |
| 140  | Art Therapy          | ● |
| 78   | Recovery event/ Café | ● |
| 44   | Prison Visit         | ● |
| 12   | Referral             | ● |
| 10   | Community detox      | ● |



#### Interventions – NEIC

|     |                           |   |
|-----|---------------------------|---|
| 705 | Key working               | ● |
| 54  | Assessment                | ● |
| 22  | Phone call                | ● |
| 8   | Brief Intervention        | ● |
| 5   | Detox/ community<br>detox | ● |
| 2   | Letter                    | ● |



## Community Prison Links

Our Community Prison Links service offers comprehensive support to individuals currently incarcerated, assisting them through their transition from prison to reintegration into society.

This service plays a crucial role in facilitating an individual's successful reintegration into society and long-term rehabilitation. Frontline continues to maintain and build on fostering open and trusting relationships with both service users and their referrers, ensuring effective communication and support throughout the process.

In 2025, we continued to strengthen our in-reach within prisons, a vital component for relationship-building, progress monitoring, care planning, case management, and ensuring a seamless transition upon release. Our Community Prison Links worker (CPL) remains dedicated to collaborating with key prison stakeholders, including the Integrated Service Management Team, addiction counsellors, resettlement teams, TOSU, probation services, and educational training departments.

Frontline's engagements with Dublin-based prisons have further enhanced the visibility of our services, including the CPL programme, addiction support services, case management, and our social enterprise initiative.

This programme offers individuals a clear pathway to training and employment opportunities, particularly in bicycle mechanics.

## North East Inner City

The North East Inner City alcohol service operates as part of the Integrated Alcohol Service (IAS), a collaborative initiative between state agencies and voluntary organisations. The service is designed to offer comprehensive support and facilitate onward progression for individuals facing challenges related to alcohol use.

In 2025, the service became more embedded within the North Inner City and North County. Frontline's alcohol service, as part of the IAS, operates from the alcohol hub in Dublin 1 alongside other stakeholders. Frontline continues to play an essential role within the broader IAS hub, contributing actively to stakeholder meetings and facilitating engagement in frontline services.

In June, Frontline broadened its reach in the northside with a merger with a North East Inner City community addiction team, H.O.P.E. Hands on Peer Education. Based in Buckingham St in Dublin's North East Inner city, and in proximity of Frontline's NEIC Alcohol service, it enables us to offer more addiction support services on the Northside.

## Counselling

With no dedicated local counselling service and no additional mainstream funding available, we were fortunate to receive financial support from the local Drug and Alcohol Task Force counselling initiative. This initiative supports clients to gain access to short specific periods of treatment to support their care plan, which was of huge benefit to all. Additionally, in the absence of a dedicated counselling service, our Clinical Services Manager was available to link with individuals as part of a wider care plan and offer short pieces of work aimed at preparation and sign-off for treatment.

## Drop-in

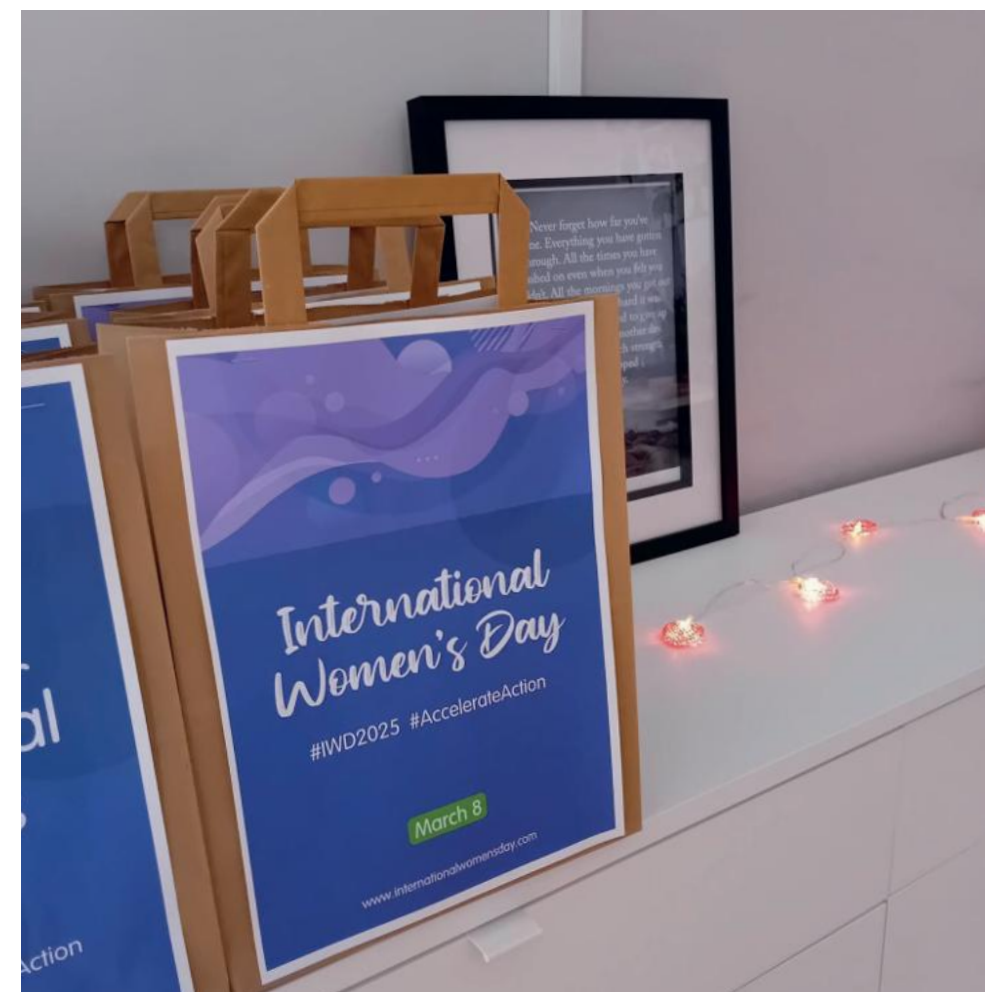
Throughout 2025 we continued to provide a weekly drop-in service for our clients in Bluebell. During drop-in, clients are offered tea/coffee, hot food, and a chance to socialise in a non-judgemental environment. Our drop-in offering differs in each service and is client-led through ongoing feedback by service users. Attendees can take part in an open studio-style art session which provides a space for clients to come in and relax, talk, and get support from our staff. For those who may not want to take part in the art sessions, we also provide board games, word searches, and sudoku puzzles. Background music picked by those in attendance is a final element of each drop-in space, incorporating inclusion for all involved.

## Gender Specific Groups

In 2025, we launched two gender specific groups with a men's group in our Bluebell service on Thursday evenings and a women's group in our Inchicore service on Friday mornings.

The men's group focuses on connection, support, and visible recovery in the community in a relaxed environment. Food, hot drinks, games, sports activities, and music are provided.

The women's group is a supportive, confidential space where women come together to share experiences and explore a healthier way of life through holistic practices, including mindfulness, reiki, and by creating meaningful connections. In 2025, the women took part in a bake sale in aid of Breast Cancer Ireland, a fashion show for Recovery Month, and an informative talk by a menopause expert.



## Recovery Cafes

Another addition in 2025 was the introduction of quarterly Recovery Cafés at our Bluebell service. The cafés provide a safe and welcoming space for people in recovery to socialise, with themed activities, entertainment and hot food.

## Recovery Month

Frontline's involvement in Recovery Month continued into 2025. Our team took part in the annual Recovery Walk and hosted several events, including a Recovery Festival in collaboration with The Lynk's Project, where clients and children partook in activities such as bungee run, bouncy castles, giant Connect Four, and basketball. Our women's group hosted a 'Recovery looks good on you' fashion show, where 12 women walked the runway and spoke about their personal recovery journeys. The busy month also featured a football tournament, Recovery Cycle, and recovery cafés in our southside and northside services.



## Christmas Tree Event

Our annual Christmas Tree Lighting Ceremony took place on Monday, 15th December. This is an important night in our calendar, allowing us to remember those who have passed away and who are no longer with us at Christmas time.

The yearly initiative was coordinated in conjunction with the Family Resource Centre and St Michael's church and partially funded by Dublin City Council and local services. On the night, the local community and services in the area gathered around the tree at St Michael's church where there were poetry readings, carol singing, and reflections.

The Dublin Concert Band joined us on the night, where they played a selection of Christmas songs on wind and brass instruments and brought a lot of festive cheer to the occasion. We also had singer songwriter Eddie Winston join us on the night to perform some songs. Stars were hung on the tree by friends and family of those who have died. The tree was lit by children from Frontline's Children's Project, and all who attended were treated to hot drinks, food, and small gifts for the children. This year, there was a raffle held on the night with prizes kindly donated by local businesses in the area.



Each child's needs are met using individual, tailored care plans designed by The Children's Project Team, with support of the parents.

## THE CHILDREN'S PROJECT

2025 was a rewarding year for The Children's Project, filled with creativity, connection, learning, and joy.

Throughout the year, the dedication, care, and passion of the team were evident in the meaningful experiences, consistent routines, and moments of celebration that strengthened the children's development, wellbeing, and sense of belonging.



### Learning in the Day-to-Day

Alongside trips, projects, and special events, the Children's Project's core work continued. These everyday experiences remain the foundation of our practice and are central to supporting children and families living with adversity.

Daily routines were grounded in play-based learning and trauma-informed care, with children engaging in sand and water play, early literacy and numeracy activities, baking, creative play, and outdoor experiences.

### Learning through Creativity & Cultural Access

#### The Artline Project – National Gallery of Ireland

The Artline Project continued for another successful year in 2025, with preschool children taking part in monthly art sessions led by artist Mags Harnett from the National Gallery of Ireland.

A central aim of the Artline Project is to ensure that the children and families who attend our service feel that art and cultural spaces belong to them, and this was supported through two guided visits to the National Gallery.

#### Your Gallery at School – National Gallery of Ireland

In 2025, alongside the continued delivery of the Artline Project with our preschoolers, the afterschool children were delighted to take part in the Your Gallery at School programme with the

National Gallery of Ireland. The children enjoyed hands-on art sessions, and exploring concepts such as colour theory and abstract art.

These workshops supported creative expression, confidence, and critical thinking, while reinforcing that the children's ideas, abilities and perspectives are valued.

### Learning about STEM and the world around us

#### Life Cycles – Caterpillar Project

In springtime, the preschool children explored the life cycle of butterflies through a hands-on science project, observing caterpillars as they grew, formed chrysalises, and emerged as butterflies. The children then helped to release the butterflies in the garden, supporting learning rooted in real-life observation while nurturing curiosity, patience, and respect for living things.

#### Robotics & STEM – Kinia Academy

The afterschool children took part in a robotics and STEM programme supported by Kinia Academy. Kinia provided training in foundational coding and robotics concepts to Children's Project staff, who then shared these skills with the children using equipment generously donated by Kinia. Working collaboratively, the children designed and built their own robots, developing problem-solving skills, confidence, teamwork, and an early interest in STEM subjects.

### Dublin Zoo Outreach Project

The afterschool children took part in an exciting outreach project in partnership with Dublin Zoo. Through a series of interactive sessions, the children learned about animals, their natural habitats, and the specific physical and behavioural needs that animals have in the wild.

The children were challenged to design and create a large three-dimensional object that could be used to hide food for an animal, encouraging it to forage, problem-solve, and “hunt” in a way that mirrors natural behaviours.

Working collaboratively, the children planned, built, and refined their designs, developing creativity, teamwork, and critical thinking skills throughout the process. The knowledge that their creations will be used within an animal's enclosure in Dublin Zoo was a source of enormous pride and excitement for the group, reinforcing the real-world value of their work and their ability to make a meaningful contribution beyond the service.

## Learning by Fundraising and Engaging in our Community

### Barnardos Big Toddle

In June, the preschool children, their families, and our staff took part in the Barnardos Big Toddle fundraiser at Dublin Zoo. Embracing the “Little Heroes” theme, the children dressed as superheroes, celebrating their own strength and resilience while raising funds for other vulnerable children nationwide.

### DSPCA Fundraising & Visit

The afterschool children organised a summer bake sale in aid of the DSPCA, raising an impressive €165. The children later donated the funds during a visit to the DSPCA shelter as part of their summer project. This initiative supported financial literacy, teamwork, and compassion for animals, while giving the children a strong sense of achievement and purpose.

### Breast Cancer Ireland Bake Sale

The children also participated in a bake sale in support of Breast Cancer Ireland, learning about helping others and contributing to causes beyond their immediate community.



### Richmond Barracks Library Partnership

Regular visits to Inchicore Library in Richmond Barracks were a valued part of the year for both the preschool and afterschool groups, offering the children access to a welcoming learning environment beyond the service. On World Book Day, the librarians generously donated a large collection of books, along with a bookshelf to the Children's Project, further enriching the learning space within.

### Learning through the Summer

The Children's Project staff designed a vibrant Summer Project for afterschool children, centred around their interests. Trips included visits to the DSPCA, Butler's Chocolate Factory, Jump Zone, Fort Lucan, the Museum of Illusions, and bowling. Throughout the summer staff also led hands-on creative workshops.

A highlight of the Summer Project was the annual respite trip to Carlingford Adventure Centre, where the afterschool children took part in activities and experiences such as kayaking, archery, laser tag, and team challenges in a safe and supportive environment. The trip encouraged confidence, independence, teamwork, and peer connection, while creating lasting positive memories beyond daily routines for the children.

## Learning about Celebrations

### Halloween Adventures

At Halloween, the afterschool children enjoyed seasonal themed outings including a guided tour of Goldenbridge Cemetery and a visit to K2 Alpacas. Highlights of the K2 Alpacas trip included a spooky witches' trail, meeting alpacas, and choosing pumpkins to bring home and carve, creating joyful and memorable shared experiences.

### Christmas Fair – Richmond Barracks

The afterschool children hosted their own stall at the Richmond Barracks Christmas Fair in November, selling handmade crafts. Through this, the children developed practical skills including customer interaction, handling money, and teamwork. The stall raised over €500, which will be used for a celebratory pizza party and new toys and materials for the service.

### Looking Ahead

As we move forward, The Children's Project remains committed to providing a safe, enriching, and hopeful space where children can thrive, regardless of the challenges they face.



# FRONTLINE BIKES

FRONTLINE BIKES REPORT

## FRONTLINE **BIKES** REPORT

### Impact at a Glance

#### Social Impact

2 Full-time and 2 part-time jobs created.

20+ People in training annually

52 Training modules delivered

#### Environmental Impact

413 Bikes brought back into use

1.2 Tonnes of rubber recycled

2.7 Tonnes of metal recycled

#### Community Impact

70+ Bikes donated to charitable causes

3 External bike repair workshops delivered

In 2025, Frontline Bikes worked hard to achieve its goals and mission of providing employment, training, and recovery supports to individuals who have been excluded from the labour market due to addiction and/or criminal justice involvement. This was achieved through its cycle mechanics training programmes, collaborations, and participation in recovery-focused events and activities.

The Just Economics independent evaluation found that employment is one of the strongest predictors of positive treatment outcomes for people with substance use disorder, and that combining employment support with addiction treatment is a key driver of success. Frontline Bikes embodies this model in practice.

Frontline Bikes continued to grow and put people from the local community with a history of addiction back to work throughout 2025.



## Sustainable Business Award

In March 2025, Frontline Bikes won Sustainable Business of the Year at the Digital Business Awards. The awards celebrate businesses, organisations and people leading the way in digital innovation and e-commerce across Ireland. It was a proud moment to have the hard work and progress of our social enterprise recognised and celebrated.

## Recovery Month

In September, our Bike Mechanics Trainer, Ger McBrearty, represented Frontline Make Change and our social enterprise, Frontline Bikes, at an event in Leinster House to mark Recovery Month. Ger joined voices from The Spellman Centre, FamiliBase and Family Addiction Recovery Ireland to highlight the importance of community, support and second chances.

Also, in September as part of the recovery month the participants joined up with Tus Nua - a community-based substance use intervention service based in Clondalkin - for a recovery cycle.

## Dail Leader Visit

2025 also saw a visit from Irish politician Mary Lou McDonald to Frontline Bikes' training and upcycling centre, where she was greatly impressed by the work being carried out. She highlighted the continued need for recovery-based social enterprises within the wider Dublin region.

## Iarnród Éireann Partnership

A key highlight in 2025 was the development of a partnership with Iarnród Éireann. Through this, Frontline Bikes will host bicycle repair clinics for Iarnród Éireann staff and collect abandoned bicycles from train stations.

These bikes, which might otherwise have ended up in landfill, are used in our City & Guilds Bicycle Mechanics training programme and sold in our shop in Inchicore and have been used by students and low-income earners.

## People and Planet First

In June, Frontline Bikes' sustainability credentials were further recognised through People + Planet First verification. People + Planet First is a participatory verification programme and global collective of social enterprises committed to putting people and the planet first.

In October, Frontline Bikes reached the significant milestone of 5 successful years in business. To mark the anniversary, we began production of a video featuring current and past trainees, celebrating and highlighting the work Frontline Bikes has carried out to date.

The video was launched across our social media channels and website in December, achieving significant reach and engagement.



## Cycling Inclusion Centre of Excellence

Frontline Bikes collaborated with Variety, the Children's Charity of Ireland and was invited to the grand opening of the Cycling Inclusion Centre of Excellence at Collinstown Park Sports Centre, Clondalkin in November. The Cycling Inclusion Hub was officially opened by Tánaiste, Simon Harris, and other government ministers. The new inclusive cycling hub is dedicated to making cycling accessible, inclusive, and enjoyable for everyone - regardless of age, background, or ability. Together, these achievements reflect Frontline Bikes' continued commitment to creating meaningful opportunities, supporting recovery, promoting inclusion, and building a more sustainable future through cycling.



# AUDITED FINANCIAL STATEMENTS

For the financial year ended 31 December 2025

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# REFERENCE AND ADMINISTRATIVE INFORMATION

|                                         |                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Directors                               | Jessica Sherwood (Resigned 17 February 2025)<br>Eileen O’riordan (Appointed 28 January 2026)<br>Damien Quinn (Resigned 25 September 2025)<br>Sharon Nannetti (Resigned 27 August 2025)<br>Mary Griffin (Resigned 27 August 2025)<br>Sharon Owens<br>Sean Heading (Appointed 27 August 2025)<br>Aine Ivers (Appointed 1 October 2025)<br>Brian Nolan (Appointed 3 October 2025) |
| Company Secretary                       | PQC Secretarial Services Limited<br>(Appointed 27 August 2025)<br>Brendan Foley (Resigned 27 August 2025)                                                                                                                                                                                                                                                                      |
| Charity Number                          | CHY 15068                                                                                                                                                                                                                                                                                                                                                                      |
| Charities Regulatory Authority Number   | RCN 20050979                                                                                                                                                                                                                                                                                                                                                                   |
| Company Registration Number             | 307103                                                                                                                                                                                                                                                                                                                                                                         |
| Registered Office and Principal Address | Kavanagh House<br>135 Emmet Road<br>Inchicore<br>Dublin 8                                                                                                                                                                                                                                                                                                                      |
| Auditors                                | Donal Ryan & Associates<br>Chartered Certified Accountant<br>and Statutory Auditor<br>34 Manor Street<br>Dublin 7<br>Co. Dublin<br>Republic of Ireland                                                                                                                                                                                                                         |
| Principal Bankers                       | Bank of Ireland<br>177 Drimnagh Road<br>Walkinstown<br>Dublin 12                                                                                                                                                                                                                                                                                                               |
| Solicitors                              | F.M. O’Reilly & Co.<br>Red Church<br>Phibsboro<br>Dublin 7                                                                                                                                                                                                                                                                                                                     |

**INCHICORE COMMUNITY DRUG TEAM COMPANY LIMITED BY GUARANTEE  
STATEMENT OF FINANCIAL ACTIVITIES**(Incorporating an Income and Expenditure Account)  
for the financial year ended 31 December 2025

|                                  |     | Unrestricted<br>Funds<br>2025<br>€ | Restricted<br>Funds<br>2025<br>€ | Total<br>Funds<br>2025<br>€ | Unrestricted<br>Funds<br>2024<br>€ | Restricted<br>Funds<br>2024<br>€ | Total<br>Funds<br>2024<br>€ |
|----------------------------------|-----|------------------------------------|----------------------------------|-----------------------------|------------------------------------|----------------------------------|-----------------------------|
| Notes                            |     |                                    |                                  |                             |                                    |                                  |                             |
| <b>Incoming Resources</b>        |     |                                    |                                  |                             |                                    |                                  |                             |
| Voluntary Income                 | 4.1 | 10,459                             | -                                | 10,459                      | 6,700                              | -                                | 6,700                       |
| Charitable activities            |     |                                    |                                  |                             |                                    |                                  |                             |
| - Grants from governments        | 4.2 | 10,468                             | 1,533,418                        | 1,543,886                   | 49,958                             | 1,586,595                        | 1,636,553                   |
| and other co-funders             |     |                                    |                                  |                             |                                    |                                  |                             |
| Activities for generating        | 4.3 | 150,363                            | -                                | 150,363                     | 133,335                            | 21,778                           | 155,113                     |
| funds                            |     |                                    |                                  |                             |                                    |                                  |                             |
| Other income                     | 4.4 | 401,501                            | 100,305                          | 501,806                     | -                                  | -                                | -                           |
| <b>Total income</b>              |     | <b>572,791</b>                     | <b>1,633,723</b>                 | <b>2,206,514</b>            | <b>189,993</b>                     | <b>1,608,373</b>                 | <b>1,798,366</b>            |
| <b>Resources Expended</b>        |     |                                    |                                  |                             |                                    |                                  |                             |
| Charitable activities            | 5.1 | 284,220                            | 1,439,753                        | 1,723,973                   | 37,812                             | 1,454,535                        | 1,492,347                   |
| Other expenditure                | 5.2 | -                                  | 204,677                          | 204,677                     | -                                  | 24,677                           | 24,677                      |
| <b>Total Resources Expended</b>  |     | <b>284,220</b>                     | <b>1,644,430</b>                 | <b>1,928,650</b>            | <b>37,812</b>                      | <b>1,479,212</b>                 | <b>1,517,024</b>            |
| <b>Net income/(expenditure)</b>  |     | <b>288,571</b>                     | <b>(10,707)</b>                  | <b>277,864</b>              | <b>152,181</b>                     | <b>129,161</b>                   | <b>281,342</b>              |
| <b>before exceptional items</b>  |     |                                    |                                  |                             |                                    |                                  |                             |
| Exceptional items                |     | -                                  | -                                | -                           | -                                  | 40,067                           | 40,067                      |
| <b>Net income/(expenditure)</b>  |     | <b>288,571</b>                     | <b>(10,707)</b>                  | <b>277,864</b>              | <b>152,181</b>                     | <b>169,228</b>                   | <b>321,409</b>              |
| <b>after exceptional items</b>   |     |                                    |                                  |                             |                                    |                                  |                             |
| Transfers between funds          |     | -                                  | -                                | -                           | 35,000                             | (35,000)                         | -                           |
| <b>Net movement in funds for</b> |     | <b>288,571</b>                     | <b>(10,707)</b>                  | <b>277,864</b>              | <b>187,181</b>                     | <b>134,228</b>                   | <b>321,409</b>              |
| <b>the financial year</b>        |     |                                    |                                  |                             |                                    |                                  |                             |
| <b>Reconciliation of funds:</b>  |     |                                    |                                  |                             |                                    |                                  |                             |
| Total funds beginning of the     |     | 489,936                            | 742,271                          | 1,232,207                   | 302,755                            | 608,043                          | 910,798                     |
| year                             |     |                                    |                                  |                             |                                    |                                  |                             |
| <b>Total funds at the end of</b> |     | <b>778,507</b>                     | <b>731,564</b>                   | <b>1,510,071</b>            | <b>489,936</b>                     | <b>742,271</b>                   | <b>1,232,207</b>            |
| <b>the year</b>                  |     |                                    |                                  |                             |                                    |                                  |                             |

The Statement of Financial Activities includes all gains and losses recognised in the financial year.  
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 9 June 2026 and signed on its behalf by:

DocuSigned by:  
*Sharon Owens*  
E663B0DC8CC8403  
Sharon Owens  
Director

Signed by:  
*Brian Nolan*  
084A784463084A5  
Brian Nolan  
Director

**INCHICORE COMMUNITY DRUG TEAM COMPANY LIMITED BY GUARANTEE  
BALANCE SHEET**

as at 31 December 2025

|                                                       |    | 2025<br>€        | 2024<br>€        |
|-------------------------------------------------------|----|------------------|------------------|
| <b>Fixed Assets</b>                                   |    |                  |                  |
| Tangible assets                                       | 10 | 817,208          | 1,021,885        |
| <b>Current Assets</b>                                 |    |                  |                  |
| Stocks                                                | 11 | 32,686           | 27,560           |
| Debtors                                               | 12 | 33,816           | 86,697           |
| Cash and cash equivalents                             | 13 | 797,278          | 742,195          |
|                                                       |    | 863,780          | 856,452          |
| <b>Creditors: Amounts falling due within one year</b> | 14 | <b>(170,917)</b> | <b>(288,399)</b> |
| <b>Net Current Assets</b>                             |    | <b>692,863</b>   | <b>568,053</b>   |
| <b>Total Assets less Current Liabilities</b>          |    | <b>1,510,071</b> | <b>1,589,938</b> |
| <b>Grants receivable</b>                              | 15 | <b>-</b>         | <b>(357,731)</b> |
| <b>Total Net Assets</b>                               |    | <b>1,510,071</b> | <b>1,232,207</b> |
| <b>Funds</b>                                          |    |                  |                  |
| Restricted trust funds                                |    | 731,564          | 742,271          |
| General fund (unrestricted)                           |    | 778,507          | 489,936          |
| <b>Total funds</b>                                    |    | <b>1,510,071</b> | <b>1,232,207</b> |

The total unrestricted funds includes a revaluation reserve of €(305,562) (2024 - €(305,562))

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Brian Nolan  
Director

## OUR FUNDERS IN 2025

Many thanks to the Oblate Community of St. Michael's who continue to facilitate us with the use of the DeMazenod Centre.

Pro-bono work by a number of organisations is greatly appreciated.



**An Roinn Dlí agus Cirt  
agus Comhionannais**  
Department of Justice  
and Equality



**An Roinn Leanaí  
agus Gnóthaí Óige**  
Department of Children  
and Youth Affairs



**An Ghníomhaireacht um  
Leanaí agus an Teaghlach**  
Child and Family Agency



**Comhairle Cathrach  
Bhaile Átha Cliath**  
Dublin City Council



**pobal**  
government supporting communities



**The Community  
Foundation for Ireland**



**Seirbhís Phríosúin  
na hÉireann**  
Irish Prison Service

**INCHICORE**

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135 Emmet Road,  
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tel 01 473 6502

**BLUEBELL**

Unit 4,  
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Bluebell, Dublin 12,  
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tel 086 127 7049

**NEIC ALCOHOL HUB**

56 North Great  
Clarence Street  
Dublin 1,  
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tel 086 084 2490

**NEIC COMMUNITY  
ADDICTION TEAM**

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**[WWW.FRONTLINEMAKECHANGE.COM](http://WWW.FRONTLINEMAKECHANGE.COM)**