



Annual Report 2024

www.muiriosa.ie

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Chairperson's Address

It is a privilege to present this Annual Report as the newly appointed Chairperson of Muiríosa Foundation. Since joining the Board in late 2024, I have been struck by the strength of purpose that runs through this organisation. From the dedication of our staff, to the advocacy of families and the contributions of community partners, Muiríosa's work is guided by a shared commitment to dignity, inclusion, and self-determination for all.



As we reflect on the past year, we also acknowledge the challenges faced across the sector—resourcing pressures, recruitment difficulties, and the ongoing impact of systemic constraints. Despite these, the organisation has shown remarkable resilience and a continued focus on quality, innovation, and rights-based support.

The Board remains steadfast in its commitment to robust governance, strategic oversight, and supporting the Executive Team as they work to realise the organisation's goals.

On behalf of the Board of Directors, I want to extend my sincere thanks to all those who contribute to the work of Muiríosa Foundation. To the people we support—your voice, your choices, and your leadership are central to everything we do.

Thank you for your continued trust and partnership.

Hugh Kane
Chairperson, Muiríosa Foundation

CEO's Address

Our strength as an organisation lies not only in the services we deliver, but in the values and relationships that guide how we work together.



Reflecting on 2024

As we reflect on 2024, I am reminded that Muiríosa Foundation's strength lies not only in the services we deliver, but in the values and relationships that underpin everything we do. It has been a year of both challenge and change — but also one of innovation, collaboration, and deepened commitment to the people we support.

Embedding Values in How We Work

We began the year by training 21 advocates and our two Team Leads, who are facilitating the development of values-led, co-created Teamworking Agreements as part of our Strengthening Disability Services initiative — a key step in embedding shared values and co-created ways of working across the organisation.

Of the 23 people who completed this training, 21 are frontline staff, ensuring that this initiative is not a top-down approach but a genuine combination of bottom-up leadership, supported across all levels of the organisation.

This initiative represents a fundamental shift in how we work together — one rooted in shared purpose, respect, and collaboration.

In March 2024, the first team developed their own co-created Teamworking Agreement. By year's end, over half of all Muiríosa teams had established their agreements — a remarkable milestone achieved through openness, trust, and shared reflection. We look forward to building on this success in 2025 as the initiative continues towards full organisational rollout.

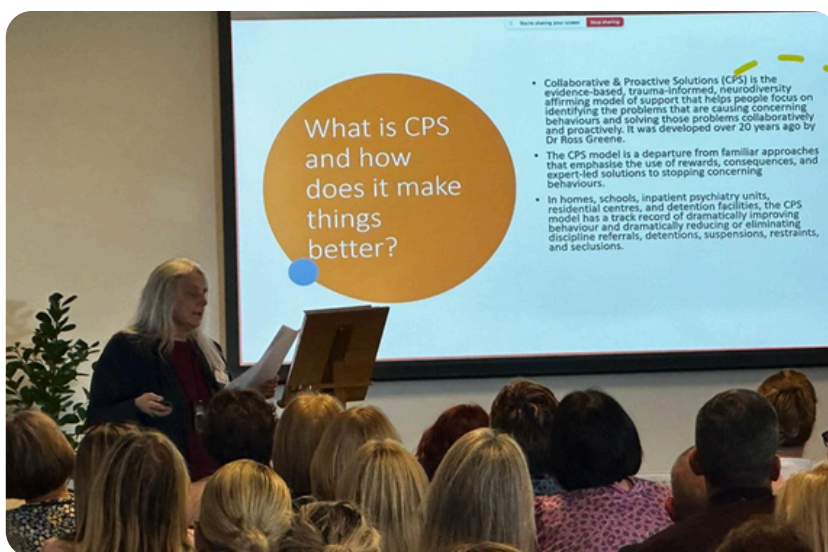


Introducing Collaborative & Proactive Solutions (CPS)

Another highlight of 2024 was the soft launch of the Collaborative & Proactive Solutions (CPS) model in September, with the participation of Dr Ross Greene, who joined us virtually for this important milestone.

This marked the beginning of what we believe will be a transformative journey for Muiríosa Foundation — one that strengthens our capacity to support individuals experiencing distress in ways that are compassionate, rights-based, and person-centred.

Representatives from our Psychology and Behaviour Support teams commenced training during the year, and we are greatly encouraged by the energy, insight, and commitment already emerging from this work. In 2025, we will commence training with staff from all areas of the organisation and look forward to sharing further updates on CPS implementation in next year's report.



Building Quality, Risk and Safety Structures

2024 also saw the formal establishment of our **Quality, Risk and Safety (QRS)** Department, which came into being in September — an important step in strengthening the foundation of our organisation.

For the first time, Muiríosa Foundation now has a dedicated structure to support quality assurance, risk management, and safety across all areas of service delivery. This has been made possible by repurposing and restructuring existing resources over recent years, and I am deeply grateful to the staff who supported this development while continuing to deliver day-to-day services.

The QRS Department will play a vital role in ensuring that our systems, data, and governance are robust, responsive, and transparent — enabling us, as a publicly funded organisation, to demonstrate value for money while remaining steadfastly aligned to our vision, mission, and values.

Shaping the Future: Strategic Planning

In late 2024, the newly established QRS Department led the commencement of consultations for our next Strategic Plan. This process will shape our priorities and direction for the coming years and is being guided by broad engagement with the people we support, staff, families, and partners.

We look forward to launching this new plan in 2025 — grounded in the principles of the UN Convention on the Rights of Persons with Disabilities and the Assisted Decision-Making (Capacity) Act — and focused on creating the conditions where people truly live self-determined, connected lives in their communities.

Acknowledging Challenge and Celebrating Progress

There is no doubt that 2024 was a challenging year. Like many organisations across our sector, Muiríosa Foundation faced significant financial pressures that required careful management and close collaboration with our partners in the HSE. These challenges demanded time, focus, and resilience from us all.

Yet, amidst these pressures, we did not allow circumstance to define us. Instead, we leaned into innovation — exploring new and creative ways of providing support, building stronger teams, and investing in the future. The progress outlined in this report is a testament to the dedication and ingenuity of our people, and to the collective belief that meaningful, values-based support must remain at the heart of everything we do.

Amidst the challenges of 2024, we leaned into innovation — building stronger teams and finding new, creative ways to provide support.

Acknowledgements

I want to extend my deepest gratitude to the people we support — your voices, insights, and courage continue to inspire and guide us.

To our staff — you are Muiríosa Foundation's greatest resource, and the progress we celebrate this year is the direct result of your commitment, compassion, and professionalism.

To our Board of Directors — thank you for your guidance, stewardship, and unwavering support throughout the year. And to our partners, particularly our colleagues in the HSE — thank you for your collaboration and continued engagement as we work together to meet the needs of those we support.

As we move into 2025, we do so with optimism and determination — proud of what we have achieved, conscious of the work ahead, and united by a shared purpose: to uphold the dignity, rights, and potential of every person we support.

Siobhán Bryan
CEO, Muiríosa Foundation

About Muiríosa

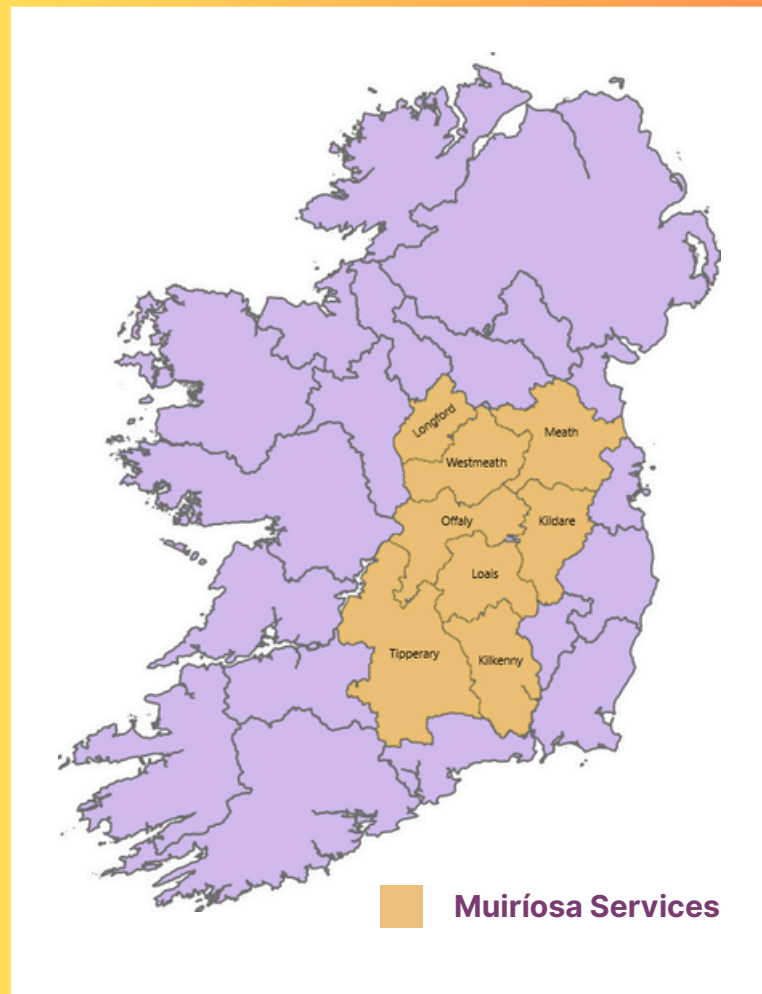
Muiríosa Foundation is an established voluntary disability organisation dedicated to empowering Autistic individuals and people with intellectual disabilities to live self-directed, connected and fulfilling lives. We are proud to provide person-centred services, publicly funded by the Health Service Executive (HSE).

Muiríosa Foundation originated from the Sisters of Charity of Jesus and Mary, an international religious order founded in 1804 in Belgium. The order established its first Irish presence in 1946 at Moore Abbey, Co. Kildare. On January 1, 2012, the services transitioned to the Muiríosa Foundation.

Where We Operate

Muiríosa provides services in over 226 locations across the Midlands of Ireland. We currently **support over 1,100 people** across the following counties:

- Longford
- Westmeath
- Meath
- Laois
- Offaly
- Tipperary
- Kildare
- Kilkenny



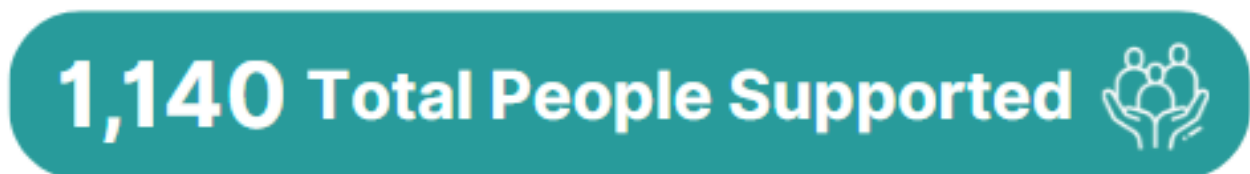
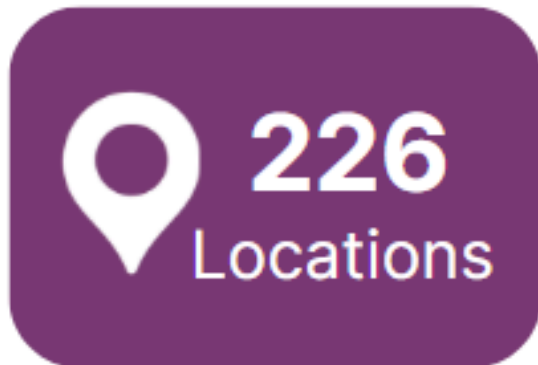
What We Do

- Support Autistic individuals and people with intellectual disabilities across the Midlands of Ireland.
- Provide a range of services, including **residential, day services, respite, pre-school** and **home supports**.
- Empower people supported to lead meaningful lives in line with the UNCRPD.
- Employ **1,566 dedicated staff** committed to delivering high-quality, person-centred support.
- Focus on inclusive participation, enabling people supported to actively engage in society and form meaningful roles and relationships.

Our Support Services



Muiríosa in Numbers



Our Vision

Individuals living out a life which:

- Best reflects the individual's will and preference;
- Connects the individual to a rich network of relationships, with a nucleus of strong, committed, personal relationships at its core;
- Is inclusive and valued;
- Is meaningful and fulfilling.



Our Mission

Focusing and organising our resources and capacities to ensure that the individual has access to the range and level of supports which he / she requires to experience a self-directed, connected, inclusive, meaningful and fulfilling life.

Muiríosa's mission will span a range of engagements with, and on behalf of, the individual: providing direct supports; liaising and aligning with others to ensure necessary and appropriate supports are available, advocacy.

Our Values

- 1 Respecting the **dignity** of the individual.
- 2 Actively valuing the **uniqueness** of each individual.
- 3 Respecting the capacity for **autonomy** of the individual.
- 4 Working in **collaboration** with families.
- 5 Building **inclusive** and **diverse** communities.



Strategic Plan

In 2024, as part of the development of Muiríosa Foundation's forthcoming Strategic Plan, the Board of Directors and Senior Leadership Team undertook a comprehensive assessment of the organisation's internal and external landscape. This included a detailed SWOT analysis, which examined our organisational strengths, weaknesses, opportunities, and threats, and a PESTLE analysis to explore the political, economic, social, technological, legal, and environmental factors shaping the context in which we operate.

These analyses were instrumental in identifying the key drivers, risks, and opportunities that will inform Muiríosa's strategic direction over the coming years. A wide-ranging stakeholder engagement process was also carried out during 2024 to ensure that the perspectives of those most connected to our work were reflected in the plan. People supported by the organisation were invited to participate through their preferred methods, via one-to-one meetings, group discussions, and other existing forums. Staff were invited to contribute through an anonymous survey, while one-to-one meetings were held with members of the Board of Directors to capture their insights.

External stakeholders were engaged through an anonymous survey, and dedicated consultations were held with representatives from the HSE to gather further input. This feedback provided invaluable insight into the priorities and aspirations of our community.

While further data gathering continued into 2025, the work completed in 2024 laid a strong foundation for a strategy grounded in co-production, inclusion, and a shared vision for the future.



Our Organisational Environment

Over the past year, Muiríosa Foundation has continued to operate within a dynamic and evolving external environment that has shaped how we deliver person-led, rights-based supports. The broader political, economic, social, technological, legal, and environmental context presented both persistent pressures and emerging opportunities across our services.

Like many in the sector, we faced ongoing challenges related to inflation, recruitment and retention of skilled staff, and rising expectations for more inclusive, community-based models of support. In response, we have maintained a strong focus on workforce development, financial sustainability, and adapting service delivery to meet the changing needs of individuals and families.

Technological advances offered new possibilities for improving accessibility and communication, particularly through the adoption of digital tools and assistive technologies. At the same time, we invested in strengthening our data protection, cybersecurity, and digital infrastructure to support safe, effective operations.

We remained committed to meeting all regulatory and legal obligations, including in areas of safeguarding, governance, and disability rights. Environmental sustainability also continued to gain importance, and we have taken steps to integrate more sustainable practices into our operational planning.

Navigating these external challenges has required agility, collaboration, and innovation across the organisation. As we look ahead, these same external forces will continue to influence our work, and we remain committed to adapting with purpose, while holding firm to our values of dignity, inclusion, and self-determination.



Personal Stories

The stories, images, and reflections shared here from 2024 offer a glimpse into the everyday experiences that define Muiríosa Foundation.

We're grateful to everyone who contributed their stories and helped bring our work to life through lived experience.

Eugene casting his vote for the first time

Eugene reached a very special milestone this year. Now in his seventieth year, Eugene decided for the first time to use his constitutional right to vote in the recent General Election. Walking into the polling station and casting his ballot was a proud and empowering moment—not just for Eugene, but for everyone who knows him.



Tommy welcoming Minister Rabbitte to the HSE E-Learning module on PCP launch day



On arrival Tommy was warmly welcomed by members of the HSE staff, who recognised Tommy from seeing him in the videos from the PCP and Circle of support webinars that Tommy was part of. Telling his story around what was important to him and what was important for him and the circle of support in his life. This is currently being used as part of a training module on HSELand for staff training.

Tommy was selected to meet and greet Minister Rabbitte and present her with the new PCP information pack. Tommy did this with great pride.

Tommy then presented a gift of one of his own paintings to Minister Rabbitte. She was blown away by Tommy's talent. Fittingly the painting was an abstract painting of a Lion, Minister Rabbitte explained to Tommy, when she was campaigning for her election her theme song was Eye of the Tiger.



Margaret and Theresa's trip of a lifetime to Disneyland Paris

Margaret O'Brien and Teresa Elliffe were planning their trip of a lifetime to Disneyland Paris for 2.5 years. Both ladies set up a weekly savings plan for their trip. They went to local travel agents to research prices and chose their Disney hotel.

They stayed in Disneyland for 3 days and 2 nights at the Sequoia Lodge Hotel. Both ladies enjoyed a special Disney breakfast where they got to meet all the Disney characters. At night there was the magical display from the Disneyland castle which both ladies really enjoyed.

Margaret and Teresa have made treasured memories and continue to talk about their amazing once in a lifetime holiday.



Anthony's art work exhibition



In October, Anthony proudly showcased the beautiful array of artwork he has produced in recent years, via exhibition in the Saoirse Day Service Athboy. This wonderful event was greatly supported by Anthony's friends and followers across the community. We hope you enjoyed it.

Bernie's journey from park runs to VHI Women's Mini Marathon



In January, Bernie set a goal to complete the VHI Women's Mini Marathon in June 2024.

How to get started?? With the support of Claire her support staff, Bernie started taking part in the Park runs every second Saturday morning in Vicarstown.

Here, Bernie met a lot of new people and also some people she knew from years ago. Bernie enjoyed the lovely 5km walks down by the canal. Training was going well and Bernie and Claire became a great team with lots of laughs along the way.

Then, in June, they were off to Dublin to line out with all the other runners, up to almost 25,000 women who took part in the charity race.

Bernie and Claire lined up on Fitzwilliam Square before passing through areas including Leeson Street, Donnybrook Village, and finishing at Baggot Street.

The weather was beautiful, there was music, and the atmosphere was so very empowering. There were people shouting Bernie on every kilometre as her name was on her running sticker. Bernie was delighted with the encouragement and she was eager to make it to the finishing line. Bernie completed the Mini Marathon in an hour and twenty four minutes which she was delighted with. This was the 42nd year of the running the Dublin Women's Mini Marathon.

Well done to Bernie and Claire you are truly an inspiration to others
Thanks for sharing your journey!!



Isobel making Lady's Day at Dublin Horse Show sparkle!



My name is Isobel and I recently took part in the Ladies Day Competition at the RDS Dublin Horse Show. I went up on stage and talked the judges through my outfit like all the other contestants. I loved seeing all of the beautiful horses and really enjoyed the day with my Support Worker Valeria.



My job with Lagan Cement

My name is David, I joined The Link Day Service in Mullingar after leaving school in September 2021, it was there I met with my Key worker Yvonne, we swiftly got to work on my goals for the year ahead and one of my main priorities was to get a part time job for myself.



My Mum saw a job on Down Syndrome Ireland for a position in a local business named Lagan Cement – together with my keyworker Yvonne, My mum and Joanne from Down Syndrome Ireland we applied for the post advertised and they also helped me to prepare and practice for the interview.

On the day of the interview I was nervous but I had put in a lot of work and it paid off – two days later I got a call from the company to inform me I was successful and they offered me a role as assistant to the secretary.

I love my job with Lagan Cement and my colleagues have been a great support to me, they are like a second family to me – they have even sponsored me for my ongoing European swimming championships.

I have gained invaluable experience in the last two years with Lagan cement and hope to continue progressing with the company in the years to come.

Our Staff

At Muiríosa Foundation, our team is the heart of our mission, providing exceptional, person-centred support that truly makes a difference. We foster a supportive and dynamic work environment where employees can grow, develop their skills, and build meaningful careers.

Hear from some of our team as they share their experiences and career journeys, and what makes working at Muiríosa so fulfilling.

Olive Smith

Support Worker

I started with Muiríosa Foundation in the mid 90s, and I'm privileged to work as a Support Worker in the Longford/Westmeath/Meath region since then, for almost 30 years. I began on a FÁS Community Employment Scheme in both Residential and Day Service settings before transitioning into full-time Day Services Supports.

I later became the first relief panel worker, supporting individuals with diverse needs across multiple locations. Over the years, I witnessed a shift from traditional congregate care to a more person-centred approach, a transition Muiríosa fully embraced despite its challenges. Through continuous training and experience, I have grown in my role, enabling me to support individuals in living their best lives, an opportunity for which I am truly grateful.

Muiríosa's dedication to progress and their advancements to continually improve the delivery of support services is what motivates me to continue to work with the organisation. I am gratified for the opportunity to be part of such a progressive and forwarding thinking organisation.

I have grown in my role, enabling me to support individuals in living their best lives, an opportunity for which I am truly grateful.

Bernie Loughman

Team Leader

I've worked with Muiríosa for over 25 years, supporting people to realise their vision, and it has been extremely fulfilling and rewarding. I have grown into my role over the years through continued professional development and opportunities I have taken to upskill. There are many opportunities for staff to undertake leadership positions and all staff are actively encouraged to progress.



My role as Team leader is diverse, which enables me to draw on my own creativity, professionalism and shared interests to support people to make significant gains in their lives. To support a person to live their best life is the best feeling ever. It is one of the reasons I enjoy going to work each day. Overcoming challenges and finding solutions that will work is very satisfying. Making positives happen is wonderful.

Muiríosa Foundation is a progressive organisation, always striving forward to make lives better for the people we support. As an organisation, the management team are also engaged in promoting and supporting the well being of the staff. The fact I am here for over 25 years is testament in itself to the job satisfaction I have.

To support a person to live their best life is the best feeling ever. It is one of the reasons I enjoy going to work each day.

Rachel Creevy **Residential Leader**

My career with Muiríosa began on the relief panel as a Support Worker while I was still in college. This role allowed me to gain invaluable experience across various locations, working with individuals with a range of support needs. The flexibility of the relief panel helped me build experience in social care while continuing my studies.

After starting as a Social Care Worker, Muiríosa's support helped me grow in confidence and competence, fostering my professional development. I progressed to a Team Leader role, gaining valuable leadership experience while continuing to provide high-quality care. A fixed-term Residential Leader position further deepened my understanding of senior leadership, preparing me to confidently step into a full-time permanent role when the opportunity arose.

Muiríosa provides an incredible environment to gain experience, build confidence, and work alongside amazing colleagues and individuals.

Now, as a Residential Leader, I can confidently say Muiríosa has been key to my professional growth, offering continuous support and development. For new Social Care Workers, Muiríosa provides an incredible environment to gain experience, build confidence, and work alongside amazing colleagues and individuals. I highly recommend Muiríosa to anyone pursuing a career in social care.



Tony Walsh

Autism Service Delivery Lead, Laois/Offaly

My journey with Muiríosa Foundation has been one of continuous growth, support, and opportunity. I started as a newly qualified Social Care Worker in 2018, and from the beginning, I was encouraged to develop my skills and gain experience in all aspects of the role. This strong foundation opened doors for me to progress into management.

Muiríosa supported my postgraduate studies and career growth, encouraging me to apply for a management role and provided training to develop my leadership skills. With the support of peers and senior management, I also secured a role leading a school leaver transition project and completed a specialised postgraduate qualification to succeed.

Throughout my time with the organisation, having worked in multiple regions, I have always felt valued, supported, and encouraged to pursue new opportunities and enhance my learning. Muiríosa Foundation is a genuinely fantastic place to build a career in social care, and I would highly recommend it to anyone looking to make a real difference in the lives of others."

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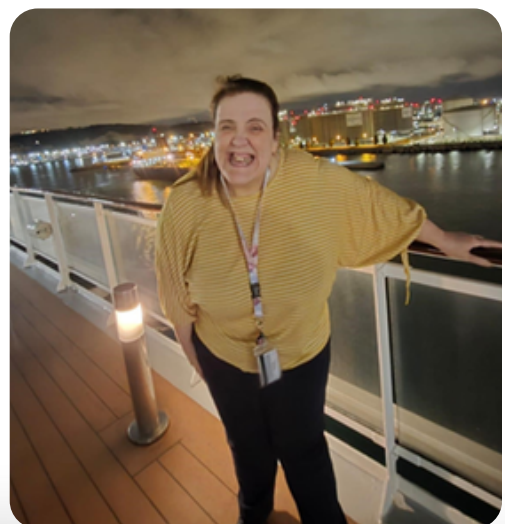
James Jenkinson

Technical Officer - Property & Energy Management

I am grateful for the opportunity to work with Muiríosa Foundation over the past six months, where I moved from the construction industry to a property management role. The supportive collaborative environment coupled with increased work life balance here has made my transition seamless and enjoyable.

I truly appreciate being part of such a dedicated team who make such a huge difference to the lives of the people we support.

Muiríosa Foundation's management team have been incredibly encouraging, providing me with the guidance and resources I need. Their commitment to professional development and teamwork has not only enhanced my skills but also fostered a sense of belonging. I truly appreciate being part of such a dedicated team who make such a huge difference to the lives of the people we support.



Andrea Small

HR Officer

"I've had the pleasure of working in the Human Resources Department at Muiríosa Foundation for the past 8 and a half years. Throughout this time, my role has grown and evolved, allowing me to gain a well-rounded and practical understanding of HR operations. I currently support managers and teams across various areas, including recruitment, employee relations, compliance, and system management.

This hands-on experience has provided me with a solid foundation in HR and a clear insight into both the challenges and opportunities within the field. I'm especially thankful for the continuous support and mentorship from my HR colleagues, whose guidance has been instrumental in my professional development.

In 2023, I completed a Diploma in HR Management and People Management, just one of the many learning and development opportunities I've been fortunate to pursue with the organisation's support. I look forward to continuing to grow in my role and contributing to the impactful work we do at Muiríosa Foundation for the people we support."

I look forward to continuing to grow in my role and contributing to the impactful work we do at Muiríosa Foundation for the people we support.



Our Projects

Collaborative and Proactive Solutions (CPS)

The Muiriosa Foundation is partnering with the HSE and Dr. Ross Greene to roll out the CPS model in adult disability services for the first time. In collaboration with Aslam, Inclusion Ireland, and the University of Limerick (UL) it is the first roll out of CPS in adults disability services.

CPS is a model for understanding and solving the problems that lead to concerning behaviour, by working in collaboration with the person. This is a relationship based approach to preventing and solving conflict.



Collaborative & Proactive Solutions
THIS IS HOW PROBLEMS GET SOLVED



Inclusion Ireland

The National Association for People with an Intellectual Disability.



IRELAND'S AUTISM CHARITY



UNIVERSITY OF LIMERICK
OLLSCOIL LUIMNIGH

Strengthening Disability Services (SDS)

In October 2020, the Ministers for Health and Disability announced the €20 million Strengthening Disability Services Fund to improve the quality of life for people who are supported in these services. Muiriosa Foundation secured funding through a successful application in November 2020.

With the funding, Muiriosa commissioned Martin O'Connor, a clinical and coaching psychologist, to deliver a Values-Based Leadership Programme. This initiative focused on enhancing leadership, supervision, team communication, and psychological safety, while fostering a culture aligned with Muiriosa values. Training began with managers and expanded to all staff, focusing on connecting staff to their core values. This led to the initiative of Team Working Agreements in every team. Team Agreements focus on building strong, respectful relationships with our colleagues. When we work well together as a team, it not only strengthens our internal collaboration but also has a direct and positive impact on the quality of support we provide to the people we serve.



Project Penguin

- **Promoting**
- **Empowerment**
- **Neurodiversity and**
- **Genuine**
- **Understanding and**
- **Integration of**
- **Neurodivergent People**

Project Penguin is an initiative that is focused on creating a better understanding of neurodiversity and autistic experience from the perspective of Autistic people. Workshops are co-designed and co-delivered with Autistic Consultants. Project Penguin aims to answer the question, how can we better adapt our environments and supports to meet the needs of Autistic people?

Establishment of the Quality, Risk & Safety Team

In October 2024, we established The Quality, Risk and Safety Team (QRS). The QRS Team supports quality development, risk management, and health and safety throughout Muiríosa Foundation. Aims to promote continual improvement in decision making and shared learning. Monitor and evaluate organisational processes to ensure alignment with our vision and mission statement, internal goals, external regulations, and safety protocols. Aims to gather feedback from individuals we support, staff, and all stakeholders to assess the impact of services, promote best practices, and ensure that individuals who use our service receive safe, effective, and high-quality support.



Our Board of Directors

The Board of Directors provides strategic oversight, governance, and leadership to ensure that Muiríosa Foundation delivers on its mission with integrity, transparency, and accountability. The Board supports the Management Executive Team in shaping organisational direction, monitoring performance, and safeguarding the rights and interests of the people we support. Board members bring a breadth of expertise and experience, contributing to robust decision-making, risk management, and long-term sustainability.

In 2024, the Board held 6 ordinary meetings with the Annual General Meeting (AGM) held in September 2024. Attendance across the year is noted below:



Hugh Kane, Chairperson
Tenure: November 2024
Board Meeting Attendance: 1
AGM Attendance: N/A
Sub Committees:

Hugh was appointed as Chair of the Board in November 2024. Hugh brings 50 years’ experience in the delivery and management of health and social services. Hugh has held senior leadership roles across the Health Boards, HSE, and several national organisations, including as CEO of the Mental Health Commission, Sunbeam House Services, and the Children’s Health Foundation. He also served as Chief Operations Officer at Genio Trust.



Annmarie Loughran

Tenure: March 2022

Board Meeting Attendance: 5

AGM Attendance: Yes

Sub-Committees: Quality, Risk & Safety

Thomas Breen

Tenure: September 2021

Board Meeting Attendance: 6

AGM Attendance: Yes

Sub Committees:

Dr. Anna Kelly

Tenure: February 2024

Board Meeting Attendance: 6

AGM Attendance: Yes

Sub Committees:





Levina Reeves

Tenure: February 2024

Board Meeting Attendance: 5

AGM Attendance: Yes

Sub Committees:

Ed Farrell

Tenure: March 2023

Board Meeting Attendance: 6

AGM Attendance: Yes

Sub Committees:

Brendan Broderick

Tenure: September 2021

Board Meeting Attendance: 6

AGM Attendance: Yes

Sub-Committees: Quality, Risk & Safety (Chair)



Jim O'Brien

Tenure: Completed term as Chairperson in November 2024

Board Meeting Attendance: 5

AGM Attendance: Yes

Sub Committees:

Kate Quinlan (RIP)

Our dear colleague Kate passed in 2024 (RIP). Kate was one of our esteemed Directors on the Board. She gave 10 years of sterling service to Muiríosa in a voluntary capacity. Kate was a great advocate for people with disabilities and was passionate about the health and well-being of the people availing of Muiríosa support services.
Kate will be remembered as a valuable member of the Board of Muiríosa known for her kindness and compassion.

Suzanne Kirwan

Tenure: Completed term in October 2024

Board Meeting Attendance: 2

AGM Attendance: N/A

Sub Committees:

Mary Culliton

Tenure: Completed term in March 2024

Board Meeting Attendance: 0

AGM Attendance: N/A

Sub Committees:

Ven. Leslie Stevenson

Tenure: Completed term in October 2024

Board Meeting Attendance: 2

AGM Attendance: N/A

Sub Committees:

Financial Report 2024

REVENUE - INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2024

Income from:

Health Service Executive – Approved Allocation	78,436,841
Other Income	20,945,735
Deferred Income	(100,819)

Total income	99,281,757
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Expenditure on:

Pay & Associated Staff Expenditure	84,194,854
Non-Pay Expenditure	15,829,023

Total expenditure	100,023,877
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Deficit for the year	(742,120)
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Actuarial (loss)/gain in respect of pension scheme	(125,000)
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Total comprehensive income for the year	(867,120)
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Directors' Report 2024

MUIRÍOSA FOUNDATION COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Directors of Muiríosa Foundation, a Company Limited by Guarantee ("the Company" or "the Charity") present this report, together with the audited financial statements, for the year ended 31st December 2024.

Principal activities

Muiríosa Foundation is a trusted voluntary health organisation dedicated to empowering Autistic individuals and people with intellectual disabilities. Muiríosa Foundation provides person-centred services publicly funded by the Department of Health and Children through the Health Service Executive. The primary focus is supporting Autistic individuals and people with intellectual disabilities of all ages, particularly those with moderate to severe/profound needs.

Operating across more than 35 locations in the Midlands of Ireland, Muiríosa Foundation provides a wide range of intellectual disability and autism services, including residential, day service, and respite services that are rooted in local communities, ensuring accessible and tailored support for those who need it most. Muiríosa Foundation's main centres are located in Monasterevin, County Kildare, and Delvin, County Westmeath, with other centres in Naas, Kildare, Rathangan, Portarlinton, Portlaoise, Abbeylax, Stradbally, Tullamore, Birr, Mullingar and Athboy, Co Meath.

Fair review of the business

The Revenue - Income and Expenditure account, the Capital - Income and Expenditure account, and the Balance Sheet are set out on pages 9-12. The company's key financial performance indicators during the period were as follows:

The deficit for the year is after taking an FRS 102 positive pension adjustment of €172,000.

	€
Deficit for the financial year	(742,120)
Actuarial (loss) on pension scheme	<u>(125,000)</u>
Total recognised deficit for the financial year	(867,120)
Deficit at the beginning of the year	(3,079,706)
Transfer movement FRS pension	<u>(47,000)</u>
Deficit at the end of the year	<u>(3,993,826)</u>

The company's net assets were €20,809,989 as of 31 December 2024.

Principal risks and uncertainties

Liquidity Risk - The directors consider the principal risk facing the company to be that of its economic dependence on the Health Services Executive for funding. This risk is mitigated through a Service Level Agreement between the Health Service Executive and Muiríosa Foundation. Were this funding to be withdrawn or significantly reduced the directors would have to review the level of services provided by the organisation.

The Directors acknowledge the dependency on the Health Service Executive for the ongoing delivery of services and are operating under the assumption of continued full financial support from the Health Service Executive.

MUIRIOSIA FOUNDATION COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Inherent in this risk, is uncertainty of the Health Service Executive funding of Nominated Health Agencies Superannuation Scheme (NHASS).

The directors are aware of the major risks to which the company is exposed, in particular those related to the operations and finances of the company and are satisfied that the systems are in place to mitigate exposure to major risks.

Directors and secretary

The current directors who are also members under Company Law are set out in the Company Information page. The directors and secretary, who served at any time during the financial year were as follows:

Ed Farrell	
Annmarie Loughran	
Thomas Breen	
Brendan Broderick	
Doreen Gerety	(Appointed 17 April 2025)
Catherine Mary Magan	(Appointed 13 February 2025)
Hugh Kane	(Appointed 28 November 2024)
Levina Reeves	(Appointed 8 February 2024)
Anna Mary Kelly	(Appointed 8 February 2024)
Mary Culliton	(Resigned 28 March 2024)
Kate Quinlan	(Deceased 24 May 2024)
Leslie Stevenson	(Resigned 4 October 2024)
Suzanne Kirwan	(Resigned 4 October 2024)
Jim O'Brien	(Resigned 28 November 2024)

The company secretary who served throughout the year to 31 December 2024 was MHC Corporate Services Limited.

The Board of Muiriosa Foundation met six times in 2024. The quorum for Board meetings is five Directors present in person, with attendance as follows:

Directors/Members	Total number of meetings	Attendance
Ed Farrell	6	6
Annmarie Loughran	6	5
Thomas Breen	6	6
Brendan Broderick	6	6
Hugh Kane	1	1

MUIRÍOSA FOUNDATION COMPANY LIMITED BY GUARANTEE**DIRECTORS' REPORT****FOR THE YEAR ENDED 31 DECEMBER 2024**

Directors/Members	Total number of meetings	Attendance
Levina Reeves	6	5
Anna Mary Kelly	6	6
Mary Culliton	2	0
Kate Quinlan	2	2
Leslie Stevenson	5	2
Suzanne Kirwan	5	2
Jim O'Brien	6	5

Accounting records

The measures that the Directors have taken to secure compliance with the requirements of the Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified financial personnel and the maintenance of financial computerised accounting systems. The company's financial records are maintained at the Foundation's registered office and principal place of business at Moore Abbey, Monasterevin, Co. Kildare.

Future developments

The directors do not anticipate any significant changes in the nature of the business in the forthcoming year.

Events after the balance sheet date

There have been no events since the balance sheet date, which necessitate revision of the figures included in the financial statements or require inclusion of a note hereto.

Audit Committee

The company has established an Audit Committee under section 167 of the Companies Act 2014. Its function is to assist the Board in fulfilling its oversight responsibilities.

Statement on relevant audit information

In the case of each of the persons who are directors at the time the directors' report and financial statements are approved:

- So far as the directors are aware, there is no relevant audit information of which the company's auditors are unaware; and
- Each director has taken all steps that ought to have been taken as a director in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

MUIRÍOSA FOUNDATION COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Auditors

The Auditors, PKF Brenson Lawlor, Chartered Accountants and Statutory Audit Firm, were appointed as the company's auditor and in accordance with section 383(2) of the Companies Act 2014, continue in office as auditor of the company.

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

Signed by:

FB4D9FCED98B4C1...
Ed Farrell
Director

Signed by:

38F58C8D13AB43F...
Hugh Kane
Director

28 October 2025

Acknowledgements

Our achievements this year, and throughout our history, are thanks to the dedication, talent, and hard work of our staff. We are deeply grateful to all who continue to contribute to our success through their commitment and passion.

We also extend our heartfelt thanks to our retirees, whose years of service have helped build the strong foundation we stand on today. Their legacy lives on in the work we do and the values we uphold.

As we celebrate our progress, we also take a moment to remember the people we support, colleagues and family members, who are no longer with us. Their contributions, their lives, and their spirit remain an important part of our story, and their memory continues to inspire and guide us.

“
We are deeply grateful to all who continue to contribute to our success through their commitment and passion.”





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