



NEW COMMUNITIES PARTNERSHIP

2024 TRUSTEES' REPORT AND FINANCIAL STATEMENTS

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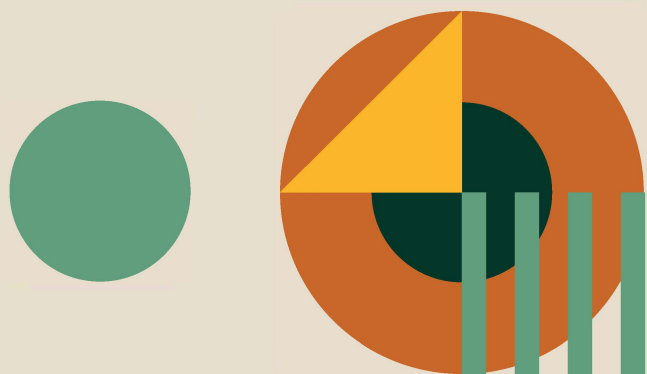
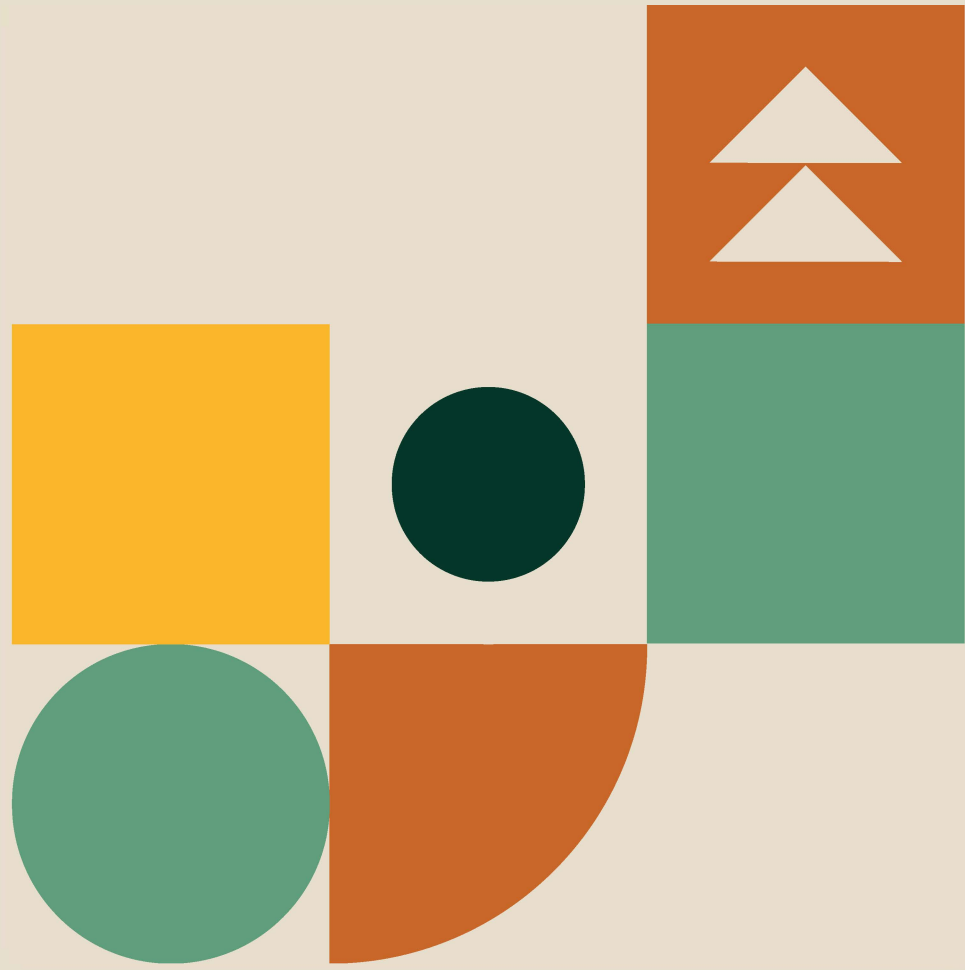


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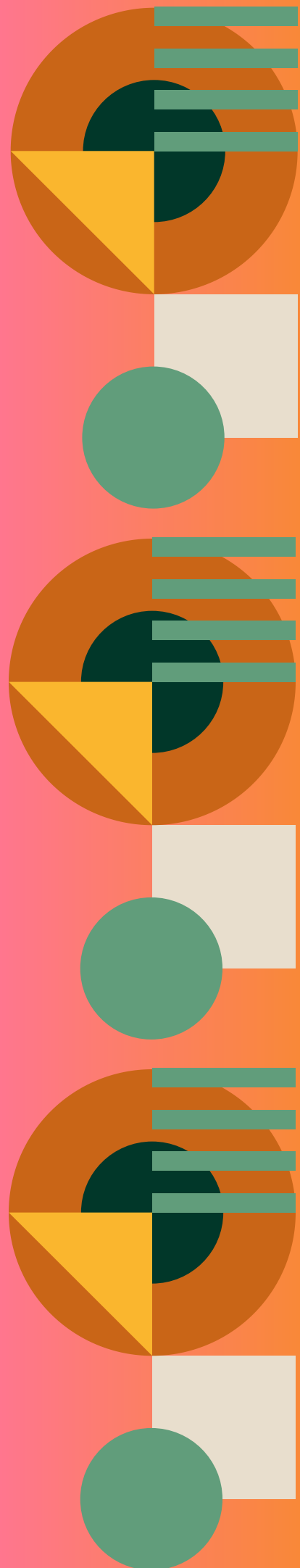
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Foreword from Chairperson

On behalf of the Board of Directors, I am pleased to present the Directors' Annual Report for the year ending 31 December 2024. This report highlights NCP's financial performance and strategic progress, reaffirming our unwavering commitment to providing and delivering services to migrant communities across Ireland.

The year 2024 marked a significant chapter in NCP's journey. We broadened the scope of our programmes, strengthened organisational resilience, and responded proactively to the evolving needs of migrants and ethnic minorities. These accomplishments were made possible by the extraordinary dedication of our staff, volunteers, member organisations, and community leaders.

A defining achievement this year was securing the funding necessary to initiate the development of the New Communities Family Resource Centre a cornerstone of our strategic vision. The Centre will be a vibrant hub of community support, offering essential services in child protection, employment, education, and parenting. It embodies our mission to foster inclusive, safe, and empowering spaces for all.

Despite ongoing funding pressures and increasing demand for services, NCP continued to deliver high-impact outcomes, supported by operational efficiency, innovative programming, and strong stakeholder collaboration. The Board remains deeply committed to ensuring good governance, with ongoing enhancements in risk management, compliance, and financial stewardship.

With a clear strategic direction and growing engagement from our communities, NCP is well-positioned to deepen its impact and secure long-term sustainability. On behalf of the Board, I extend sincere thanks for your continued trust, partnership, and belief in our mission.

Chairperson, Iker Erdocia Iniguez

CEO Statement:

As CEO of New Communities Partnership, I am proud to reflect on a year defined by growth, resilience, and a shared commitment to social justice. The accomplishments of 2024 reflect the strength of our communities and the tireless dedication of our staff, volunteers, and partners who consistently go above and beyond in providing and delivering services to migrant communities across Ireland.

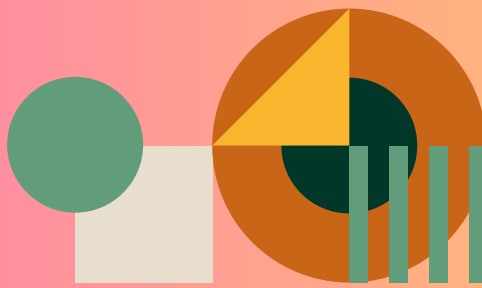
A landmark achievement in 2024 was the successful establishment of the New Communities Family Resource Centre, a long-anticipated initiative realised through strategic planning, stakeholder collaboration, and the perseverance of our entire team. The Centre will be a vibrant hub of community support, offering integrated services in child protection, positive parenting, education, and more. In parallel, our existing programmes Migrant Engagement through SSNO, Citizenship Application Support Service (CASS), Migrant Family Support Services (MFSS), Youth Initiatives, and SICAP continued to deliver transformative results, often surpassing targets. Our approach remained rooted in lived experience, data-informed practices, and a deep commitment to migrant-led solutions. Governance and accountability were central to our progress. We completed a comprehensive governance review with expert external support and implemented key recommendations to enhance transparency, compliance, and board effectiveness. We also invested in strengthening systems for financial oversight, data protection, and safeguarding.

While we continue to face challenges, we remain focused on future-proofing our services and advocating for fair and inclusive resource distribution. NCP is equally committed to amplifying migrant voices in national dialogue and policy development.

To our board, staff, volunteers, funders, partners, and most importantly, the communities we serve: thank you. Your trust, collaboration, and resilience remain at the heart of all we do.

CEO, Cherif Labreche

OUR BOARD



Iker Erdocia Iniguez Chair

Iker is Assistant Professor and Director of the PhD Programme at the School of Applied Language and Intercultural Studies (SALIS). Before joining Dublin City University, he held the position of Professeur Invité at Université de Montréal (2013-2016), for which he was awarded the Spanish Lecturer Grant by the Ministry of Foreign Affairs and Cooperation of Spain.



Marguerite Bourke Secretary

Marguerite has expertise in the area of advocacy, programme and service delivery in community, voluntary and public service sectors, particularly with hard to reach communities including asylum seekers and undocumented migrants.



Joana Ramalho Board Member

Joana has over eight years of professional experience within Non-Governmental Organisations, particular focus on Fundraising (Individual Giving). Joana is currently based in Dublin, working as an Account Director at Nexus Direct



Katrina Goldstone Board Member

As an independent researcher, Katrina Goldstone has written extensively on minorities, cultural diversity and Jewish communities since the 1990s. She has contributed features, articles and reviews to numerous publications in Ireland and the UK as well as academic essays.



Pierrot Ngadi Board Member

Pierrot has been a member of Amnesty International and Frontline Defenders in Ireland, campaigning on human rights issues. He has been Honoured with the title of The Universal Ambassador for Peace, Universal Peace Federation Ambassador and Ambassador for the World Union of Small and Medium Enterprises. Pierrot is a dedicated campaigner and lobbyist for refugees & asylum seekers living in UK/ Ireland

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The directors present their annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's [governing document], the Companies Act 2014 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Mission and Vision

New Communities Partnership (NCP) is a national community development organisation dedicated to representing and empowering ethnic minority-led groups in Ireland. NCP seeks to influence positive changes in policies that affect the lives of ethnic minorities. The organisation envisions an intercultural and inclusive Irish society where migrant communities achieve equality across economic, social, political, cultural, and educational spheres.

Each member group within NCP brings its own unique background, experience, and history. However, they are united by a shared identity: as migrant-led and migrant-focused organisations. This commitment to centring migrant voices defines NCP's vision, identity, and strategic focus.



MISSION

We offer nationally a range of services and support to all migrant individuals, families and groups in areas such as social inclusion, child protection, education, training, employment, cultural understanding, and citizenship.

VISION

We strive to be an inclusive organisation, representing and empowering migrant communities in Ireland

Strategic Goals



Ensure the representation and participation of ethnic minorities at all levels in Irish society to influence positive change and inform policies that impact migrants' lives.



Deliver targeted training that enhances the delivery of better services to people from migrant communities in Ireland and promotes cultural understanding in Irish society.



Promote and sustain effective economic participation, integration, and social inclusion initiatives for migrant communities at local, regional, and national levels.



Promote awareness of, improve access to, and develop tailored services for migrants in the local community in Ireland.



Prevention and Early Intervention: raising awareness about child protection practices, positive parenting, and engagement in Ireland for asylum seekers, refugees, migrant parents, religious leaders, and ethnic minority groups.

2024 Year in Review

February

On 27 February 2024, the report *The Impact of Language on the Political Participation of Migrant People in Ireland* was officially launched. This significant research project, funded by the Irish Research Council, was authored by Dr Iker Erdocia of Dublin City University, who also serves as a member of the Board of Directors of the New Communities Partnership (NCP). The report explores the crucial role language plays in shaping the political engagement of migrant communities in Ireland and offers recommendations to promote greater inclusivity in political processes.



April

Nearly 2,000 migrant professionals gathered at last year's *Migrant Expo & Job Fair* on 11 April 2024 to engage with hiring organisations, access social services, and expand their professional networks. The free event, held from 11:00 AM to 3:00 PM at TU Dublin, provided a dynamic platform for job seekers to showcase their skills and experiences to prospective employers. The event aimed to support the professional integration of migrants in Ireland, while enabling hiring companies to connect with diverse talent and fill available roles. Attendees shared valuable information, forged professional relationships, and contributed to a greater understanding of the migrant community's capabilities and the Irish job market's willingness to embrace them. The Migrant Expo & Job Fair 2024 was delivered through a collaboration between New Communities Partnership (NCP), Business in the Community Ireland (BITCI), TU Dublin / OT Baile Átha Cliath, and Dublin City Community Coop, the project's lead funder.



2024 Year in Review

April



In April 2024, our team from New Communities Partnership (NCP) had the incredible opportunity to take part in the **SIRIUS 3.0 Peer Learning Activity (PLA) in Barcelona**, hosted by the Universitat Autònoma de Barcelona. The PLA focused on Youth: Intercultural Education and the Prevention of Discrimination, offering a valuable platform for sharing best practices, engaging in policy dialogue, and learning collaboratively with stakeholders from across Europe. As the leading international policy network addressing migrant education, SIRIUS Policy Network, supported by the European Union serves as a key advisor to the EU on migrant youth and education. The network brings together policymakers, researchers, practitioners, and civil society organisations to improve education systems for migrant communities.

June

During **Refugee Week Ireland 2024**, NCP stood in deep admiration of the immense bravery, resilience, and strength demonstrated by millions of displaced individuals across the globe. World Refugee Day, marked on 20 June, served as a moment of global recognition and solidarity, a time to reflect on the hardships faced by refugees and to honour the remarkable contributions they make to our communities and society. To commemorate the week, we shared stories of refugees, narratives that paid tribute to their journeys, highlighted their enduring spirit, and celebrated the vibrant diversity they bring to Ireland and beyond. Through these stories, we aimed to foster greater understanding, connection, and appreciation for the invaluable role refugees play in building a more inclusive and compassionate world.



September

We had a highly productive and engaging few days in Brussels attending the **SIRIUS 3.0 Partners Meeting and General Assembly**. It was a pleasure to reconnect with colleagues and to welcome new members and organisations joining the network, each bringing fresh perspectives and renewed energy to our shared mission. The meetings provided valuable opportunities to reflect on our collective progress, exchange ideas, and strengthen our collaboration as we continue working towards more inclusive and equitable education systems for migrant communities across Europe.



2024 Year in Review

November



NCP was thrilled to join a delegation of Ireland's key stakeholders working in the field of migration on an engaging and insightful **visit to the European Commission and the European Parliament in Brussels** on 12 and 13 November 2024.

This well-curated programme was designed to enhance participants' understanding of the European Union's migration policies and the critical functions of EU institutions in shaping them. The visit provided a valuable opportunity to engage directly with influential policymakers and gain a first-hand perspective on the EU's current and evolving approach to migration.

December

NCP concluded a vibrant and impactful year with our **Annual Intercultural Family Day**, a joyful celebration that brought together families, friends, and community members from diverse backgrounds. Held in December 2024, the event marked the perfect close to a busy and rewarding year. This festive gathering served not only as a celebration of the season but also as a reflection of the values that guide our work, diversity, inclusion, and community spirit. It was a meaningful opportunity to thank our network for their continued support and to celebrate the collective achievements of the past year.

We extend our heartfelt

thanks to everyone who joined us and contributed to making 2024 a year of connection, growth, and progress.



Programmes and Services

Migrant Family Support Service (MFSS)

Helpline and Case Activities

- Total casework activities: 20,615
- Activities include phone calls, texts, WhatsApp, emails, meetings, and administrative tasks related to case planning and evaluation.

Drop-In and Outreach Services

- Drop-in clinics held: 1,002
- Support provided during clinics:
 - Moral support for parents in child protection processes
 - Assistance with accessing services (financial, healthcare, housing, education, legal aid)
 - Pre- and post-court meeting support
 - Information on the Children First Act, 2015
 - One-to-one positive parenting guidance
- Outreach included accompaniment to:
 - Tusla departments
 - Family court and legal appointments
 - Parental capacity assessments
 - Access visits and safety network meetings

Referrals and Parent Support

- Total referrals received: 89 (82% from Tusla)
- Open cases (including from 2023): 95
- Parents supported: 152
- Children supported: 221
 - 88% at risk, 12% in care
- Children First Act training: 86 parents (IPAS Centre)

Key Interventions

- Parenting sessions, discipline guidance, navigation of local services
- Moral and cultural support
- Interagency collaboration
- School and educational support
- Child protection case conference support

Support for Children in Care

- Attending meetings, access visit preparation
- Information and emotional support
- Cultural care planning and linking with relevant services

Language and Cultural Needs

- Clients from 19 countries including Algeria, Brazil, Iran, Syria, and Zimbabwe
- 74% needed language support; 100% required cultural support
- Romanian, Chinese, and Arabic provided in-house
- Additional interpreting required for Ukrainian, Iranian, and Armenian clients

Social Inclusion and Community Activation Programme (SICAP)

Individual Supports

- 83 individuals supported through tailored one-to-one interventions.
- 394 individual interventions delivered addressing housing, mental health, legal aid, digital skills, and employment.
- 66 Ukrainian migrants engaged in targeted supports including:
 - Weekly English language classes (2–3 groups/week)
 - CV and job preparation clinics
 - Cultural orientation sessions

Family Support

- 20+ migrant families supported with:
 - Referrals to after-school services
 - Participation in the Parenting Under Pressure programme
 - Access to mental health and parenting workshops

Community Group Support

- 22 Local Community Groups (LCGs) assisted
- 47 LCG interventions delivered
- Capacity-building in leadership, funding, and service delivery
- Engagement with youth-led and migrant-led groups (including Somali, Polish, Congolese, and Ukrainian communities)

Public Events and Outreach

- 8 non-caseload group activities conducted
- Over 2,200 participants reached
- Successful large-scale events:
 - Intercultural Art & Culture Festival (350+ attendees)
 - Migrant Expo & Job Fair (300+ attendees, 20 exhibitors)

Client Feedback

- 85% of clients expressed satisfaction with services
- 95% reported increased confidence and empowerment



NCP Support Group for Ukrainian Mothers

100+ group members by end of 2024

20 group meetings, 3 group courses, 4 cultural tours

20+ events and workshops and 100s of participants reached

Key Activities & Achievements

Educational & Informational Workshops (8)

- Topics: Child protection, self-care, interview skills, English for work, migrant youth support
- Total participants: 56

Social & Cultural Events (5)

- Activities: Game nights, BBQ, Halloween workshop, Christmas celebration Total attendees:
- 100+ Biggest event: BBQ Summer Fest (50+)
-

Guided Cultural Tours (4)

- Destinations: National Gallery, Powerscourt, Parliament walk
- Total participants: 42

Child-Focused Initiatives (2)

- Activities for children and families on wellbeing and creative learning
- Total participants: 11 adults + 11 children

Lifelong Learning Courses (3)

1. English Language Lessons (14 participants)
 - Twice-weekly, real-life communication focus
2. Healthy Food Made Easy (25+ participants)
 - Nutrition & cooking for families
3. Parenting Under Pressure (8 participants)
 - Evidence-based parenting support

Outcomes

- Improved English language confidence and independence
- Increased knowledge of Irish systems (healthcare, education, legal)
- Strengthened peer networks and social inclusion
- Empowered parents through practical parenting and wellbeing supports
- Cultural integration and civic engagement through tours and events



SSNO Funding Impact

The SSNO funding significantly strengthened NCP's ability to deliver on its mission of supporting migrant communities across Ireland. It enabled strategic growth, improved service delivery, and expanded NCP's national impact.

Key Achievements

- Strategic Plan Implementation: Enabled delivery of NCP's 2023–2027 Strategic Plan and expanded national visibility.
- Waterford Expansion: Launched new regional hub uniting migrant groups with local support.
- New Horizons Centre: SSNO leveraged further funding from Tusla to launch this new multi-service hub in May 2025.

Enhanced Services

- Delivered culturally competent, client-centred services in employment, housing, immigration, and child protection.
- Represented over 194 migrant-led groups from 65 nationalities.
- Increased digital capacity for data and planning.

Leadership & Policy

- Strengthened role in shaping national migrant integration policy.
- Empowered migrant voices through leadership and advocacy platforms.

Governance & Compliance

- Improved governance with Board training and financial oversight.
- Enhanced compliance with data protection and regulatory standards.

Capacity Building

- Trained staff in child protection, trauma-informed care, and leadership.
- Prioritised migrant-led staffing to ensure culturally relevant service delivery.

Challenges Addressed

- 70% of families required language support.
- High casework demand highlighted need for more staffing and funding.
- Many migrant-led groups struggled with sustainability.

Ongoing Impact

- NCP remains a trusted, strategic partner in supporting migrant integration, rights, and representation across Ireland.

Citizenship Application Support Service (CASS)

CASS offers an information and one-to-one advice service to individuals and families applying for Irish naturalisation, with support available in multiple languages. Our aim is to ensure that applicants are well-informed and confident throughout the process, particularly those who may face language or system barriers.

Our office in Dublin is open four days a week, where we provide assistance with the citizenship and naturalisation application process for both adults and minors. We also support clients with passport applications and drafting official letters, ensuring they receive comprehensive guidance at every stage.

NCP's Citizenship Application Support Service (CASS) saw continued growth in demand and impact. In 2024, the service supported **1,824** individuals in preparing and submitting their Irish citizenship applications. With a success rate of 99%, CASS continues to demonstrate its effectiveness in navigating the complex legal and documentation processes involved in naturalisation. A revised fee and refund policy was introduced this year to improve access and long-term sustainability.

Key Achievements in 2024 A major achievement in 2024 was the securing of funding to begin construction on the New Communities Family Resource Centre. This long-anticipated project marks a strategic milestone in

NCP's vision to provide a central hub for holistic migrant support services in Dublin. The centre will focus on child protection, parenting support, employment assistance, and integrated family services. This was made possible through the support of Tusla and the Scheme to Support National Organisations (SSNO), and the groundwork laid in 2024 ensures the centre will be operational by the end of 2025. Another significant development was the establishment of the Waterford New Communities Network (WNCN). Supported by SSNO, this independent network brought together over 22 migrant-led groups in the southeast region, marking a critical expansion of NCP's regional impact. WNCN has already started to serve as a platform for collaboration, shared learning, and migrant advocacy in the Waterford area, offering training and networking opportunities for emerging community leaders. NCP's

Citizenship Application Support Service (CASS) saw continued growth in demand and impact. In 2024, the service supported 1,824 individuals in preparing and submitting their Irish citizenship applications. To further build organisational resilience, we invested in staff and board training in several key areas.

Training topics included corporate governance, child safeguarding, trauma-informed practice, GDPR compliance, and cultural mediation. These professional development efforts are essential to maintaining the integrity and quality of our service delivery model, especially as the organisation continues to scale. In terms of policy engagement, NCP contributed to several national-level consultations

and advocacy campaigns focused on migrant integration, anti-discrimination, housing, and access to public services. Our submissions and participation in forums, both independently and in coalition with other NGOs, ensured that the perspectives of migrant communities were included in key policy decisions.

Services and Community Impact

NCP delivered a broad range of programmes and services in 2024, directly supporting thousands of migrants in areas such as integration, employment, education, family support, and youth development.

Our positive integration and cultural orientation programmes reached over 2,000 participants nationwide. These activities helped newcomers and settled migrants understand Irish systems, and cultural norms, while also promoting intercultural dialogue and community engagement. In the area of employment and education, we delivered tailored supports to over 300 clients. These included digital literacy workshops, CV clinics, and job readiness programmes designed to remove barriers to employment and improve individual career prospects. These supports were especially vital for refugees and long-term undocumented migrants.

Our Migrant Family Support Service (MFSS) handled over 350 case referrals, many in collaboration with Tusla, Ireland's Child and Family Agency. The MFSS team provided culturally sensitive interventions, positive parenting workshops, and awareness support for migrant families navigating

child welfare concerns. The team also delivered awareness training to frontline professionals working with migrant families, improving intercultural understanding across services.

Through our programmes, we also advanced youth development initiatives aimed at fostering self-esteem, leadership, and academic engagement among migrant youth. Hundreds of young people benefited from these programmes, which ranged from mentorship schemes to youth-led community projects.

Governance, Leadership, and Risk Management

NCP is governed by Board of Directors, each bringing professional expertise in key areas including finance, governance, and community development. The board is supported by three core sub-committees: Governance & Compliance, Finance & Audit, and Strategic Development.

During 2024, we undertook a full governance and finance review conducted by an external consultant. The review provided practical recommendations, of which have been implemented. Our safeguarding policies were also revised and strengthened, ensuring full compliance with the Children First Act. GDPR policies were reviewed, and staff underwent refresher training to reinforce data protection standards. The organisational Risk Register was reviewed quarterly and remains a central tool in our strategic planning. Some of the principal risks identified this year included:

- **Funding dependency**, which is being addressed through income diversification and a strengthened fundraising strategy;
- **Pressure on service delivery** due to rising demand, mitigated through a staffing review and the introduction of digital case management tools;
- **Cybersecurity and data protection risks**, countered by technical upgrades and GDPR training;
- **Staff wellbeing and burnout**, tackled through flexible work arrangements, wellness initiatives, and supportive supervision;
- **Compliance lapses**, prevented through regular internal audits and ongoing governance training for staff and board.

Financial Performance and Sustainability

In 2024, NCP's total income was €483,512 while total expenditure amounted to €476,779, resulting in a surplus of €6,733. This surplus contributes to the organisation's long-term sustainability and aligns with our reserves policy.

As of year-end, reserves improved by €6,733, in line with our updated Reserves Policy, which recommends maintaining reserves equal to three to five months of core operating costs. A portion of this reserve is generated from our self-funded CASS service, and all unrestricted income is reinvested into organisational development and emergency needs and deficit payment.

NCP maintained strict financial controls and quarterly budget reviews in 2024. Expenditure was aligned with programme goals, and all funders' financial guidelines were adhered to rigorously.

Funding and Partnerships

NCP is proud to be supported by a diverse portfolio of funders and partners. In 2024, our core funding came from:

- Tusla – Child and Family Agency
- Department of Children, Equality, Disability, Integration and Youth (DCEDIY)
- Pobal, through the SSNO programme
- SICAP (Social Inclusion and Community Activation Programme)
- Dublin City Council and ICCSP (Inner City Community Support Programme)
- Earned income from CASS and community donations

These partnerships are not only financial but strategic, enabling us to expand our service delivery, develop new services, and engage in long-term planning.

Tusla Support and the Migrant Family Support Service (MFSS): A History of Impact

One of the most enduring and transformative elements of NCP's work is the Migrant Family Support Service (MFSS), developed and sustained through a strategic partnership with Tusla, the Child and Family Agency. Since its inception in 2014, MFSS has served as a national, culturally sensitive service, providing essential support to migrant families navigating child protection interventions, parenting challenges, and socio-economic vulnerabilities.

MFSS was formed in response to a critical gap in Ireland's child protection and welfare system; the absence of culturally competent, migrant-informed support for families from ethnic minority backgrounds who were disproportionately impacted by misunderstandings and systemic barriers. Over the past nine years, with Tusla's continued support, MFSS has evolved into a trusted referral point not only for families but also for social workers, schools, and frontline professionals who engage with Ireland's increasingly diverse population.

In 2024, MFSS continued to provide targeted support to over 350 families, with referrals coming from Tusla, community organisations, and self-referrals. Services included direct casework, mediation between families and child protection services, positive parenting workshops, and tailored training sessions for Tusla staff on cultural awareness and best practices in cross-cultural child protection.

The impact of MFSS goes far beyond numbers. It empowers families to understand their rights and responsibilities, builds trust between migrant communities and statutory services, and reduces the likelihood of family breakdown due to cultural misunderstandings. Tusla's consistent funding has allowed NCP to maintain a nationwide footprint, reaching both urban and rural families.

In addition to case management, MFSS also contributes to systemic change, informing national policy through frontline experience. MFSS team members regularly engage with Tusla in joint planning, collaborative approach, and strategic consultation, strengthening the integration of intercultural competence within child and family services.

With plans for new Parenting Hubs and the expansion of family support programming, Tusla's ongoing partnership remains critical. This long-standing collaboration not only strengthens NCP's service model but also enhances the broader child welfare system in Ireland by making it more inclusive, equitable, and responsive to the needs of migrant families.

SSNO Programme: Strategic Support and Impact

The Scheme to Support National Organisations (SSNO) has played a foundational and transformative role in enhancing the development of New Communities Partnership (NCP), both as an operational support mechanism and as a strategic enabler of migrant representation at the national level. Since NCP first received SSNO funding, the programme has provided the critical framework necessary for the organisation to grow from a grassroots collective into a structured, compliant, and professionally governed national body.

Over the years, SSNO has supported NCP in strengthening its internal systems, governance structures, and strategic outreach. This support has been particularly crucial given the unique and evolving role NCP plays as Ireland's only national migrant-led organisation, representing over 194 ethnic minority community organisations.

In 2024, the SSNO programme continued to serve as a vital pillar to NCP's infrastructure and capacity. Several key advancements made possible through SSNO funding this year include:

Governance Development and Board Strengthening

SSNO & SICAP support enabled NCP to implement a robust governance development programme throughout 2024. This included board training in corporate governance, financial oversight, and risk management. It also supported external consultations that reviewed and updated the organisation's governance manual, board recruitment policies, and compliance systems. These interventions have contributed to a more effective, diverse, and strategically aligned board that provides clear oversight and guidance to the executive team.

Expansion Beyond Dublin: The Waterford New Communities Network

Historically, NCP's service delivery and advocacy were centred in Dublin. However, SSNO funding made it possible to expand our regional footprint with the successful launch of the Waterford New Communities Network (WNCN). This network brings together over 22 migrant-led organisations in the southeast and serves as a model for inclusive, grassroots-led regional organising. The Waterford network was formed using lessons learned from similar past initiatives in Cork, Limerick, and Galway, marking a strategic shift toward a nationally connected, locally grounded approach to migrant inclusion.

Training for Compliance, Protection, and Intercultural Competence

SSNO also facilitated the delivery of comprehensive staff training on General Data Protection Regulation (GDPR), safeguarding, and intercultural awareness. These trainings are essential not only for legal compliance, but for maintaining the trust of the communities we serve. With increasing demand for our services and greater complexity in client needs, this training ensures that our staff operate ethically, securely, and sensitively across all service areas.

Collaboration and Engagement with Key Stakeholders

Since its foundation, New Communities Partnership (NCP) has prioritised deep, consistent engagement with a broad spectrum of stakeholders. As a migrant-led organisation, our ability to influence systems, inform public services, and respond effectively to the needs of ethnic minority communities depends heavily on collaborative relationships built on trust, transparency, and mutual respect.

In 2024, NCP continued to strengthen these partnerships across the statutory, community, and civil society sectors. We actively collaborated with Tusla, the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), Dublin City Council, Pobal SSNO & Pobal, SICAP programme implementers, education and training boards, and community development organisations across Ireland. These relationships are essential to ensuring that our programmes remain aligned with national priorities while staying grounded in grassroots realities.

One of the most longstanding and impactful collaborations is with Tusla, with whom we have co-developed the Migrant Family Support Service (MFSS) over the past years. This partnership has not only provided culturally appropriate services to migrant families, but has also supported Tusla in enhancing the intercultural capacity of its child protection workforce. Through joint planning, training, and policy dialogue, we continue to build a more inclusive child welfare system. Our engagement with

Dublin City Council and the Integration and Cross-Cultural Strategy Programme (ICCSP) supports initiatives that promote community cohesion, tenant support, and migrant leadership within local government frameworks. These partnerships have also helped migrant voices feed into local development and housing policy consultations.

Our collaboration with The Wheel and other infrastructure organisations has helped inform best practice in governance, financial accountability, and policy engagement.

In 2024, we expanded our community engagement networks through the Waterford New Communities Network (WNCN), involving over 22 migrant-led groups. This regional partnership model builds on a decade of experience supporting local migrant networks in Dublin, Cork, Limerick, and Galway. These platforms not only enhance representation but also foster direct links between marginalised migrant communities and decision-makers at both local and national levels.

As part of our policy engagement strategy, NCP contributed to joint advocacy campaigns with civil society coalitions, academic partners, and rights-based organisations on issues such as health equity, anti-racism, and undocumented migrant rights. We continued to represent migrant perspectives in stakeholder consultations, contributing to working groups, national reports, and intercultural policy design. Our ability to deliver meaningful impact remains rooted in this collaborative ethos. We recognise that

integration is not a one-way process; it requires shared responsibility and constructive engagement from all sectors. As such, NCP will continue to act as a connector, advocate, and facilitator ensuring that Ireland's growing diversity is reflected in its public systems, social policies, and community infrastructure.

Governance and Risk

Commitment to Best Practices and Innovation

NCP Board of Directors is devoted in its commitment to implementing best practices and fostering innovation in governance and operations. The Board's strategic focus in 2024 has been on enhancing governance frameworks, ensuring compliance, and building organisational capacity.

Governance Assessments

The Board conducted comprehensive governance assessments, identifying areas for improvement and implementing necessary changes to enhance overall governance.

Compliance Assistance

The Board provided compliance assistance to ensure that all operations adhere to current laws and regulations, focusing particularly on data protection, financial regulations, and sector-specific requirements.

Capacity Building on Financial Controls

Capacity-building initiatives were undertaken to improve financial controls. This included training staff and board members on financial management practices, enhancing internal controls, and ensuring accurate financial reporting.

Risk Assessments

The Board conducted regular risk assessments to evaluate potential threats to NCP's operations and finances. An annual risk register review was also conducted to ensure ongoing monitoring and mitigation of identified risks.

Financial Governance and Reserves Policy

NCP's financial status and activities are elaborated later in the report. Key financial metrics and outcomes demonstrate the organisation's financial health and strategic growth.

Annual Review of Reserves Policy

The Board performed an annual review of the reserves policy, aligning it with the growth projections in the fundraising plan. This review ensures that the reserves are adequate to support operational needs and future growth.

Regulatory Compliance and External Audit

NCP complies with all statutory and regulatory requirements, including:

- Charities Governance Code (Charities Regulator)
- Companies Act 2014
- Children First Act 2015
- Charities SORP (FRS 102)
- GDPR and relevant financial reporting circulars (CRA and CRO)

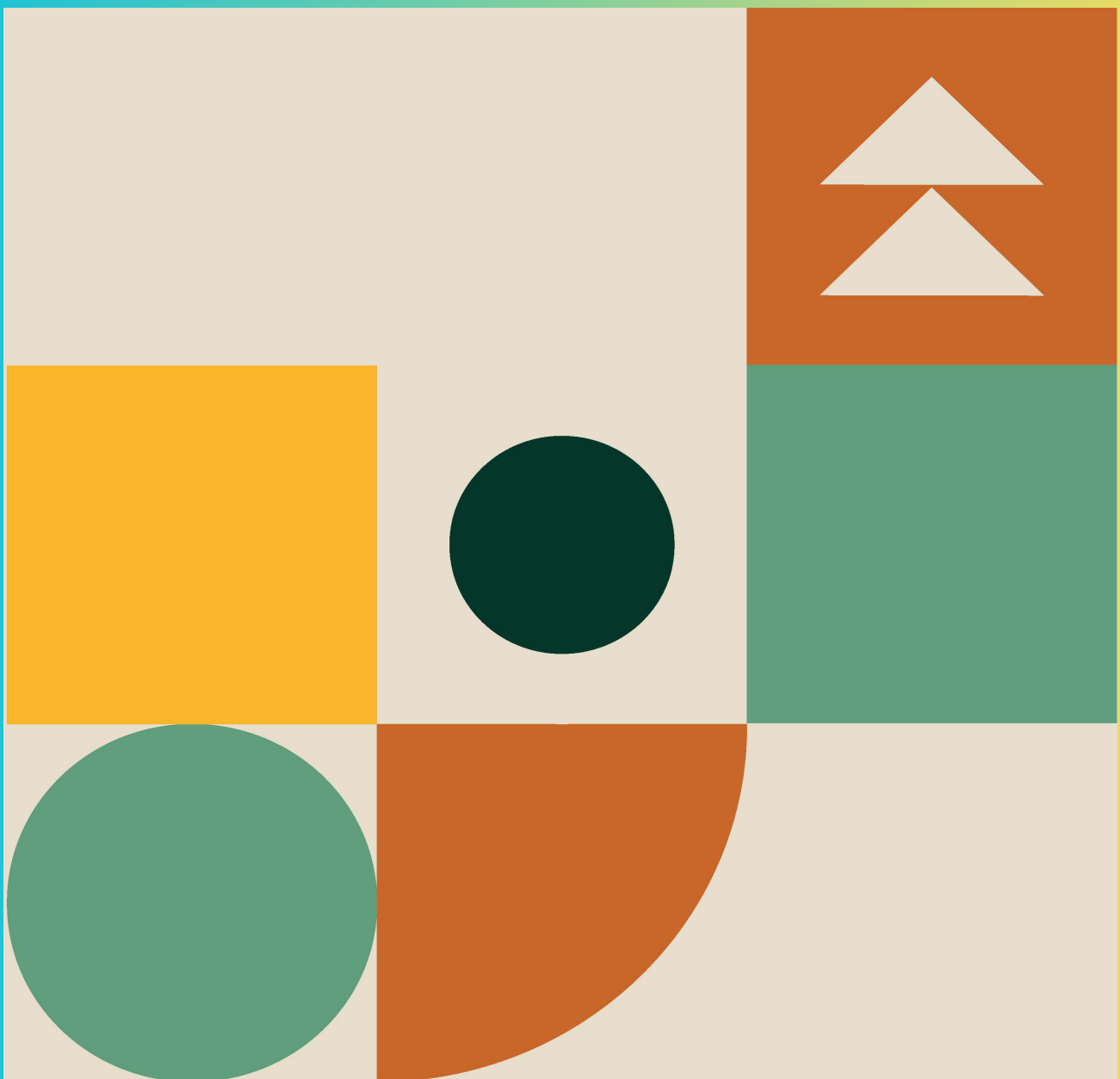
The 2024 financial statements were independently audited by UHY Farrelly Dawe White Limited. The Board confirms that no relevant audit information was withheld from the auditors

Future Outlook: Strategic Priorities for 2025

As New Communities Partnership (NCP) enters the third year of its 2023–2027 Strategic Plan, the organisation remains firmly committed to its mission of empowering migrant communities through service delivery, policy engagement, and systems change. Our long-term strategy is anchored in five core pillars: Service Excellence, Community Leadership, Policy Influence, Sustainability, and Digital Transformation. These pillars are not only visionary goals but are grounded in the daily realities of the communities we serve.

Looking ahead to 2025, NCP will continue to expand and strengthen its role as Ireland's leading migrant-led organisation. Our focus will remain on ensuring that migrants particularly those most marginalised have access to the tools, support, and representation needed to participate fully in Irish society.

Parenting Hubs and Family Strengthening Initiatives A leading development for 2025 is the launch of Parenting Hubs, co-funded by Tusla, which will offer targeted family support services to migrant parents in Dublin and regional centres. These hubs will build on the proven success of our Migrant Family Support Service (MFSS) and respond to the increasing demand for culturally sensitive parenting education, mediation, and guidance in child protection contexts. The hubs will function as welcoming, community-based spaces where migrant parents can access one-on-one and group sessions on topics such as parenting in a new cultural environment, child welfare rights and responsibilities, and early years support. This aligns directly with Strategic Goal 1: Service Excellence, by scaling successful service models and embedding them in community settings.



Growth of Unrestricted Reserves

Outcome: The unrestricted reserves improved by €6,733 by the end of the year, surpassing the anticipated reserves band.

Significance: This growth signifies a positive financial trajectory, moving towards eliminating the deficit and bolstering unrestricted reserves. These reserves are crucial for providing support to clients and ensuring the sustainability of NCP's services.

The Board of Directors' focus on governance and risk management in 2024 has positioned NCP for continued success. Through rigorous governance assessments, compliance initiatives, capacity building, and risk management, NCP is well-equipped to navigate future challenges and continue delivering impactful services to its community. The growth in unrestricted reserves further underscores the organisation's financial resilience and commitment to supporting its clients effectively.

Organisation, Governance & Management

Overview The National Charities Partnership (NCP) operates with a dedicated team of ten employees, including its Chief Executive Officer (CEO), who is accountable to the NCP Board. This section provides an overview of the organisation's structure, governance, and management activities throughout 2022 and into 2024.

Staff and Leadership

Chief Executive Officer (CEO): The CEO leads the organisation and is responsible for executing the strategic direction set by the Board.

Finance Manager: An addition to the team, the Finance Manager brings extensive qualifications in accounting and substantial experience in the charity sector, bolstering the financial oversight and management of NCP.

Board of Directors

The NCP Board comprises six members, whose names are listed in the official report. These members are tasked with providing strategic guidance and oversight.

Sub-Committees

NCP has established four standing sub-committees to streamline its governance, Governance Committee and Finance & Audit Committee and Strategic Development Committee. All committees held meetings throughout 2024, utilising a combination of Zoom and in-person sessions to maintain operational continuity.

Key Reviews in 2024

NCP engaged in several crucial activities aimed at improving governance and operational effectiveness:

Governance and Project Evaluations: Conducted comprehensive reviews to assess and enhance governance structures and project outcomes.

Social Media and Engagement: Strengthened its social media presence and improved engagement with migrant communities.

Safeguarding Policies: Updated policies and statements related to vulnerable adults and child safeguarding, aligning them with the Children First Act 2015.

GDPR Compliance: Ensured all necessary policies and procedures were in place to comply with General Data Protection Regulation (GDPR).

Meetings and Planning in 2024 In 2024, the NCP Board convened for six scheduled meetings and one comprehensive planning meeting that included board members, staff, and volunteers. This collaborative session focused on strategic planning and aligning the organisation's goals.

Annual General Meeting (AGM); The NCP's Annual General Meeting (AGM) took place on 26th June 2024, providing a platform for stakeholders to review the organisation's progress, financial status, and strategic plans.

Compliance

NCP complies with the Charities Governance Code for Community and Voluntary organizations in Ireland and the Statement of Guiding Principles for Fundraising. NCP has a dedicated Board Committee ensuring full transparency of its operations. NCP is fully compliant with the annual requirements of the Charities Regulatory Authority and the Companies Registration Office and adheres to Government Circulars, including Circular 44/2006 and Circular 13/2015. NCP adopted a Child Safeguarding Statement in line with the Children First Act 2015.

Appointment of Directors

The board of directors of New Communities Partnership CLG elects a chairperson following each annual general meeting. In accordance with the company's Articles of Association, one-third of the elected board members retire at each AGM but are eligible for re-election. The board introduced term limits for charity trustees, with a maximum of nine years in total. A new board member, a human right consultant with significant expertise in human right based approach and advocacy.

Members

Members of the charitable company guarantee to contribute an amount not exceeding €1 to the company's assets in the event of winding up.

Reporting Framework

The financial statements have been prepared by New Communities Partnership CLG in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015. NCP has applied the Charities SORP on a voluntary basis, considering it best practice.

Government Department Circulars

New Communities Partnership CLG complies with relevant circulars, including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies, and Similar Type Payments" and Circular 13/2014 "Management of and Accountability for Grants from Exchequer Fund."

Results

In 2024, NCP had a total income of €483,512. Our expenditure was €476,779. NCP ended 2024 with a surplus of €6,733.

The board conducted a regular and ongoing fundraising and financial stability review to measure financial progress and growth. This review focused on maintaining, and fulfilling financial obligations while achieving NCP's mission and strategic goals. The board remains committed to reducing the financial deficit and assesses the risks, in line with the Strategic Goals 2024-2027.

Reserves

The organisation recognises the importance of having reserves. NCP aims to grow its reserves while complying with statutory funders' requirements regarding annual budget expenditure. The board updated NCP's operational reserves policy, setting the minimum operating reserve between 3 to 5 months of the annual expense budget. NCP's operating reserves are contributed to annually from unrestricted net assets, depending on the Statement of Financial Activities outcome for the year. In 2024, NCP collected €74,164 in unrestricted income from our self-sustain project, a 43% increase from 2023.

Future and Strategic Developments

NCP is committed to continuing its current activities under the new Strategic Plan spanning from 2023 to 2027. This plan outlines the organisation's objectives and strategies for growth, sustainability, and impact over the next five years.

Funding Sources

The organisation's primary funding sources include:

TUSLA: The Child and Family Agency, which provides essential funding for MFSS.

DCEDIY: The Department of Children, Equality, Disability, Integration, and Youth, supporting a range of initiatives aimed at improving social inclusion.

SICAP: The Social Inclusion and Community Activation Programme, designed to tackle poverty and social exclusion.

Pobal (SSNO): The Scheme to Support National Organisations (SSNO) is funded by the Department of Rural and Community Development (DRCD) and administered by Pobal. The SSNO provides multi-annual funding towards the core costs of national, community, and voluntary organisations in Ireland.

Dublin City Council (DCC): As the local authority of Dublin, DCC is a significant funder through various programmes. NCP operates from a DCC building, benefiting from their infrastructure and support. Additional funding is received through the ICCSP (Inner City Community Support Programme) funding via the Coop.

Financial Capacity and Fundraising

The Board remains dedicated to enhancing NCP's financial capacity. Efforts will be focused on:

Increasing Financial Resources: Leveraging the expertise of a board member with extensive experience in fundraising and funding opportunities to secure additional funding.

Diversification of Funding: Exploring new funding streams and opportunities to ensure financial stability and growth.

Long-term Financial Planning: Implementing strategies to sustain and grow the organisation's financial base, ensuring the ability to continue and expand services.

Goals and Objectives; Under the Strategic Plan 2023-2027, NCP aims to:

Enhance Service Delivery: Improve and expand the services offered to better meet the needs of the communities served.

Strengthen Community Engagement: Foster deeper connections with the community, ensuring that programs are responsive and inclusive.

Improve Organisational Capacity: Invest in staff development, technology, and infrastructure to support the growing needs of the organisation.

Ensure Compliance and Best Practices: Maintain high standards of governance and operational efficiency, adhering to regulatory requirements and best practices.

NCP's future developments are guided by a comprehensive strategic plan, a commitment to financial growth, and a dedication to service excellence. By trusting on the strengths and expertise of its Board and staff, NCP is well-positioned to achieve its goals and make a lasting impact on the communities it serves.

Principal Risks & Uncertainties

NCP is acutely aware of the various risks that can impact its operations and finances. The organisation has identified key risks and is proactively taking steps to mitigate them. Below is an overview of these principal risks and the measures NCP is employing to address them.

Key Risks

1. Liquidity Risk

Description: Liquidity risk pertains to the organisation's ability to meet its financial obligations as they come due without disrupting its operations.

Mitigation: The board is engaging intensively with government departments to secure additional funding beyond 2024. Efforts are also being made to diversify funding sources to reduce dependency on a limited number of public funding grants.

2. Funding Dependency

Description: Reliance on a limited number of public funding grants exposes NCP to significant financial instability if any of these funding sources are reduced or discontinued.

Mitigation: NCP plans to broaden its funding base by exploring new funding opportunities and engaging with potential new funders. The board member with expertise in fundraising plays a crucial role in this strategy.

Risk Management Plan

Annual Risk Assessment and Risk Register

Process: The board conducts a thorough risk assessment annually during the budgeting process. This includes evaluating potential financial risks, external factors, governance issues, data breaches, continuity of services, and staff welfare.

Risk Register: An annual risk register is maintained to monitor and manage identified risks. This register is reviewed and updated regularly to ensure all potential risks are addressed promptly and effectively.

Specific Risks and Mitigation

Financial and Sustainability Risks

Description: These risks involve the potential for financial instability and challenges in maintaining sustainable operations.

Mitigation: Regular financial reviews and audits are conducted to ensure financial health. Strategic planning and fundraising efforts are intensified to secure long-term sustainability.

External Factors

Description: Changes in the external environment, such as economic downturns or shifts in government policy, can significantly impact NCP's operations.

Mitigation: NCP stays informed about external developments and adjusts its strategies accordingly. Building strong relationships with stakeholders helps to anticipate and adapt to external changes.

Governance Risks

Description: Poor governance can lead to mismanagement and a loss of stakeholder trust.

Mitigation: NCP adheres to the Charities Governance Code and conducts regular governance reviews to ensure best practices are followed.

Data Breaches

Description: Data breaches can compromise sensitive information, leading to legal and reputational damage.

Mitigation: Robust data protection policies and procedures are in place to ensure GDPR compliance. Regular staff training on data protection is conducted to minimise risks.

Continuity of Services

Description: Disruptions in service delivery can impact beneficiaries and tarnish NCP's reputation.

Mitigation: Contingency plans are developed and regularly updated to ensure continuity of services. This includes maintaining adequate reserves and having flexible operational strategies.

Staff Welfare

Description: The well-being of staff is crucial for maintaining a productive and motivated workforce.

Mitigation: NCP prioritises staff welfare by providing a supportive work environment, offering professional development opportunities, and ensuring work-life balance.

In 2024, NCP focused on aligning with the Charities Governance Code and enhancing its risk assessment processes. By doing so, NCP aims to strengthen its governance framework and better manage the risks associated with its operations.

Accounting Records

To ensure compliance with Sections 281 to 285 of the Companies Act 2014, the directors have employed qualified accounting personnel and maintained appropriate computerized accounting systems. Measures have been taken to ensure compliance with proper books of account, policies and procedures for recording transactions, retaining competent accounting personnel, and providing adequate resources to the financial function. The books of account are maintained at the business address.

Payment of Creditors

The directors acknowledge their responsibility for compliance with the EC (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree on payment terms with all suppliers and adhere to those terms.

Statement on Relevant Audit Information

Insofar as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the auditor is unaware. Each director has taken steps to ensure awareness of any relevant audit information and to establish that the auditor is aware of it.

Auditors

In accordance with the Companies Act 2014, section 383(2), UHY Farrelly Dawe White Limited continue in office as auditor of the company.

Going Concerns

The financial statements have been prepared on the going concern basis and progress made in 2024, which assumes that the organisation will continue its operational existence for the foreseeable future.

Financial Position

As of 31 December 2024, the organisation had negative net assets of (€37,905), compared to negative net assets of (€44,638) in 2023.

Dependency on External Support

The organisation's continued operation is heavily reliant on the support of the following entities: Dublin County Council, Migration Policy Group (SIRIUS), Child & Family Agency Tusla (MFSS), Department of Rural & Community (ICCSP), Department of Rural & Community Development, Pobal (SSNO), Pobal (SICAP) and DCC.

The ongoing financial backing from these organisations is crucial for the company to sustain its activities.

Projected Income

For the year 2025, the organisation is projecting unrestricted income of €92,000 from the Citizenship Application Support Service. This income is expected to help cover potential shortfalls in other projects.

Directors' Considerations

In determining the appropriateness of preparing the financial statements on a going concern basis, the directors have taken into account several factors:

- **Operating Deficit and Surplus:** The company experienced an operating surplus of €18,079 in 2023 this continued with a surplus of €6,733 in 2024.
- **Fundraising Activities:** Ongoing efforts to raise funds.
- **Donations:** Contributions received from supporters.
- **Citizenship Application Support Service:** Projected income from this service.

Based on the above considerations, the directors have concluded that it is appropriate to prepare the financial statements on a going concern basis. The directors remain confident that with the continued support from key stakeholders and the projected income streams, the company can maintain its operational existence for the foreseeable future.

Resilience, Collaboration, and Sustainability As external conditions continue to shift including changes in immigration patterns, housing insecurity, and service demands NCP will continue to invest in its own resilience. This includes strengthening internal governance, advancing our income diversification strategy, and building new alliances with statutory agencies and civil society actors.

These steps are essential to achieving Strategic Goal 4: Organisational Sustainability, ensuring that NCP remains agile, accountable, and responsive in a changing social and funding landscape.

Conclusion: A Confident Path Forward

The Board of Directors and Executive Team enter 2025 with renewed energy and confidence in NCP's direction. With a robust strategic framework, committed partners, and deep community trust, the organisation is well positioned to advance its mission and contribute meaningfully to an Ireland that is inclusive, just, and enriched by its diversity.

We remain grateful to our funders, partners, staff, volunteers, and member organisations whose support and belief continue to drive our collective success.

Signed on behalf of the Board,

Iker Erdocia

Chairperson

Marguerite Bourke

Board Secretary

Funding & Partnerships

NCP is proud to be supported by a diverse portfolio of funders and partners. In 2024, our core funding came from:

- TUSLA – Child and Family Agency
- Department of Children, Equality, Disability, Integration and Youth
- Pobal, through the SSNO programme
- SICAP (Social Inclusion and Community Activation Programme)
- Dublin City Council and ICCSP
- Earned income from CASS and community donations



Contact Information

General Enquiries

Email: info@newcommunities.ie

Tel: +35318727842

MFSS (Migrant Family Support Service)

E-mail: familysupport@newcommunities.ie

Tel: 0873324079

SICAP & NCP Support Group for Ukrainian Mothers

E-mail: tetiana@newcommunities.ie

Tel: 0874759869

CASS (Citizenship Application Support Service)

E-mail: citizenshipsupport@newcommunities.ie

Tel: 015357238 / 0879654668

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	M Bourke I Iniguez K Goldstone J Ramalho P Ngadi	(Appointed 21 June 2024) (Appointed 21 June 2024)
Secretary	M Bourke	
Charity number	18961	
Company number	433791	
Principal address	53 Dorset Street Upper Dublin 1 Co. Dublin Ireland	
Registered office	53 Dorset Street Upper Dublin 1 Co. Dublin Ireland	
Auditor	UHY Farrelly Dawe White Limited FDW House Blackthorn Business Park Coes Road Dundalk Co. Louth Ireland	
Bankers	Allied Irish Bank Capel Street Dublin 1 Ireland	

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

The directors, who also act as trustees for the charitable activities of the charity, are responsible for preparing the Director's Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the director to prepare financial statements for each financial year. Under that law, the director has elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council, as modified by the Charities SORP (FRS 102). Under company law, the director must not approve the financial statements unless she is satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the or of the company for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the director is required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The director is responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Director's Report comply with the Companies Act 2014 and enable the financial statements to be audited. She is also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the Board of Directors

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M Bourke

Director

.....

I Iniguez

Director

Date:

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

INDEPENDENT AUDITOR'S REPORT

TO THE DIRECTORS OF NEW COMMUNITIES PARTNERSHIP (NCP) CLG

Opinion

We have audited the financial statements of New Communities Partnership (NCP) CLG (the 'company') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2024 and of its profit for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (FRS 102); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Material uncertainties in relation to going concern.

We draw attention to note 1.2 in the financial statements which explains that as of 31 December 2024 the company had net liabilities of €37,905 (2023: €44,638). As stated in Note 1.2, these events or conditions along with other matters as set forth in Note 1.2 indicate that a material uncertainty exists that may cast significant doubt on the company's ability to continue as a going concern. Our opinion is not qualified in respect of this matter.

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared, which includes the director's report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE DIRECTORS OF NEW COMMUNITIES PARTNERSHIP (NCP) CLG

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the director's report.

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of directors for the financial statements

As explained more fully in the statement of directors' responsibilities, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

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

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Thomas McDonagh

for and on behalf of UHY Farrelly Dawe White Limited

Chartered Certified Accountants

Statutory Auditor

FDW House

Blackthorn Business Park

Coes Road

Dundalk

Co. Louth

Ireland

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NEW COMMUNITIES PARTNERSHIP (NCP) CLG

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted funds 2024 €	Restricted funds 2024 €	Total 2024 €	Unrestricted funds 2023 €	Restricted funds 2023 €	Total 2023 €
	Notes						
Income from:							
Donations and legacies	3	256	-	256	760	-	760
Charitable activities	4	73,909	409,347	483,256	51,023	402,894	453,917
Total income		74,165	409,347	483,512	51,783	402,894	454,677
Expenditure on:							
Charitable activities	5	-	476,779	476,779	4,200	432,398	436,598
Total expenditure		-	476,779	476,779	4,200	432,398	436,598
Net income/(expenditure)		74,165	(67,432)	6,733	47,583	(29,504)	18,079
Transfers between funds		(74,165)	74,165	-	(47,583)	47,583	-
Net movement in funds	6	-	6,733	6,733	-	18,079	18,079
Reconciliation of funds:							
Fund balances at 1 January 2024		-	(44,638)	(44,638)	-	(62,717)	(62,717)
Fund balances at 31 December 2024		-	(37,905)	(37,905)	-	(44,638)	(44,638)

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 €	€	2023 €	€
Fixed assets					
Tangible assets	11		1,222		2,969
Current assets					
Debtors	12	33,221		33,266	
Cash at bank and in hand		173,609		97,700	
		<u>206,830</u>		<u>130,966</u>	
Creditors: amounts falling due within one year	13	<u>(245,957)</u>		<u>(178,573)</u>	
Net current liabilities			(39,127)		(47,607)
Total assets less current liabilities			<u>(37,905)</u>		<u>(44,638)</u>
Income funds					
Restricted funds	17		(37,905)		(44,638)
Unrestricted funds			-		-
			<u>(37,905)</u>		<u>(44,638)</u>

The financial statements were approved by the Directors on

.....
M Bourke
Director

.....
I Iniguez
Director

Company registration number 433791

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 €	€	2023 €	€
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	20		77,075		(45,760)
Net cash used in investing activities			-		-
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			77,075		(45,760)
Cash and cash equivalents at beginning of year			94,691		140,451
Cash and cash equivalents at end of year			171,766		94,691
Relating to:					
Cash at bank and in hand			173,609		97,700
Bank overdrafts included in creditors payable within one year			(1,843)		(3,009)

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

New Communities Partnership (NCP) CLG is a limited company domiciled and incorporated in Ireland. The registered office is 53 Dorset Street Upper, Dublin 1, Co. Dublin, Ireland.

1.1 Accounting convention

These financial statements have been prepared in accordance with the requirements of the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in euros, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

These financial statements are prepared on the going concern basis. The directors have a reasonable expectation that the charity will continue in operational existence for the foreseeable future, however, the directors are aware of certain material uncertainties which may cause doubt on the charity's ability to continue as a going concern.

As of 31 December 2024, the company had negative net assets of (€37,905) (2023: negative net assets (€44,638)).

The company is dependent on the support of Dublin County Council, Migration Policy Group (SIRIUS), Child & Family Agency Tusla (MFSS), Dept of Rural & Community (ICCSP), Dept of Rural & Community Development, Pobal (SSNO) and Pobal (SICAP) to finance its activities. The ongoing support of the Dublin County Council, Migration Policy Group (SIRIUS), Child & Family Agency Tusla (MFSS), Dept of Rural & Community (ICCSP), Dept of Rural & Community Development, Pobal (SSNO) & Pobal (SICAP) at an appropriate level is fundamental to the company's ability to continue as a going concern.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under deeds of covenant is recognised at the time of the donation.

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	20% Straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The directors believe that there are no estimates or assumptions that had or are likely to have within the next financial year, a significant risk of causing a material adjustment to the carrying amounts of the assets and liabilities.

3 Income from donations and legacies

	Unrestricted funds 2024 €	Unrestricted funds 2023 €
Donations and gifts	109	633
Other	147	127
	<u>256</u>	<u>760</u>

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

4 Charitable activities

	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total 2024 €	Total 2023 €
Dublin City Council	-	5,000	5,000	-
Migration Policy Group (SIRIUS)	-	4,000	4,000	7,600
Child & Family Agency Tusla (MFSS)	-	253,032	253,032	250,520
DCC/Dept of Rural & Community Development (ICCSP)	-	17,155	17,155	17,155
Citizenship Application Support Service	73,909	-	73,909	51,023
Dept of Rural & Community Development (SSNO)	-	90,022	90,022	90,018
Pobal (SICAP)	-	40,138	40,138	37,601
	<u>73,909</u>	<u>409,347</u>	<u>483,256</u>	<u>453,917</u>

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

5 Charitable activities

	2024 €	2023 €
Staff costs	386,288	335,666
Depreciation and impairment	1,747	3,652
Training expenses	8,031	23,094
Rent	20,170	7,200
Insurance	3,348	3,048
Light & heat	3,591	2,313
Waste disposal & cleaning	3,445	3,850
Repairs & maintenance	-	1,226
Printing, postage & stationery	6,092	7,451
Advertising	-	356
Telephone	9,351	7,126
Computer expenses	3,812	1,908
Events & Intercultural Activities	7,585	8,316
Transport & travel	4,252	1,008
Legal & professional	5,012	13,716
Audit fee	5,962	5,096
Bank charges	513	483
General expenses	2,396	2,436
Volunteer support	4,526	290
Project costs	32,781	133,936
Subscriptions	2,109	285
	<u>476,779</u>	<u>436,598</u>
Grant funding of activities	470,817	431,502
Share of support costs	-	-
Share of governance costs	5,962	5,096
	<u>476,779</u>	<u>436,598</u>
Analysis by fund		
Unrestricted funds	-	4,200
Restricted funds	476,779	432,398
	<u>476,779</u>	<u>436,598</u>

6 Net movement in funds

	2024 €	2023 €
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	<u>1,747</u>	<u>3,652</u>

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

7 Directors

None of the directors (or any persons connected with them) received any remuneration or benefits from the charity during the year.

8 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Professionals	10	9

Employment costs

	2024 €	2023 €
Wages and salaries	343,321	302,843
Social security costs	42,967	32,823
	386,288	335,666

There was one employee whose annual remuneration (excluding PRSI and employer's pension costs) was more than €60,000.

Salary range

	2024 Number	2023 Number
€60,000 - €70,000	1	None

9 Taxation

The company is limited by guarantee not having share capital and it has been granted charitable exemption by the Revenue Commissioners.

10 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 €	2023 €
Aggregate compensation (including employer's PRSI costs)	74,288	64,296

There were no other disclosable related party transactions during the year (2023 - none).

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

11 Tangible fixed assets

	Fixtures and fittings €
Cost	
At 1 January 2024	35,040
Disposals	(26,304)
	<u>8,736</u>
At 31 December 2024	<u>8,736</u>
Depreciation and impairment	
At 1 January 2024	32,071
Depreciation charged in the year	1,747
Eliminated in respect of disposals	(26,304)
	<u>7,514</u>
At 31 December 2024	<u>7,514</u>
Carrying amount	
At 31 December 2024	<u>1,222</u>
At 31 December 2023	<u>2,969</u>

12 Debtors

	2024 €	2023 €
Amounts falling due within one year:		
Trade debtors	32,401	32,401
Prepayments and accrued income	820	865
	<u>33,221</u>	<u>33,266</u>

13 Creditors: amounts falling due within one year

	Notes	2024 €	2023 €
Bank overdrafts	14	1,843	3,009
Other taxation and social security		9,380	25,408
Government grants	16	136,183	31,364
Trade creditors		3,097	10,390
Other creditors		89,709	102,657
Accruals and deferred income		5,745	5,745
		<u>245,957</u>	<u>178,573</u>

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

14 Loans and overdrafts

	2024 €	2023 €
Bank overdrafts	1,843	3,009
Payable within one year	1,843	3,009

15 State Funding

During the period the charity received state funding to support costs of the organisation.

Tusla Child & Family Agency

Department of Children & Youth Affairs

Programme: Migrant Family Support Service

Term: Calendar Year

	€
Amounts deferred in prior periods	4,963
Amount received in current period	366,852
Total amount included in income for the period	253,032
Amount deferred to future periods	118,783

Department of Rural & Community Development/ Pobal

Programme: SICAP

Term: Calendar Year

	€
Amounts deferred in prior periods	Nil
Amount received in current period	40,138
Total amount included in income for the period	40,138
Amount deferred to future periods	Nil

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

15 State Funding

(Continued)

Dublin City Council (DCC)/ Department of Rural & Community

Programme: ICCSP

Term: Calendar Year

	€
Amounts deferred in prior periods	Nil
Amount received in current period	17,155
Total amount included in income for the period	17,155
Amount deferred to future periods	Nil

Department of Rural & Community Development/ Pobal

Programme: SSNO

Term: Calendar Year

	€
Amounts deferred in prior periods	Nil
Amount received in current period	75,018
Amount receivable in future periods	15,004
Total amount included in income for the period	90,022
Amount deferred to future periods	Nil

16 Government grants

Deferred income is included in the financial statements as follows:

	2024 €	2023 €
Arising from grants	136,183	31,364

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held subject to specific conditions by donors as to how they may be used.

At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
€	€	€	€	€
(44,638)	409,347	(476,779)	74,165	(37,905)

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

17	Restricted funds					(Continued)
	Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
		€	€	€	€	€
		(62,717)	402,894	(432,398)	47,583	(44,638)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
18	Analysis of net assets between funds					
						Restricted funds 2024 €
	At 31 December 2024:					
	Tangible assets					1,222
	Current assets/(liabilities)					(39,127)
						<u> </u>
						(37,905)
						<u> </u>
						Restricted funds 2023 €
	At 31 December 2023:					
	Tangible assets					2,969
	Current assets/(liabilities)					(47,607)
						<u> </u>
						(44,638)
						<u> </u>
19	Events after the reporting date					
	There were no events after the reporting date.					
20	Cash generated from operations					2024 €
						2023 €
	Surplus for the year					6,733
						18,079
	Adjustments for:					
	Depreciation and impairment of tangible fixed assets					1,747
						3,652
	Movements in working capital:					
	Decrease/(increase) in debtors					45
	(Decrease) in creditors					(36,269)
	Increase in deferred income					104,819
						<u> </u>
	Cash generated from/(absorbed by) operations					77,075
						(45,760)
						<u> </u>

NEW COMMUNITIES PARTNERSHIP (NCP) CLG

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

21 Analysis of changes in net funds

The charity had no material debt during the year.

22 Approval of financial statements

The financial statements were approved and authorised for issue by the Board of Directors on _____.