Amber

Safety & Support for Women & Children





AMBER DOMESTIC ABUSE CLG

DIRECTORS' ANNUAL REPORT AND FINANCIAL STATEMENTS

January - December 2025



SAFETY AND SUPPORT FOR WOMEN AND CHILDREN

CUAN

An Ghníomhaireacht um Fhoréigean Baile, Gnéasach agus Inscnebhunaithe

The Domestic, Sexual and Gender-Based Violence Agency

Amber
Safety & Support for Women & Children

Lacken, Dublin Road, Kilkenny R95 NY04

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www.amberservices.ie

Revenue Charity Tax Exemption Number: 11743

Registered Charity Number: 20032920

Company Registration Number: 241462

WE ARE SOCIAL

SAFETY AND SUPPORT FOR WOMEN AND CHILDREN

AMBER DOMESTIC ABUSE CLG

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January - December 2025

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IMPACT IN 2025

635 **women** accessed support and information via helpline, email or drop-in service

16% *increase on 2024*

75% sought support for emotional, financial and/or physical abuse

21% disclosed experiences of coercive control, technological abuse and stalking

60% were experiencing abuse from a current partner

31% were experiencing post separation abuse from an ex-partner

9% were experiencing abuse from a family member

47 **women** and their **51** **children** received refuge

166 **women** received one to one community-based support

67% *increase on 2024*

2217 interventions delivered to **women** and **children** in refuge

2197 interventions delivered to **women** through community-based support

98 **women** received Court Support and Accompaniment

33% *increase on 2024*

20 **children** received one to one therapeutic support

568 one to one legal and court support sessions delivered to **women**

138 interventions delivered to **children**

27 **mothers** received one to one Parent Support

130 one to one support sessions delivered to **mothers**

OUR PURPOSE

"Once I started to tell Amber what I was going through, everything came to the surface. I had been denying things, even to myself. I finally said it out loud and they understood. With Amber's one to one support, **I started to slowly rebuild myself and reconnect with my family and a couple of friends."**

DOMESTIC ABUSE SURVIVOR



Our History

In the early 1990s, a group of visionary local women came together to raise awareness about domestic abuse and the lack of services for women who were victim-survivors. They began lobbying for services to support women in the Kilkenny area.

As a result of their commitment to support local women impacted by domestic abuse, the Kilkenny Women's Refuge Project was launched in 1996. With two part-time staff members and a team of trained volunteers, the Project provided a drop-in centre and 9-5 support helpline to local women experiencing domestic violence and abuse.

The Project's board continued to lobby for a funding commitment from government to build a refuge in Kilkenny. They were eventually successful in having the need for a refuge for women and children recognised. Funding to build a refuge was provided, in part, by the Department of the Environment and the local health board. A significant percentage of the initial funding was secured by fundraising.

Following much work by a dedicated and committed volunteer Management Committee and the generosity of many local donors and supporters, the Kilkenny Women's Refuge was officially opened in November 2001. With a staff team of 12, the refuge received its first clients in January 2002.

The service was funded initially by the Department of Housing, Local Government and Heritage, via Kilkenny County Council's Section 10 funding, plus Section 39 funding from the HSE. Funding from Tusla came on stream in 2014. This enabled Amber to continue to grow and expand in line with increased demand. While the service was wholly focussed on the provision of emergency refuge and refuge-based supports in the early years, greater funding enabled us to start providing much needed outreach services in the community. Throughout the intervening years we continued, following identification of need, to seek funding to increase and expand the services we offered to women and children.

In late 2023, the organisation was appointed by TUSLA and the Department of Justice as the specialist domestic abuse organisation to manage a new refuge and support services in Carlow. Earlier this year, the submission of a CAS1 funding application for the development of the new refuge was approved by the Department of Housing, Local Government and Heritage.

The organisation re-branded to Amber Domestic Abuse CLG, trading as Amber this year to better reflect the breadth of community and refuge-based supports we offer to women and children.

Amber has been supporting and protecting women and children for 24 years.

Our Mission

Amber is a specialist Domestic Violence and Abuse (DVA) organisation whose mission is

- to empower all women and their children to live abuse-free lives.
- to provide safe, supportive, client-centred and inclusive services to address the impacts of Domestic Violence and Abuse through refuge and community responses.

Our Vision

Amber's vision is of a society

- where domestic abuse is recognised as a serious crime
- which recognises the consequences of domestic abuse for those affected
- where the root causes of domestic abuse i.e. the unequal power relations between men and women are addressed
- that holds the perpetrators responsible for the crime, while supporting men who want to change
- where families are nurtured, where women and children are living in an inclusive and safe society and where unequal power relations between men and women are eliminated.

Our Values

Amber will continue to grow and develop the organisation and provide services based on need and guided by the following values:

Empowerment is about self-determination and choice. It involves encouraging people's confidence and strength.

Respect is about upholding the dignity of each person and understanding where they are coming from. It involves acknowledging people's strengths and needs, without judgement.

Diversity and Inclusion is about responding to difference in a manner that ensures accessibility across people's diverse identities, situations and experiences.

Social Justice is about achieving equality and the right to live a life free from abuse and violence.

Integrity and Transparency is about being open, honest and building trust. It involves taking a consistent approach to adhering to core values and principles.



Our Strategic Goals 2025 - 2029

1. To provide specialist Domestic Violence and Abuse (DVA) services to women and children.
2. To raise awareness of Amber and the issue of DVA.
3. To expand Amber's refuge service to Carlow.
4. To strengthen the capacity of Amber as a specialist DVA organisation.

OUR SERVICES

"Your support made a difficult time feel lighter. Your steady presence brought me calm and your kindness helped me **reconnect with my own strength."**

DOMESTIC ABUSE SURVIVOR

Our Services

- **Helpline + Support and Information Service**
  - 24/7 confidential Helpline offering non-judgmental support and information
  - 24/7 drop-in support and information (at refuge)
- **24hr short-term emergency refuge accommodation and support**
- **Safe House and Post Refuge Support**
- **Community-based supports**
  - One to one support and information
  - Pre and post Court Support and Court Accompaniment
  - Group Support programmes for women
  - Specialist training for professional service personnel and community groups
- **Children's Service**
  - Trauma-informed supervised play for children in refuge
  - Therapeutic One to One Support for children and young people
  - One to One support for mothers
  - Triple P Group Support for mothers
  - StartSafe programme for secondary schools and youth groups
- **Crisis Counselling**
- **Communications, Training and Community Engagement**
  - One Million Stars Ireland Project www.onemillionstarsireland.ie
  - Communications and Awareness Raising
  - Specialist training for workplaces
  - Fundraising

CHAIRPERSON'S REPORT

"**I felt safe.** I felt alive. Like a human being not a zombie or a robot. There was no pressure. When I stayed in the refuge **I had my own independence, which I hadn't had in years.** Somebody cared and I was so well looked after it was unbelievable."

DOMESTIC ABUSE SURVIVOR

Throughout 2025, we continued to respond proactively to domestic abuse across Kilkenny and Carlow, delivering services rooted in our mission 'to empower all women and their children to live abuse-free lives.' Through both the provision of refuge and community-based supports, Amber remained committed to providing safe, inclusive and client-centred services to women and children who needed them.

I would like to sincerely thank Cuan and the Commission for the Support of Victims of Crime for funding Amber's core services. We look forward to continuing our strong and productive relationships with our core funders into the future.

I also wish to acknowledge the ongoing generosity of individuals, businesses, trusts, foundations and agencies whose financial support remains vital to Amber's work.

In 2025, Amber continued to operate within an increasingly complex environment, shaped by the ongoing cost-of-living and housing crises, alongside growing demand for our specialist services. These pressures placed additional financial strain on already vulnerable women and children, increasing their risk of remaining in or returning to abusive environments. Limited access to safe and secure accommodation, including refuge spaces, safe houses, short-term housing and private rental options, continued to significantly restrict women's ability to leave and sustain independence from abusive relationships.

I must also acknowledge our concerns about funding. Core funding did not cover several essential staff roles and key areas of work, including Crisis Counselling, training, awareness-raising and educational initiatives. While some of these roles are not always directly client-facing and may fall outside the remit of core funders, they are fundamental to delivering holistic, effective services for women and children.

In particular, our work in training, awareness-raising and education plays a crucial role in supporting the 'Prevention' pillar of Government's *Third National Strategy on Domestic, Sexual and Gender-Based Violence.* Amber continued to remain heavily reliant on fundraising initiatives to sustain these vital activities.

Despite the challenges, I am very proud of the progress and many successes achieved in 2025:

- Safe House Accommodation Project - three safe houses, in partnership with Kilkenny County Council, providing off-site accommodation for women and children leaving refuge.
- Re-brand of Amber to better reflect the breadth of both the community and refuge-based services we offer.
- Launch of the new FREEPHONE Helpline number 1800 819 999.
- Development and expansion of Amber's Children's Service.
- Successful launch of our *Strategic Plan 2025-2029.*
- CAS (Capital Assistance Scheme) Stage 1 Approval for the development of the new refuge in Carlow, plus the appointment of the design team and Project Manager.
- Visits by Minister for Justice, Jim O'Callaghan TD to the refuge in Kilkenny and to the site of the new refuge in Carlow.



With elected representatives at the launch of our Strategic Plan 2025-2029.



Visiting the site of the new refuge in Carlow, with Minister Jim O'Callaghan TD, Minister Jennifer Murnane O'Connor TD, representatives from Cuan and local stakeholders.

I would like to extend my sincere thanks to our management team and staff, who worked tirelessly in support of the women and children who used our services in 2025. Their compassion, dedication and understanding provided a vital source of safety and support at times of greatest vulnerability.

I would also like to thank our Board of Directors for their continued commitment. They generously contributed their time, expertise and guidance alongside their professional responsibilities.

I wish our staff, clients, Board, funders, donors, supporters and all our stakeholders every success in the year ahead.

Ken Byrne
Chairperson

MANAGER'S REPORT

"I did not know what to do, I just knew I needed help. I searched online for help and called Amber's helpline. I thought that asking for help meant I had failed. From that moment though, our lives began to change. The workers in Amber supported me through each step. **I knew I wasn't alone."**

DOMESTIC ABUSE SURVIVOR

Amber continued to grow, adapt and strengthen its impact in a challenging and evolving environment throughout 2025. It was a year of meaningful progress, marked by both the consolidation of our existing services and the advancement of key strategic priorities.

At the core of our work remained an unwavering commitment to supporting women and children impacted by domestic violence and abuse (DVA). Demand for our specialist services continued to grow, reflecting the prevalence of abuse across our communities and reinforcing the need for accessible, specialist and trauma-informed supports delivered with compassion, dignity and respect.

We operated within a changing national landscape, with the continued implementation of *Zero Tolerance, the Third National Strategy on Domestic, Sexual and Gender-Based Violence* and the development of Cuan, the statutory agency dedicated to tackling and reducing domestic, sexual and gender-based violence (DSGBV). Amber actively engaged with both the Department of Justice and Cuan throughout 2025 to ensure that the voices and experiences of the women and children we support informed policy and service delivery.

We commenced the progression of the strategic goals outlined in our *Strategic Plan 2025-2029.* The plan, comprised of 19 strategies with 44 actions, activities and outcomes, sets out an ambitious vision for expanding our refuge and community-based supports across Carlow and Kilkenny, increasing awareness of Amber's specialist services and strengthening our organisational capacity.

2025 was a critical foundation year for the Refuge in Carlow project, with key structures, partnerships and processes established to support successful delivery in the next phases. Extensive work was undertaken with the appointed design team on the 10-unit facility and on the development of a CAS Stage 2 submission planned for early 2026. The new refuge represents a critical development in addressing regional gaps in service provision.

In line with our commitment to child-centred, trauma-informed practice, we redeveloped our playroom at the refuge into a dedicated therapeutic space to support children's development and recovery. We also enhanced our Children's Service, expanding therapeutic supports for both children and their mothers. We continued to develop plans and raise funds for the new playground project at the refuge, with work anticipated to start in early 2026.

Collaboration and leadership continued to be central to our work throughout 2025. I joined both the Carlow and Kilkenny CYPSC (Children and Young People's Services Committees) and was nominated to the Local Community Safety Partnerships in both counties. This strengthened Amber's role in local policy and coordinated responses.

With Minister for Justice, Jim O'Callaghan TD and sectoral colleagues at Cuan's DSGBV Sector Forum.



We were proud to be invited to bring our One Million Stars Ireland Project to the European Parliament in Brussels. I attended the European Conference on Domestic Violence in Barcelona and participated in a cross-jurisdictional learning exchange with DVA services in Belfast, Lisburn and Derry, enhancing shared learning across our sector.

We co-designed a Leadership Charter and Team Charter with staff, strengthening our organisational culture and shared values.

We also continued to focus heavily on governance and compliance, progressing our commitment to the AHBRA (Approved Housing Bodies Regulatory Authority) standards and ensuring our systems reflected best practice.

While we maintained financial stability, increased demand for our specialist services and rising operational costs presented challenges. We remain grateful to our funders, donors and supporters for their contributions to sustaining our services.

Our accomplishments in 2025 were a testament to the dedication of our staff team, the leadership of our Board, the support of our partners and the commitment of the volunteers who support our One Million Stars Project and fundraising efforts.

Looking ahead, we remain committed to delivering high-quality, responsive services, expanding our reach and working collaboratively to create lasting change for women and children impacted by DVA.

Lisa Morris

Manager



Board members, staff and stakeholders at the European Parliament in Brussels for the exhibition of Amber's One Million Stars Project's LOVE stars installation.



With members of the Southeast Adult Safeguarding Team promoting World Elder Abuse Awareness Day.



At the European Conference on Domestic Violence 2025 with colleagues from other local DVA services.

TREASURER'S REPORT

"**Amber helped me to plan to leave him safely.** I went to court and was granted a safety order. Going to court was hard, even though a member of Amber's team was there with me for support."

DOMESTIC ABUSE SURVIVOR

The directors of Amber Domestic Abuse CLG present their Directors' Annual Report, combining the Directors' Report and Trustees' Report and the audited financial statements for the financial year ended 31 December 2025. See page 68.

2025 was the third year Amber was audited to SORP standards. The Charities SORP is a Statement of Recommended Practice that sets out how charities should prepare their annual accounts and report on their finances. The SORP is an interpretation of the underlying financial reporting standards and generally accepted accounting practice.

Amber received a clean audit.

At the end of the financial year, Amber had gross assets of €1,680,521 (2024 - €1,689,717) and gross liabilities of €954,491 (2024 - €959,491). Net assets had decreased by €4,196.

The Manager and the Finance Officer were responsible for the effective and efficient management of day-to-day cash management to ensure there were enough funds and working capital to comply with the company's reserving policy at all times. The Reserves Policy sets out the board's policy on the appropriate reserving and reserves management for Amber, identifying the organisation's financial needs and associated assumptions and calculations.

The Directors consider the principal risk facing Amber to be its economic dependence on Cuan, the domestic, sexual and gender-based violence agency for funding. Core funding previously received from Tusla, transitioned to Cuan in 2024.

This risk is mitigated through a Service Level Agreement (SLA) between Cuan and the company.

Post-Balance Sheet Events

There have been no significant events affecting the company since the financial year end.

Shelagh Butler
Treasurer

Financial Summary 2025

	TOTAL	TOTAL
Income	2025 €	2024 €
Tusla Child and Family Agency	0	464,980
Cuan	1,129,698	420,844
Commission for the Support of Victims of Crime	0	51,500
Other non-statutory grants and income	57,268	57,413
Fundraising income	81,878	99,302
TOTAL INCOME	**1,268,835**	**1,094,039**
Expenditure	2025 €	2024 €
Staff	932,792	795,108
Charitable expenses and other activities	340,239	293,620
TOTAL EXPENDITURE	**1,273,031**	**1,088,728**

STRUCTURE, GOVERNANCE, MANAGEMENT

"Thanks for always being so supportive, I think you have been one of the most helpful supports any mum could have when they find themselves in a situation like myself and the children have been going through. It has really taken its toll but **learning to ask for help and the way you genuinely get it means the world to me.**"

DOMESTIC ABUSE SURVIVOR



Amber Domestic Abuse CLG, trading as Amber, is a company limited by guarantee.

It does not have a share capital and is registered in Dublin, Ireland.

Amber Domestic Abuse CLG is also a registered charity.

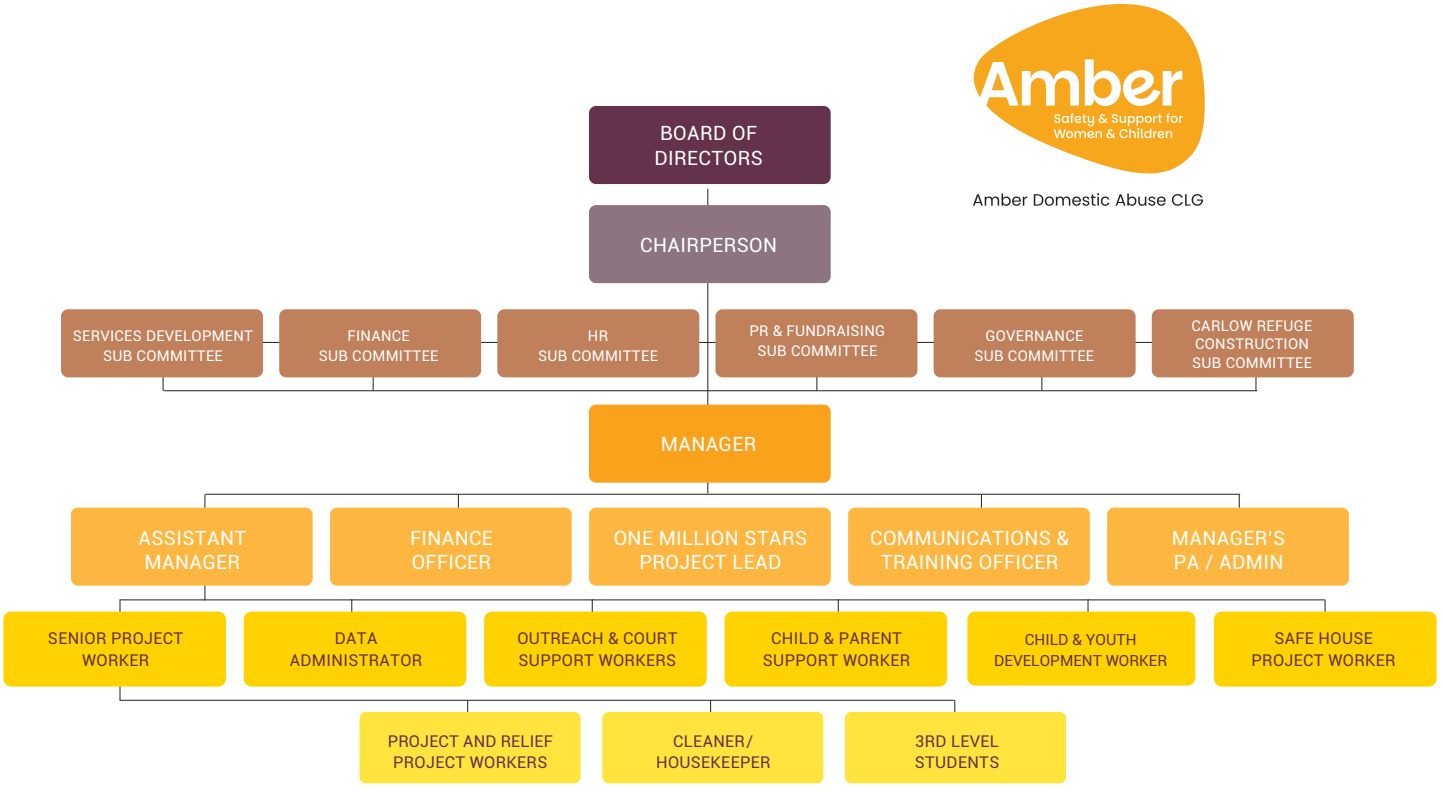
View our Constitution here www.amberservices.ie/about/governance

Organisational structure

Amber's staff and management team are experienced and committed, offering over 200 years' experience working with and advocating for victim-survivors of domestic abuse.

The manager reports to the board of directors, which provides clear direction on important decisions and ensures we are implementing our *Strategic Plan 2025-2029*.

The board's role is to direct our organisation to ensure we have proper plans, procedures, policies, structures and resources in place to achieve our objectives. The directors are the leader and oversight body for Amber and must manage risk and be accountable to funders, members and other stakeholders for our financial affairs and all of our activities. The board also leads on ensuring our procedures are reviewed regularly, in line with the expectations of the Charities Regulator's Governance Code.



Board of Directors



Clare Allen

Clare is a Fund Manager at Rethink Ireland. With a strong and varied background in Marketing, for both large multinational organisations and small business owners, Clare is passionate about social impact, sustainability and green communications. She sits on our PR and Fundraising Sub Committee and joined the Board to help maintain and grow the services that Amber provides to women and children.



Shelagh Butler

Shelagh is a Chartered Accountant working in practice in Kilkenny. She is Chair of our Finance Sub Committee and Treasurer, where her background in financial management and audit, and ability to think analytically provides value to Amber. Shelagh joined the Board to contribute to and support the work that we do.



Ken Byrne *Chairperson*

Ken is the founder and CEO of RedSky Europe and founder of Taxmatic. He sits on our Services Development Sub Committee, where his experience in strategy and innovation is valued as we continue to evolve and grow. Ken believes that people in business should allocate a portion of their time to organisations like Amber, which support vulnerable families and individuals.



Kathleen Cass

A qualified Irish lawyer with experience in the International non-Governmental sector, Kathleen supports Irish and UK NGOs on good governance and sits on our Governance Sub Committee. She joined the board to contribute her vast experience and valuable skill set to Amber's work.



Dee Clune

Dee is a qualified Psychotherapist with over 30 years' experience in the areas of HR, Employment Law, Learning and Development, Coaching and Business Strategy. She is Chair of our Human Resources Sub Committee. Dee is passionate about Human Rights and Child Protection.



Margaret Newport

Margaret is a retired Senior Social Worker with over 40 years' experience working in Child Protection, Mental Health and Homelessness. She is Chair of our Services Development Sub Committee. Margaret joined the Board as our values align with the strengths-based, human rights and task-centred theoretical approaches that underpinned her career.



Alan Phelan

Alan is the Chief Operations Officer in Teagasc, the Agriculture and Food Development Authority. He was previously Head of HR and has a particular interest in leading change initiatives. Alan joined the Board to support Amber's work and assist us in meeting the ever increasing demand for our services.



Michelle Walshe *(Resigned July 2025)*

Michelle is a Director of a management consultancy. She is our board Vice Chairperson and Chair of our Governance Sub Committee. She also sits on our Finance Sub Committee. Michelle has a wealth of expertise in strategic planning, financial oversight, organisational development, change management and corporate governance. With a strong personal ethos of giving back, she joined the board as Amber's values align with her own.

Lisa Morris, Manager, served as Company Secretary.

The Board's work in 2025

In 2025, the Directors oversaw:

- achievement of the strategic goals set out in Amber's *Strategic Plan 2022-2024*
- launch and roll out of Year 1 tasks in Amber's *Strategic Plan 2025-2029*
- sign off of 2024 Accounts per SORP standards and their submission to the Companies Registration Office and the Charities Regulatory Authority
- re-brand of the organisation to better reflect the breadth of supports it offers to women and children
- transition of 24/7 helpline to FREEPHONE number 1800 819 999
- continued partnership with Kilkenny County Council to deliver off-site safe house accommodation for women and children leaving refuge via the Safe House Accommodation Project
- Stage 1 approval under CAS for the development of a 10-unit refuge facility with support services for women and children in Carlow
- progression of design plans for the new playground and proposed therapeutic garden at the refuge
- re-design of the playroom at the refuge
- development of therapeutic supports for mothers and their children
- requests for additional funding from Cuan to further develop Refuge and Outreach services
- monitoring and review of the eSafe client information management system
- recruitment of an Outreach and Court Support Worker
- development of a Children's Support Plan Policy - a bespoke set of standards and policies outlining how Amber works with children
- review of the Risk Register along with the Risk Management Policy
- development of internal Asset Management Strategy
- review of the terms of reference of all board sub committees
- updating of the website to enhance governance accountability
- succession planning and recruitment of new directors
- review of all Amber's policies as per annual schedule and development of additional required policies
- compliance with the Charities Governance Code and update of Annual Compliance Record
- AHBRA Standards assessment and Gap Analysis report monitoring
- review and monitoring of Amber's Compliance Calendar
- development of a new Leadership and Team Charter for Amber's staff
- review and update of Staff Contracts
- implementation of new HR software across the organisation

- review and update of all Job Descriptions
- review and update of Employee Handbook
- update of relevant HR policies per legislative changes
- development of an Organisational Structure Review to prepare for the expansion of Amber's refuge service to Carlow
- development of new *Fundraising Strategy 2025 - 2029*
- review of annual Fundraising Targets vs Secured Funds
- appointment of external consultant to support corporate donations and partnerships

Recruitment of Directors

Amber's board continually reviews its composition in light of the current and future needs of the Company. The board carries out periodical skills audits to determine gaps in skills and experience within the board and to aid with succession planning.

When a skills deficit is identified, the position is advertised on Board Match and other relevant media. The board also considers nominations from other directors, as appropriate. The suitability of the candidate is assessed via meetings with the manager, chair and vice chair. Should the candidate prove to be a good fit for the organisation, following the completion of due diligence they are registered with the Companies Registration Office and issued with a Letter of Appointment.

After completing an induction process the candidate attends the next calendared board meeting.

Length of service

A director can serve up to two terms of three years whereupon they must retire from the Board. A director who holds the position of chairperson, treasurer or company secretary can only hold the position for a single period of three years.

Conflicts of interest

Conflicts of interest are managed by requiring Amber's directors and managers to:

- avoid conflicts of interest where possible
- identify and record any conflicts of interest
- carefully manage any conflicts of interest
- follow our conflict of interest policy and respond to any breaches

Conflicts are a standing item at all board and sub committee meetings.

Board Attendance Record 2025

	27 Jan	24 Mar	26 May	28 July	29 Sept	01 Dec	TOTAL
Clare Allen	No	Yes	Yes	Yes	Yes	Yes	5
Dee Clune	No	Yes	Yes	Yes	No	Yes	4
Kathleen Cass	Yes	Yes	Yes	Yes	No	No	4
Margaret Newport	Yes	Yes	Yes	Yes	Yes	Yes	6
Shelagh Butler	Yes	Yes	Yes	Yes	Yes	Yes	6
Ken Byrne	Yes	Yes	Yes	Yes	Yes	Yes	6
Alan Phelan	Yes	Yes	Yes	Yes	Yes	Yes	6
Michelle Walshe	Yes	Yes	No	*Resigned*	-	-	2

Board Sub Groups

The board is supported in its work by the following sub committees:

Finance

Members Shelagh Butler *(Director)*
Lisa Morris *(Manager)*
Pat Tynan *(Finance Officer)*
Michelle Walshe *(Director)*

The Finance sub committee provides assistance to the Board in fulfilling its responsibility to the Company by:

- Reviewing financial affairs on a regular basis to ensure results are in line with the approved budget
- Recognising and managing exposures to perceived and potential financial risks
- Reviewing financial policies and procedures on a regular basis to ensure they are fit for purpose

It held seven meetings in 2025 at which monthly management accounts were reviewed to ensure budget targets were adhered to.

In addition,

- Audited Accounts for 2024 were signed off as per SORP standards
- Financial policies were updated and new ones introduced
- Funding received for capital projects and services was managed and subjected to ongoing review
- Work was completed on the Company's Risk Register and Risk Management Policy in relation to financial risk and mitigating risk

- Requests to finance specific projects and initiatives throughout 2025 were reviewed/approved
- Additional funding requirements were submitted to Cuan
- Internal Asset Management Strategy was developed
- Financial returns were submitted to the Companies Registration Office and the Charities Regulatory Authority

Services Development

Members Ken Byrne *(Director)*
Lisa Morris *(Manager)*
Jean Murphy *(Assistant Manager)*
Margaret Newport *(Director)*

The Services Development sub committee provides assistance to the Board in:

- Researching how our service offer can be expanded, curtailed or developed, as appropriate, to address the needs of Amber's clients and emulate best practice, while remaining aligned with Amber's vision, mission and values
- Reviewing the annual plan, designed by the management team, to implement the recommendations the sub committee and board agree upon

It held six meetings in 2025.

The sub committee supported the management team on:

- Continued development of the Safe House Accommodation Project
- Development of a Children's Support Plan Policy
- Development of therapeutic supports for mothers and their children
- Design plans for the new playground and proposed therapeutic garden at the refuge
- Project to redesign the playroom at the refuge
- Monitoring and review of the eSafe client information management system
- Recruitment of an Outreach and Court Support Worker

Governance

Members Kathleen Cass *(Director)*
Lisa Morris *(Manager)*
Michelle Walshe *(Director)*

The Governance sub committee provides assistance to the Board in:

- Developing and recommending a set of corporate governance principles, policies, standards and practices to optimally support Amber's strategic goals
- Recognising and managing exposures to perceived and potential risks

It held five meetings in 2025 and oversaw:

- Delivery of the Annual Board Plan
- Review of the Risk Register along with the Risk Management Policy
- Review of the terms of reference of all board sub committees
- Updating of the website to enhance governance accountability
- Succession planning and recruitment of new directors
- Review of Amber's policies per annual schedule and development of additional required policies
- Compliance with the Charities Governance code and update of Annual Compliance Record
- AHBRA Standards assessment and Gap Analysis report monitoring
- Review and monitoring of Amber's Compliance Calendar
- Charities Regulatory Authority returns
- Monitoring and assessment of the impact of the Charities (Amendment) Act 2024 on Amber's operations and compliance requirements

HR

Members Dee Clune *(Director)*
Lisa Morris *(Manager)*

The HR sub committee provides assistance to the Board in initiating, developing, monitoring and evaluating strategic HR actions and policies to enhance and embed Amber's reputation as an employer. This enables us to recruit, develop, engage and retain the best staff and board members.

The HR sub committee does not replace formal channels and procedures for dealing with individual HR issues. Nor does it have responsibility for, or input into, operational HR matters.

It held six meetings in 2025 and oversaw:

- Development of a new Leadership and Team Charter for Amber's staff
- Review and update of Staff Contracts
- Implementation of new HR software across the organisation
- Review and update of all Job Descriptions
- Review and update of Employee Handbook
- Update of relevant HR policies per legislative changes
- Development of an Organisational Structure Review to prepare for the expansion of Amber's refuge service to Carlow
- Recruitment and induction of an Outreach and Court Support Worker

PR and Fundraising

Members Clare Allen *(Director)*
Lisa Morris *(Manager)*
Naoimh Murphy *(Communications and Training Officer)*

This sub committee assumes the lead for all communications and fundraising activities for Amber, making recommendations to the Board on:

- Strategic Communications
- Fundraising
- Reputation management

It held six meetings in 2025 and oversaw:

- Execution of the Communications and Training Workplan 2025
- Re-brand of the organisation to Amber Domestic Abuse CLG, trading as Amber
- Launch of the FREEPHONE Helpline number 1800 819 999
- Review of annual Fundraising Targets vs Secured Funds
- Development and roll out of YEAR 1 tasks in *Fundraising Strategy 2025 - 2029*
- Appointment of external consultant to support corporate donations and partnerships
- Launch of Amber's *Strategic Plan 2025-2029*
- Messaging and stakeholder communications for the development of the new refuge with support services in Carlow

Carlow Refuge Construction

Members Lisa Morris (Manager)

Alan Phelan (Director)

Michelle Walshe *(Co-opted Sub Committee Member, August 2025)*

This sub committee assumes the lead for the development of the new refuge and support services in Carlow.

It held nine meetings in 2025 and oversaw:

- Appointment of the Project Manager and design team
- Securing of Board approval for a Project Management Programme of Work
- Development of the Refuge in Carlow Risk Register
- Updating of Amber's Risk Management Policy
- Completion of a Project Initiation Document (PID)
- Commencement of design process for the refuge facility
- Initiation of site surveys and investigations
- Monthly engagement with local and national project stakeholders

Governance Standards

The Governance Code is a code of good practice for Community, Voluntary and Charity Organisations in Ireland. Amber had successfully completed the adoption process for the Governance Code and was fully compliant with its standards.

During 2025, Amber completed a Compliance Report Form in accordance with the Charities Governance Code. We are fully compliant with the Code.

As a company limited by guarantee, Amber subscribes to and is compliant with the Charities SORP (FRS 102).

We completed and submitted the Annual Monitoring Form to AHBRA (Approved Housing Bodies Regulatory Authority) under Section 36 of the Housing (Regulation of Approved Housing Bodies) Act 2019.

In addition, we reviewed the Charities Amendment Act 2024 to ensure its compliance with relevant articles as it came into law in 2025.

Our Staff Team

Our helpline and refuge in Kilkenny is open 24/7. Both these and our community-based services, available during business hours, are operated by a highly qualified and experienced team of professionals. Our frontline staff members work effectively, with compassion and without judgement, to respond to the complex needs of the women and children who use our services.

At the end of 2025, there were 27 staff members working on a full or part time basis at Amber.



Lisa Morris *Manager*

Lisa also serves as Company Secretary and sits on all board sub committees. She has over 20 years' experience working in the domestic abuse sector. Lisa has wide and varied experience in operational development, organisational and people management, change management, strategic planning, human resources, finance and corporate governance.

lisa.morris@amberservices.ie



Jean Murphy *Assistant Manager*

Jean has 29 years' experience working in the Social Care sector. Prior to joining Amber in 2015, she worked with adults with intellectual disability, with children and young people in long-term residential care and with children, young people and families as an Educational Welfare Officer. Jean was a Project Leader in a Family Resource Centre in Kilkenny and has also worked in youth justice.

jean.murphy@amberservices.ie

Refuge Team

Bernadette Hickey	Senior Project Worker
Donna Ayton	Project Worker *(Part time)*
Lorraine Corrigan	Project Worker *(Resigned December 2025)*
Aoife Murphy	Project Worker
Claire O'Neill	Project Worker
Bebhinn Ryan	Project Worker
Gillian Hurley	Cleaner/Housekeeper *(Part time)*

Relief Project Workers

Corina Brennan	
Katie Cantwell	*(Left panel June 2025)*



Our Staff Wellbeing Day 2025.

Noeleen Codd

Niamh Deegan

Louise Doyle

Omotoyosi Emmanuel

Tara Lawlor

Mags Murphy

Patricia Nolan *(Left panel December 2025)*

Angela Davitt	Child and Parent Support Worker *(Part time)*
Aurellia Glynn	Child and Youth Development Support Worker *(Commenced January 2025)*
Gill Morrissey	Counsellor
Suzy Byrne	Play Therapist

Community-based Outreach and Court Support Team

Katie Cantwell	Domestic Abuse Outreach and Court Support Worker *(Commenced June 2025)*
Gemma Hughes	Domestic Abuse Outreach and Court Support Worker
Tanya Keating	Domestic Abuse Outreach and Court Support Worker
Jess van Valkengoed	Safe House Project Worker

Siobhan McQuillan	One Million Stars Ireland Project Lead *(Part time)*
Naoimh Murphy	Communications and Training Officer *(Part time)*
Katrina Queally	Administration Assistant/PA to Manager *(Part time)*
Michelle Rundle	eSAFE Data Administrator *(Part time)*
Pat Tynan	Finance Officer *(Part time)*

Volunteers

Given the sensitive and complex nature of our work volunteers do not work frontline within our organisation. Volunteers assisted us with off-site fundraising initiatives throughout 2025. We'd like to acknowledge Kilkenny Volunteer Centre for their support in helping us source fundraising volunteers.

100s of star weavers across the country volunteered with our One Million Stars Ireland project in 2025.



Amber volunteers at the Tour de Kilkenny 2025 charity fundraiser.

24/7 HELPLINE+SUPPORT AND INFORMATION SERVICE

"I always thought people would judge me for staying with him for so long. **Amber didn't judge, they understood.** I contacted the Helpline and was surprised they recognised my story and the abuse I'd been living with. I was given information on my options but I never felt pressure to make decisions. **I always just felt supported."**

DOMESTIC ABUSE SURVIVOR

IMPACT IN 2025

635 **women** accessed support and information via helpline, email or drop-in service

16% *increase on 2024*

70 **women** were supported to develop *Safety Plans

**personalised plans to help women stay safe when living with or seeking to escape from a perpetrator*

198 enquiries from professionals in other agencies/services and victim-survivor's family members

38 professionals and family members received support and information on safety planning for **women** they were assisting

24/7 Helpline + Support and Information Service

Our refuge-based Project Worker team operates our 24/7 Helpline providing confidential support and information to women (18+) who are victim-survivors of all forms of DVA. The helpline makes support accessible to women who are isolated from or not ready for in-person services. The team also operates a 24/7 in-person support and information service for women on a drop-in or appointment basis.

Goals

In support of our strategic goal to 'provide specialist Domestic Violence and Abuse (DVA) services to women and children', throughout 2025 we aimed to:

- Provide a 24/7 helpline to all women who contacted our service in need of support and information in very challenging and complex situations
- Provide a confidential listening service to women who are victim-survivors of domestic abuse
- Transition our 24/7 Helpline to a FREEPHONE number

Challenges

Amber's 24/7 confidential Helpline remained a vital lifeline throughout 2025 for women experiencing domestic abuse and coercive control, providing a compassionate, anonymous and non-judgmental first point of contact for women seeking safety and support.

Although our team are specialists in domestic abuse and coercive control, they were increasingly required to navigate broader aspects of social need, in particular providing information and signposting on issues such as housing and homelessness.

Building trust and rapport within the confines of a single, often emotionally charged call remained an ongoing challenge. Our Helpline team had to balance empathy with clarity, while staying fully informed on changes in legislation and policy, to ensure that every caller received accurate, relevant and meaningful support.

Impact

Our helpline and drop-in support and information service provided immediate emotional support, safety planning, information and crisis intervention to women experiencing all forms of DVA.

A core function of these services was to increase safety. Through personalised safety planning, women were supported to identify practical steps for their safety and make informed decisions, including identifying risks, planning safe ways to escape, if necessary and preparing for emergencies. These plans were realistic, flexible and led by women's needs and choices. We also provided support to women who contacted our helpline over longer periods, supporting them, over repeat calls, to gradually move toward safety.

In late 2025, we transitioned our 24/7 Helpline to a FREEPHONE number to support women whose access to money/phone credit was monitored or controlled by a perpetrator.

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation', the team completed training on the following topics:

Domestic Violence and Complex Needs - a model for working with survivors

Trauma Informed Practice

Access to Finance for Survivors of DSGBV

Providing the Tools for Financial Wellbeing

Housing Precarity and Violence against Women and Girls

Intercultural Awareness

Human Trafficking Awareness

Fundamentals of Housing Law

Social Welfare Law

HSE Domestic, Sexual and Gender-Based Violence Programmes



With Professor Jane Monckton-Smith at her Homicide Timeline training.



Attending training by Dr Karen Treisman, award-winning Clinical Psychologist and trauma specialist.

EMERGENCY REFUGE ACCOMMODATION AND SUPPORT

"Thank you for the warmth and gentleness you showed me from the very beginning. You had a way of making me **feel safe, respected and genuinely cared for even on days when I struggled.** I will always be grateful for the compassion you showed me and the heart you bring into your work every day."

DOMESTIC ABUSE SURVIVOR

IMPACT IN 2025

404 enquiries for refuge received

47* **women** and their **51** **children** received refuge

* included **23** **women** without **children**

2217 interventions* delivered to **women** and **children** in refuge

**any service provided to a client, either as a once-off intervention or as part of a support plan*

459 interventions required a language interpretation service or device

9 group work sessions faciltated with **women** in refuge

Emergency Refuge Accommodation and Support

Amber provides seven self-contained units of emergency refuge accommodation in Kilkenny, to accommodate seven women and up to 23 children. Our 24/7 Refuge service is provided by a team of Project Workers, Relief Project Workers and a Housekeeper. The team is supported by the Senior Project Worker. Women in refuge are supported and empowered through primary support work with a designated member of the Project Worker team.

Goals

In support of our strategic goal to 'provide specialist Domestic Violence and Abuse (DVA) services to women and children', throughout 2025 we aimed to:

- Provide a quality service in support of women and children in refuge
- Ensure full understanding and application of the Support Planning Policy
- Strengthen Trauma Informed Practice (TIP) by integrating its principles into ongoing policy development and practice discussions
- Integrate, develop and maintain group work for women in refuge
- Strengthen the focus on empowerment through literacy in primary support work with women whose first language is not English

In support of our strategic goal to 'build collaborative relationships with a range of agencies, organisations and employers who can offer other resources to our clients', we aimed to:

- Create working relationships with auctioneers in Kilkenny to increase post refuge rental opportunities for women and their children

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation' we aimed to:

- Develop a handbook for third level students on placement in Amber

Challenges

Navigating language barriers, while maintaining a holistic and person-centred approach, was a challenge for our refuge-based staff throughout 2025. The process to ensure women and children received empathetic, respectful and practical support was additionally challenging when there was a need for third party or technological language interpretation. Four women in refuge required translation for every service intervention.

Generating consistent participation in group work from women in refuge was also challenging. In 2026, we plan to undertake a focused review of this work to understand the barriers and introduce targeted improvements to overcome them.

To accommodate as many high-risk clients as they present as possible, the refuge has a three-month length of stay policy, during which we actively work with women to try to secure housing or accommodation solutions. The scarcity of available accommodation options resulted in eight women staying in refuge beyond three months. This represented 17% of the total number of women accommodated in 2025.

Impact

As part of our goal to integrate Trauma Informed Practice principles into ongoing policy development and practice discussions, we reviewed our Drug and Alcohol Policy for women in refuge through a TIP lens.

We also ensured TIP remained central to employee support through monthly 121 meetings between the Project Worker team and their line manager. We coordinated regional TIP Cascade Model Training, both to upskill additional staff members to deliver this training and to mentor staff in applying TIP principles.

Refuge-based staff trained in Group Work Facilitation, following which a group work practice model was developed. The team facilitated nine group work sessions with women in refuge throughout 2025.

We liaised with KCETB to identify literacy support options for women in refuge. To further remove barriers, we introduced all client intake documents in multiple languages to support accessibility for new clients. Empowerment through literacy was added as a standing agenda item at Primary Support Worker, Management and Team Meetings. It was also an ongoing discussion point in monthly 121 meetings.

We engaged with auctioneers across Kilkenny to try to establish relationships and potentially expand rental opportunities for women and children in refuge. The insights gained enhanced our understanding of the local housing market.

We began compiling Amber's student handbook. When completed in 2026, this will become an invaluable tool providing guidance, clarity, consistency and enhanced professional development for third level students on placement at the refuge.



Getting ready to facilitate a mindful colouring with music session as part of our group work with women in refuge.



Some of the beautiful flowers which a local supporter donated to the refuge every week, brightening the spirits of staff and clients in refuge.

SAFE HOUSE AND POST REFUGE SUPPORT

"I'm forever grateful and thankful at the chance I have to **make my life and my children's better.** Without Amber I don't know how far I'd have gotten. The team are so helpful, understanding and do an amazing job helping women and children get on their feet after traumatic time in life. **I get the chance to live happily and fully independent for me and my children."**

DOMESTIC ABUSE SURVIVOR

IMPACT IN 2025

560 interventions delivered to **women** in safe houses

38 support plans provided comprehensive practical, emotional and advocacy support

195 contacts with external agencies made on behalf of **women** and **children** in safe houses

Included primary schools, GPs, Gardai, solicitors and community services

4 **women** received Post Refuge Support

612 interventions delivered to **women** receiving Post Refuge Support

41 support plans tailored to each **woman's** unique needs, goals and strenghts

Safe House and Post Refuge Support

Three properties were allocated to our Safe House Accommodation Project by Kilkenny County Council in 2025. These properties provide safe temporary accommodation, in the community, to women and their children who require support after leaving refuge.

Amber also delivers Post Refuge Support to women leaving refuge who choose to avail of it. Through collaborative planning, practical guidance and emotional support, this service supports women and children in their recovery and rebuilding after abuse.

Goals

In support of our strategic goal to 'provide and develop the Safe House Accommodation Project as part of Amber's post-refuge services', in 2025 we aimed to:

- Deliver and further develop the Safe House Accommodation Project as an integral component of Amber's post-refuge support
- Provide safe, transitional accommodation that promotes stability, recovery and long-term independence for women and children
- Expand our Post Refuge Support service to ensure that every woman and child leaving refuge is offered ongoing support

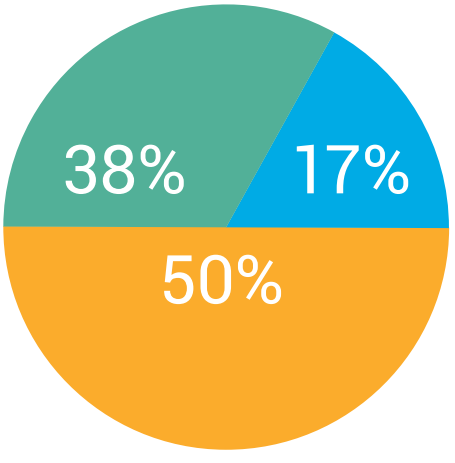
In support of our strategic goal to 'build collaborative relationships with agencies and organisations who also work directly with our clients', we aimed to:

- Develop and strengthen collaborative relationships with community groups and statutory services

Challenges

In 2025, rental housing demand outstripped supply, increasing rents and competition for properties. The Housing Assistance Payment (HAP) did not increase, which meant that accessing secure, affordable long-term housing remained a significant challenge for women and children leaving refuge.

The ongoing housing crisis resulted in families spending longer periods in emergency accommodation after leaving refuge, which delayed access to essential supports like mental health services until stable housing was secured.



TIME SPENT IN EMERGENCY ACCOMMODATION FOR WOMEN AND CHILDREN IN SAFE HOUSE AND POST REFUGE SUPPORT SERVICES 2025

- Housed in temporary emergency accommodation for less than 6 months
- Housed in emergency accommodation for less than 12 months
- Housed in emergency accommodation for less than 18 months

Impact

By fostering effective inter-agency collaboration, we provided holistic, wraparound support that responded to the diverse and intersecting needs of the women and children we supported. This collaborative approach also promoted coordinated responses and ensured that women and children could access the right support at the right time.

Women exiting the Post Refuge Support service had appropriate support offered to them through other community-based services, including Kilkenny LEADER Partnership, Fr. McGrath FRC and Kilkenny Volunteer Centre. Linking women into broader community activities recognised them as individuals, not just as survivors of DVA. Through these interventions, women were empowered to regain control over their lives, build self-confidence and develop the practical and emotional resources needed to thrive beyond the abuse they experienced.

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation', our Safe House Project Worker participated in Cascade Model Training in Trauma Informed Practice. Amber's trauma-informed approach was firmly grounded in working with, rather than for women and their children. This prioritised choice, voice and autonomy, supporting each family to identify their own strengths, needs and aspirations through assessment and goal setting.



Our Safe House Project Worker and members of the management team at the Unfiltered - Kilkenny Traveller Lives in Focus exhibition for Kilkenny Traveller Pride Week with Stephanie McDermott, Kilkenny Traveller Community Movement.

COMMUNITY-BASED OUTREACH SUPPORTS

"I got lots of support and care and learnt so much, got so much validation and insight. Gave me tools to handle my challenges and the **courage to keep going and make a better life for myself."**

"Reduced anxiety, boost to self-esteem, reduction in depression and isolation. **My life has changed for the better."**

GROUP SUPPORT PROGRAMME PARTICIPANTS

IMPACT IN 2025
ONE TO ONE SUPPORT

166 **women** supported

67% *increase on 2024*

189 Support Plans

*developed with **women** to help them achieve individual goals*

618 one to one support sessions

2197 interventions delivered to **women**

37 *Safety Plans

**personalised plans to help women stay safe when living with or seeking to escape from a perpetrator*

COURT SUPPORT AND ACCOMPANIMENT

98 **women** supported

33% *increase on 2024*

568 one to one legal and court support sessions

89 District Court accompaniments

provided practical and emotional support during proceedings

58 Court Orders granted

24 Protection Orders

15 Safety Orders

7 Interim Barring Orders

9 Barring Orders

3 Child Access Orders

GROUP PROGRAMMES

42 **women** participated

59% *increase on 2024*

6 Programmes facilitated in Kilkenny and Carlow

7 Creativity for Wellbeing sessions delivered

COMMUNITY AWARENESS AND COLLABORATION

36 events* raising awareness of domestic abuse and the services Amber provides

**attended by 1007 people*

SPECIALIST TRAINING

1 training* for frontline professionals in Kilkenny/Carlow

**47 frontline professionals trained*

1 training for frontline professionals in Kilkenny/Carlow working with **women** from the travelling community

Community-based Outreach supports

Amber's Outreach Team, working in the community across Kilkenny and Carlow, provides:

- One to one Support and Information to women experiencing DVA
- Pre and post Court Support and Accompaniment to women seeking protection from the courts
- Group Support Programmes for women who are currently, or have in the past experienced any form of control and abuse from a partner, ex-partner or family member:

  Hope2Recovery Programme

  Recovery Toolkit Programme

  Creativity for Wellbeing groups

  Partner Support for Choices programme by MEND, Men Ending Domestic Abuse

Members of the Outreach team also deliver Amber's specialist training for frontline professionals in Kilkenny and Carlow. In addition, the team engages in inter-agency networking and awareness raising activities to strengthen coordinated community responses to DVA.

Goals

In support of our strategic goal to 'strengthen provision and access to Amber's Outreach and Court Accompaniment Support Services in the community across both Carlow and Kilkenny', in 2025 we aimed to:

- Continue to develop and expand Amber's community-based Outreach services
- Provide one to one domestic abuse outreach support (information, support, psychoeducation) to women
- Provide court support and accompaniment to women
- Facilitate and expand specialist Group Programmes
- Establish Group Support Programmes in Carlow to increase accessibility
- Expand Group Support services through provision of a more flexible approach, including online sessions to support accessibility regardless of location or circumstances
- Facilitate specialist training for frontline professionals
- Link with service providers to engage and promote referral pathways

In support of our strategic goal to 'build collaborative relationships with agencies and organisations who also work directly with our clients', we aimed to:

- Strengthen interagency collaboration to deliver a coordinated, comprehensive response for women and children experiencing DVA

In support of our strategic goal to 'raise awareness of Amber and the issue of Domestic Violence and Abuse (DVA)', we aimed to:

- Raise awareness of Amber and the supports we provide by developing pathways between identified services/supports, enabling greater and easier access to support for women and children

In support of our strategic goal to 'raise awareness with minority and marginalised communities about Amber's services and to exchange information and learning on their specific needs', we aimed to:

- Engage with local Traveller groups, maternity services and migrant communities

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation', we aimed to:

- Ensure all outreach staff are fully trained to deliver high-quality in-person and online group programmes

Challenges

Funding and capacity constraints limited planned developments, preventing the launch of online group sessions and reducing flexibility in service delivery.

Limited access to specialised spaces to meet women in Carlow also created logistical challenges. This added pressure on staff and highlighted the need for more stable infrastructure to support future delivery.

The lack of private, safe spaces at the courthouses in Kilkenny and Carlow significantly limited our ability to support women in a trauma-informed way. The open-plan courthouse environment exposed women to risks relating to safety and confidentiality.

Impact

Throughout 2025, our community-based Outreach team supported women experiencing DVA, recognising the unique challenges each woman faced. We provided a safe, confidential and non-judgmental space where women could reflect on their experiences, explore options and make informed decisions at their own pace.

Engaging with our support meant women received tailored information, emotional support and psychoeducational interventions, strengthening their understanding of abuse dynamics, while enhancing safety planning and building resilience. Many women reported increased confidence, self-worth and a renewed sense of control, leading to positive changes for themselves and their children.

Through consistent, one to one advocacy and court accompaniment, our Court Support and Accompaniment service helped women feel believed, validated and supported, while reducing their anxiety before and during court hearings.



Members of our community-based team and Amber's Manager at Bagenalstown FRC's 25 Year Anniversary celebration.



Outreach with the local community at Newpark LifePharmacy, Kilkenny.

Our psychoeducational group programmes helped women gain a deeper understanding of abusive behaviours, including coercive control and the often subtle ways it can shape daily life. By increasing their awareness and providing a safe space for reflection, the programmes supported women to make sense of their experiences in an informed and empowering way.

The Hope2Recovery and Recovery Toolkit programmes were introduced in Carlow for the first time, expanding access to group programmes for women in the region.

Funding from KCETB supported our development of Creativity for Wellbeing groups, which provided step-down groups for women who had completed group programmes. These groups helped women to stay connected, strengthen their confidence, maintain positive routines and reduce isolation through continued peer support.

We collaborated with Professor Orla Muldoon and Alžběta Lebedová, Department of Psychology, University of Limerick on their research to assess the benefits of group-based supports on the health and wellbeing of victim-survivors of DVA. Preliminary findings indicated positive impacts on women attending group programmes. We look forward to the publication of the definitive findings when the research concludes.

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation', members of the team undertook specialised training to further embed trauma-informed, client-centred practice, including:

Hope2Recovery Programme training
In Their Shoes training with Safe Ireland
Cascade Model Trauma Informed Practice Training

We collaborated with St. Catherine's Community Service Centre in Carlow to recognise the 16 Days of Activism Against Gender Based Violence 2025. A member of the team also contributed to a panel discussion and Q&A following the opening night of the play Gaslight

by Carlow Little Theatre Company at VISUAL Carlow.

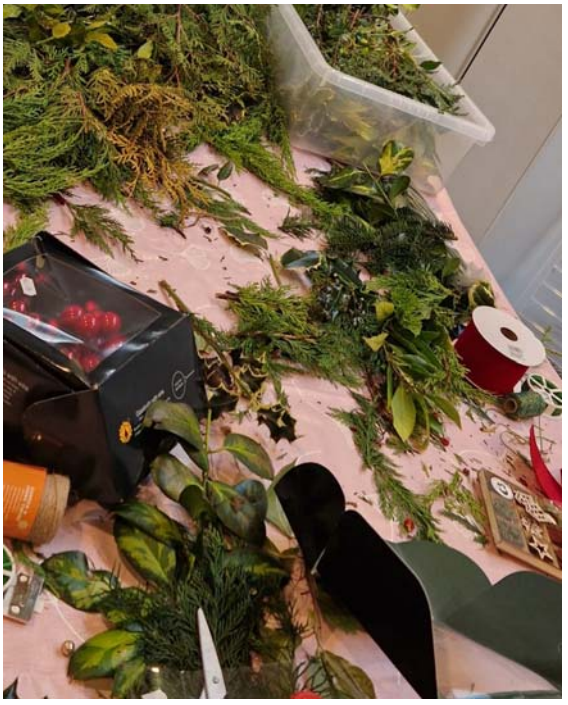
The team were active in the following local networks throughout 2025:

- KDAAN, Kilkenny Domestic Abuse Action Network
- CDAAN, Carlow Domestic Abuse Action Network
- Carlow CYPSC, Safe and Protected Group
- National Women's Council of Ireland Local and Grassroots Working Group
- Carlow/Kilkenny Traveller Mental Health Subgroup

Ongoing engagement with local service providers strengthened referral pathways, improving access to support for women and children experiencing DVA.Targeted outreach to Traveller groups, maternity services and migrant communities enhanced inclusivity and helped reduce barriers to support for women from marginalised communities.

Training for frontline professionals in Kilkenny and Carlow strengthened local capacity to recognise and respond effectively to DVA, improving identification, referral pathways and trauma-informed practice across services. In confidential feedback, 100% of professionals who attended our training in 2025 stated they would recommend it to other professionals supporting victim-survivors of DVA.

Our specialist Domestic Abuse and Coercive Control training programme was comprehensively reviewed in line with the ongoing professionalisation of the social care sector. An application for Continuing Professional Development (CPD) accreditation for this training was submitted to Social Care Ireland. Professional accreditation will, in the future, support our delivery of formally recognised and enhanced training workshops, further strengthening frontline responses to DVA in Kilkenny and Carlow.



Christmas Wreath making at one of our Creativity for Wellbeing groups for women, facilitated by members of the community-based team.

CHILDREN'S SERVICE

"Before attending Amber, my daughter was very nervous, would no longer spend time alone playing in her room or even go to the toilet alone. She had lost all independence and confidence. Now, she has regained both, is totally independent, happier. **She is back to being herself".**

MOTHER OF YOUNG CLIENT

IMPACT IN 2025

20 **children** received therapeutic one to one support

138 interventions delivered to **children**

21 **children** in refuge received supervised play sessions

88 supervised play sessions were facilitated for **children** in refuge

27 **mothers** supported on the Triple P Parent Support Programme

130 one to one support sessions delivered to **mothers**

610 **young people** participated in the StartSafe Programme in Kilkenny and Carlow

22 StartSafe sessions delivered

Children's Service

Amber developed and expanded the services it provides to children and young people in 2025.

Central to the development of the Children's Service were:

- Review of the services provided and identification of gaps in service provision
- Development of a practice framework and support planning policy to create a guidance framework for the delivery of services to children, young people and mothers impacted by DVA
- Recruitment of an additional staff member to provide therapeutic interventions to children and young people
- Redesign of the playroom at the refuge to create a more trauma-informed space for children and accommodate an office space for two Children's Service staff members

Amber's Children's Service Support Planning Policy brings together its Children's Service Specific Principles and Code of Practice, which reflects our values in responding to childhood domestic violence and abuse. It outlines how the Children's Service team works with children, young people and parents, with a focus on safety, boundaries, therapeutic support and trauma-informed play. The policy also defines the roles and responsibilities of the Children's Service team, provides procedures and guidance for working with children and young people and sets out the Children's Service case management framework.

Throughout the year we met with key stakeholders to inform them of our new therapeutic one to one service for children and young people and outline our referral pathway and case management system.

Amber's Children's Service Programmes:

- Therapeutic One to One Support for children and young people
- Trauma-informed supervised play for children in refuge
- One to One support for mothers
- Triple P Group Support for mothers

A member of the Children's Service team also co-delivers the StartSafe Programme to TY students and members of local youth groups, alongside the Project Lead of our One Million Stars Ireland Project. This programme aims to support teens to identify and develop safe, healthy relationships, covering topics including consent, spotting the signs of abusive behaviour, dating abuse, coercive control and digital abuse.

Goals

In support of our strategic goal to 'provide, plan, and expand services to children, young people and their mothers who contact Amber', in 2025 we aimed to:

- Deliver one to one parenting support to mothers, alongside their children receiving therapeutic interventions, helping them support children impacted by DVA
- Provide supervised therapeutic play to children in refuge on a one to one basis or in small groups
- Work within a clear case management framework to plan the support provided to children and their parent to achieve the best outcome for them
- Continue to deliver the Triple P Programme to mothers who are victim-survivors of DVA
- Provide ongoing one to one support to mothers navigating the challenges of parenting children who have experienced trauma from DVA

In support of our strategic goal to 'raise awareness among young people and children of the signs and impacts of DVA and where they can get help', we aimed to:

- Update and deliver the StartSafe programme to Transition Year students and youth groups in Kilkenny and Carlow

In support of our strategic goal to 'build collaborative relationships with agencies and organisations who also work directly with our clients', we aimed to:

- Strengthen and expand interagency networking to build partnerships that enhance the range of supports and resources available to mothers and their children
- Collaborate with other services within Amber to reach and support additional mothers experiencing DVA to ensure accessible and coordinated pathways to support

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation', we aimed to:

- Seek training and professional development opportunities to deepen knowledge and skills in trauma-informed play approaches

StartSafe session with TY students in Loreto Secondary School, Kilkenny.



Challenges

A key challenge in 2025 was the lack of child-centred and trauma-informed space to meet the new and growing demand for one to one services for children, including the need for separate rooms for parents and children.

We experienced difficulty in securing sufficient referrals for the Group Triple P Programme, which resulted in low programme uptake. Attempts to deliver an alternate programme online were hampered by mothers' work schedules, childcare demands and court commitments. This meant there was low consistent attendance by mothers.

Impact

Following its launch in March, the new Children's Service made a meaningful difference to children and their parents, with referrals for Therapeutic One to One Support for Children and Young People increasing steadily throughout the year. Through targeted promotion and networking, referrals were received from a range of sources, including parents, internal services, Tusla and other agencies. This demonstrated both need and confidence in the new service.

The most delivered intervention was Sand Tray Therapy, followed by the Psychoeducational programmes and the Drawing & Talking programme. One young client benefitted greatly from free play sessions in the playroom.

We secured a grant and philanthropic funding to redesign the playroom at the refuge. Thoughtfully designed through a trauma-informed lens to support emotional safety, choice and expression, the new playroom enabled children to engage meaningfully in therapeutic work at their own pace. This space directly enhanced the quality and accessibility of interventions, supported stronger therapeutic relationships and allowed children to explore, process and heal through play in an environment that communicates safety, respect and belonging.

We delivered extensive one to one parenting support to mothers recovering from DVA throughout 2025. This support covered topics including parenting plans, healthy messaging, child-centred access arrangements and age appropriate communication with children.

Mothers were supported to maintain routines, respond to their children's emotional needs and slowly rebuild a sense of safety and stability at home. Working through a trauma-informed lens helped us to meet each mother where she was at, to understand the impact of trauma on her behaviour and decision making and to support her without judgement or pressure.

Positive feedback was received from mothers who participated in the Group Triple P Programme, which was delivered flexibly to accommodate their needs. Additional Triple P strategies were integrated successfully into individual parent support sessions.

We updated the content of the StartSafe schools programme to include a video featuring a storyline on unhealthy teenage relationships from a well-known TV show. The new content received strong engagement from programme participants, demonstrating that young people absorb and reflect on these issues when the material speaks to them. This reinforced the importance of our work in schools and the impact it can have on shaping healthier attitudes and behaviours.

In collaboration with colleagues from Amber's community-based Outreach team, a plan was developed with mothers attending the Recovery Toolkit programme to offer add-on support through a new Mothering Group. This initiative is planned for roll out in 2026.

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation', the Child and Parent Support Worker enhanced her professional development to strengthen trauma-informed practice, by attending a two-day trauma conference facilitated by Dr. Karen Treisman. Online training with One Family, The Separation Network and Tusla on supporting children during parental separation was also completed. Tusla's Neurodiversity Awareness and Inclusion training equipped the Child and Youth Development Worker with additional skills to understand and respond to each child's unique sensory needs. It also enabled practical strategies to support children's sensory and emotional regulation, enhancing their engagement, comfort and overall wellbeing.



Our Child and Parent Support Worker promoting Amber's supports for children at the launch of Carlow Parent Hub.



Ready for a Sand Tray Therapy session with a young client.

COUNSELLING

"Amber's counsellor really, really helped me, I cannot tell you how much. She opened my eyes up to see a different world.
It was actually life changing."

DOMESTIC ABUSE SURVIVOR

IMPACT IN 2025



women received counselling



counselling sessions delivered

January - September 2025

Counselling plays a vital role in supporting women who have experienced DVA. The impacts of abuse can be profound and long-lasting, impacting women's emotional wellbeing, confidence, sense of safety and the ability to rebuild independence. Access to safe, trauma-informed counselling provides women with a confidential space to process their experiences, regain stability and begin healing.

Within Amber's range of supports, counselling is an important component that complements our other services, offering women a dedicated space to explore their experiences, build coping strategies and begin to address the impacts of DVA on their mental, emotional and physical health.

In September, the counsellor providing this service moved on from Amber, which resulted in a temporary suspension of service.

This period provided an opportunity for us to undertake a comprehensive review of the counselling service to consider how best to deliver this therapeutic support to women moving forward.

The review process included gathering feedback from the outgoing therapist and consultation with a specialist delivering therapy for DVA. The process also provided an opportunity to examine how counselling integrates with the broader range of supports offered by Amber, including one to one psychological and educational support, group work programmes and our confidential helpline service.

As a result of this review, we redeveloped our Counselling Policy to focus wholly on the provision of Crisis Counselling. This revised approach recognised the complex and immediate needs that many women experience when seeking support from us.

The redeveloped Crisis Counselling service is due to launch in Spring 2026.

ONE MILLION STARS IRELAND PROJECT

"I am very happy that we were able to introduce One Million Stars to UCC, where it was warmly welcomed. These connections have brought pride and joy, showing how the project can inspire and **unite people across communities.**

The project has given me confidence in my own artistic expression and the ability to use art as a tool for awareness-raising, especially among migrant communities. It has helped me to **share important messages about DSGBV and engage people in conversations that matter.**

Being part of the project has positively impacted my wellbeing, strengthened my skills and expanded my community connections. I am deeply grateful for the **creativity, inclusion and empowerment** it continues to bring into my life and the lives of those around me."

FARAHNAZ HAIDARY, STAR WEAVER, UNIVERSITY COLLEGE CORK

IMPACT IN 2025

222,266 stars were woven by volunteer star weavers
each star is a visual petition against DSGBV

27 organisations and community groups engaged with the Project

52 star weaving workshops and events

327 people participated in 10 community star weave workshops in Kilkenny and Carlow

313 people participated in 11 multi-cultural star weave workshops in Kilkenny and Carlow

15 **women** participated in 20 online Creative Wellbeing star weaving workshops

5 venues displayed the Healthy LOVE stars Installation
Estimated total footfall 14,500

779 people participated in 11 DSGBV awareness raising events

610 **young people** participated in the StartSafe Programme in Kilkenny and Carlow

22 StartSafe sessions delivered

One Million Stars Ireland Project

Our award winning, inclusive community arts project, uses the art of star weaving and star weaving workshops to connect communities across Ireland in solidarity against domestic, sexual and gender-based violence (DSGBV).

The Project harnesses creativity to raise awareness of DVA, while providing safe and supportive spaces for those impacted. The Project Lead designs and facilitates star weaving for wellbeing workshops, delivering domestic abuse support and signposting, as well as online weaving workshops.

Community star installations, including the travelling Healthy LOVE stars installation, which contains tens of thousands of hand-woven stars, shine a light on DSGBV and send a message to survivors that they are not alone.

The Project Lead also co-delivers the StartSafe Programme to TY students and members of local youth groups in Kilkenny and Carlow, alongside a member of Amber's Children's Service team.

Our Project supports a core recommendation of the *Third National Strategy on Domestic, Sexual and Gender Based Violence Implementation Plan* 'to raise public awareness of DSGBV in all its forms and across all groups in society and work to challenge existing myths.'

Reflecting Amber's values of empowerment, respect, diversity, inclusion and social justice, the Project engages individuals, groups and organisations in the movement to end gender-based violence.



At the opening of Stars of Peace and Solidarity - Weaving Light Against Gender-Based Violence exhibition at Mayfair Library, Kilkenny with Cllr. Mary Hilda Cavanagh, Cathaoirleach, Kilkenny County Council, Cllr. John Coonan, Mayor of Kilkenny and Inspector Alma Molloy, An Garda Síochána.



Volunteer star weavers at Carlow College, St. Patrick's for the 16 Days of Activism against Gender Based Violence.

Goals

In support of our strategic goal to 'raise awareness with the wider public of the issue of DVA and to inform it of Amber's services and supports', in 2025 we aimed to:

- Design and deliver community stars weave groups, using creativity as a way to raise awareness of DVA and its impacts
- Design and implement awareness raising events to raise awareness of the positive impact of the work of Amber and its One Million Stars Ireland Project
- Secure venues for the Healthy LOVE stars installation to raise awareness of DVA and the supports Amber and other specialist organisations offer to women and children who are victim-survivors

In support of our strategic goal to 'raise awareness with minority and marginalised communities about Amber's services and to exchange information and learning on their specific needs', we aimed to:

- Collaborate with networks and organisations, who work with or represent marginalised communities, to raise awareness of the impacts of DVA and the services specialist organisations, like Amber, provide
- Collaborate with minority groups so that women in marginalised communities are aware of the impacts of DVA and the services that specialist organisations, like Amber, provide

In support of our strategic goal to 'raise awareness among young people and children of the signs and impacts of DVA and where they can get help', we aimed to:

- Continue to co-deliver the StartSafe programme to Transition Year students and youth groups in Kilkenny and Carlow

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation', we aimed to:

- Seek to secure sustainable funding for the One Million Stars Ireland Project

Challenges

The Project remained without sustainable funding in 2025, relying on applications for financial support from grants, trusts and foundations to deliver its vital awareness raising and community engagement work. We continue to advocate for the Project to be funded on a more stable and sustainable basis.

Lack of resources meant that planned updates to www.onemillionstarsireland.ie did not happen. Subject to resources, this work will be completed in 2026.

Impact

Through creativity and collective participation, the Project contributed to long-term cultural change grounded in empathy, awareness and prevention.

It created safe, trauma-informed, creative spaces where individuals and communities came together to stand against DSGBV.

The process of weaving stars supports reflection, emotional regulation and connection, without requiring personal disclosure. Participants in star weaving workshops reported feeling calmer, less isolated and part of a movement for positive change bigger than themselves.

Survivors of gender-based violence, in particular, reported regaining a sense of agency, while contributing to a collective public statement of solidarity and hope.

At a wider societal level, the Healthy LOVE stars installation increased visibility and awareness of DSGBV in public and civic spaces. The installation reinforced a zero-tolerance message, encouraged community dialogue and strengthened partnerships between community groups and statutory services. It was displayed in the following venues in 2025:

- Mayfair Library, Cathedral Quarter Area, Kilkenny
- Atlantic Technological University, Letterkenny, Co. Donegal
- Public Service Centre, Letterkenny, Co. Donegal
- European Parliament, Brussels
- Yulefest Kilkenny

The following awareness raising events and exhibitions shone a light on the issue of DSGBV and encouraged courageous conversations:

- 16 Days of Activism star weave workshops,
  DkIT, Co. Louth
- Stars of Hope exhibition,
  Shee Alms House, Kilkenny
- Stars of Peace and Solidarity - Weaving Light Against Gender-Based Violence,
  Mayfair Library, Kilkenny
- HOPE exhibition for International Women's Day,
  UCC, Cork
- International Women's Day star weaving workshops,
  ATU, Donegal
- Waterford Weaves Hope travelling exhibition of reflective art works,
  Waterford Volunteer Centre and Waterford Library
- Exhibition of Reflective art works,
  SETU Carlow (permanent collection)

At the invitation of Kathleen Funchion, MEP Ireland South, a delegation from Amber, alongside Project volunteers and stakeholders, took the Healthy LOVE stars installation to the European Parliament. It was displayed for four days in the Altiero Spinelli building where it received high levels of engagement from cross-party MEPs and staff.

This initiative, the culmination of sustained commitment, collaboration and belief in the power of collective action to create a safer future for women and girls, elevated our grassroots community work in the Southeast of Ireland to a European platform. This reinforced that local action can contribute to international policy conversations on DSGBV and women's rights. The Project's presence at Parliament affirmed the credibility and impact of our work, strengthened partnerships and showed that community-led, activism-centred art has a place within legislative dialogue.



Our Healthy LOVE stars installation shining bright in the European Parliament.

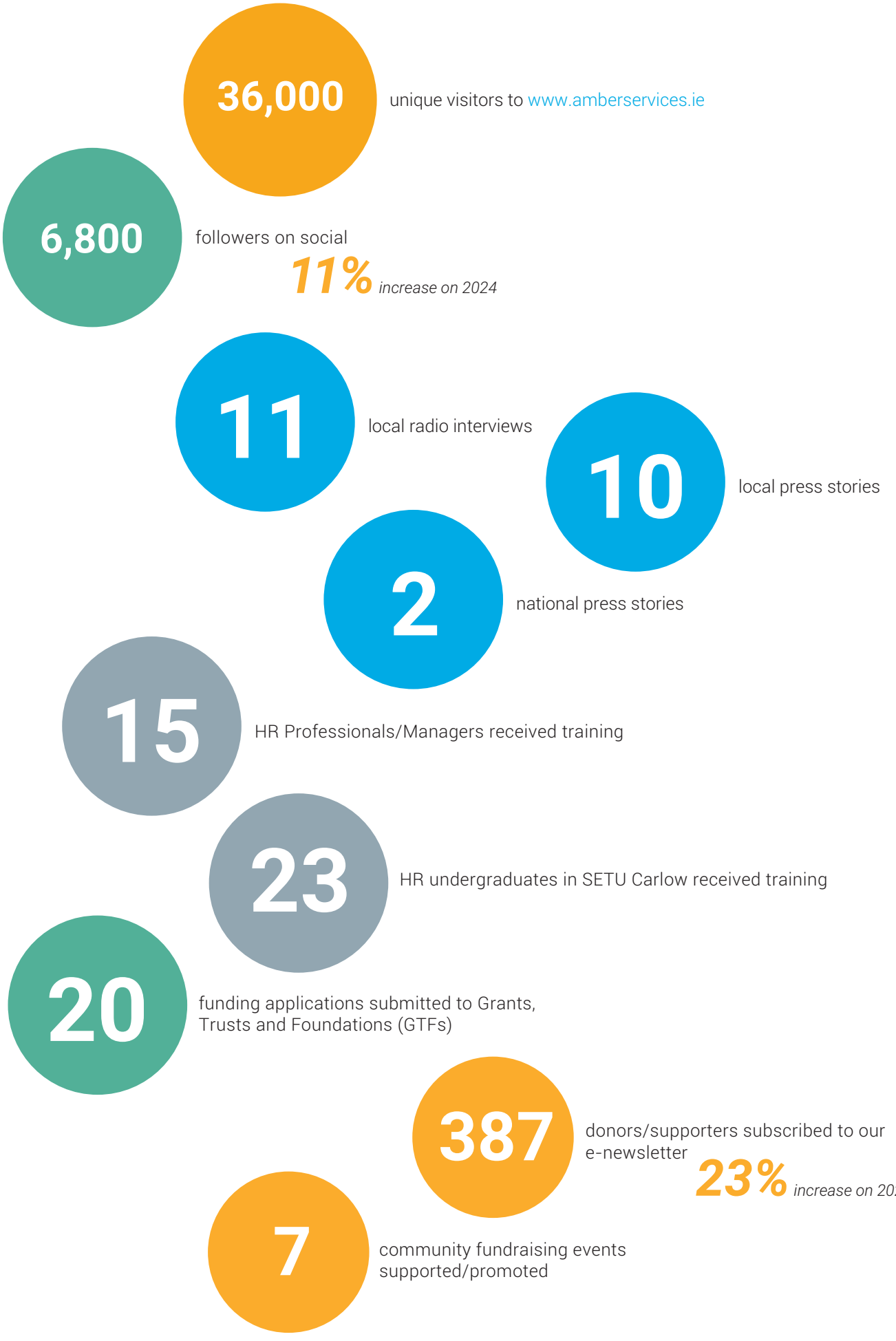
COMMUNICATIONS, TRAINING AND COMMUNITY ENGAGEMENT

"The training made me aware of how I can be **more supportive to my staff members and effectively implement our DV policy.**

This is a topic that we're not skilled or trained in and **the more people know how to discuss and talk about domestic abuse, the more colleagues we can help."**

TRAINING PARTICIPANT, HR PROFESSIONAL

IMPACT IN 2025



Communications, Training and Community Engagement

The Communications and Training function is responsible for:

- Planning, development and fulfilment of all Amber's external communications to its key audiences
- Amber's key communication platforms, namely www.amberservices.ie and social media channels
- Brand Development
- PR and Brand Reputation
- Media engagement
- Planning, development and fulfilment of communications and community engagement campaigns and initiatives
- Development and delivery of Amber's trainings for the workplace

Fundraising also comes under the remit of the Communications and Training function.

Goals

In support of our strategic goal to 'raise awareness with the wider public of the issue of DVA and to inform it of Amber's services and supports', in 2025 we aimed to:

- Continue to use our communication platforms to raise the profile of Amber's services and the issue of DVA
- Continue to create and leverage media opportunities to raise the profile of Amber's services and the issue of DVA
- Develop and launch a new brand name to better reflect the breadth of services we offer to women and children
- Seek a sponsor for a new FREEPHONE Helpline number

In support of our strategic goal to 'build collaborative relationships with a range of agencies, organisations and employers who can offer other resources to our clients', we aimed to:

- Deliver DVA training to HR professionals and People Managers working in organisations in Kilkenny and Carlow

In support of our strategic goal to 'continue to source, secure and ensure the effective use of funding and resources, to deliver a safe, supportive, client-centred and inclusive service to women and children', we aimed to:

- Develop a new five year Fundraising Strategy
- Continue to seek new avenues for funding from GTFs
- Seek pathways to develop corporate partnerships and increase corporate donations
- Support and promote community fundraising events and initiatives

Challenges

As a chronically under-funded organisation, Amber had a very limited annual communications and engagement budget in 2025. Third party costs related to the execution of the annual Communications and Training Workplan also increased. We relied on funding from GTFs to deliver several communication projects this year.

In addition, while this work supports a core recommendation of the *Third National Strategy on Domestic, Sexual and Gender Based Violence Implementation Plan* 'to raise public awareness of DSGBV in all its forms and across all groups in society and work to challenge existing myths.', our Communications and Training role is not covered by core funding from Cuan. We continue to advocate for this role to be funded on a more stable and sustainable basis.

Take up of our specialist trainings for HR Professionals and Managers remained relatively low. In 2026, we will continue to offer local organisations the opportunity to train their key staff to support co-workers who are victim-survivors of DVA.

Receipts from individual giving, both online and offline, were less than half of those received in 2024. As the cost-of-living crisis likely continues, we will need to seek ways to mitigate against the knock-on impact of individual donor's reduced capacity to support us.

Impact

Throughout 2025, we strove to continue to engage the local community in spotlighting the issue of DVA and its impact on women and children.

We undertook a re-brand to better reflect the breadth of services, beyond refuge, that we offer to women and children. At the end of the year, our official name changed from Amber Womens Refuge CLG to Amber Domestic Abuse CLG, trading as Amber.

To increase accessibility to our 24/7 Helpline, particularly for women experiencing financial control and abuse from a perpetrator, we sourced a sponsor for a new FREEPHONE Helpline number. The new FREEPHONE Helpline 1800 819 999, sponsored by BITS, the local IT services firm, was launched in December. We'd like to acknowledge the support of BITS in making a FREEPHONE Helpline number a reality for women seeking confidential support and information.

We developed, designed and launched our *Strategic Plan 2025-2029* at a special briefing for local stakeholders. A comprehensive Roadmap for the Refuge in Carlow was also outlined at the briefing, which was attended by four Carlow Kilkenny TDs and representatives from local agencies and services.

Communications to support two visits by the Minister for Justice, Jim O'Callaghan TD and representatives from Cuan, one to the refuge in Kilkenny and the other to the site for the new refuge in Carlow, were coordinated.

We enhanced the functionality and content on www.amberservices.ie, launched in late 2024, to improve user experience and organically drive traffic to the site. Our reach on Instagram increased by 83%, while engagement increased by 41%. Our reach on LinkedIn increased by 13%. Amber's website and social platforms continued to be primary sources of information for the services we offer to women and their children and how to access them.

We continued to have a regular presence on our local media channels, informing their readers and listeners about the supports that Amber provides. We'd like to acknowledge our local media partners KCLR96FM, Community Radio Kilkenny City, Kilkenny People, Kilkenny Live, Carlow Nationalist, Carlow Live, BeatFM and Irish Independent Regional for their continued support in helping us to amplify our message.

Amber participated in and promoted events in Kilkenny and Carlow for An Garda Siochána's Go Purple Day 2025.

Our new *Fundraising Strategy 2025-2029* was developed and key tasks for 2025 completed.

Funding applications were submitted and funding awarded for key capital projects, including the redevelopment of the playground, due to commence in early 2026 and the redesign of the playroom at the refuge.

Subscribed donors received biannual e-newsletters to keep them informed of the positive impact of their donations.

We engaged with a business development consultant who specialises in fundraising to help us develop pathways to secure corporate partnerships and increase corporate donations. This work will continue in 2026.

In support of our strategic goal to 'strengthen the capacity of Amber as a specialist DVA organisation', the Communications and Training Officer completed a Level 8 qualification in Understanding the Fundamentals of Domestic Violence and Abuse at the Dundalk Institute of Technology (DkIT) RiVeR Project.



Promoting the launch of our new FREEPHONE Helpline number with Sinead Meyler, BITS.



Amber fundraising volunteers at Go Purple Day in Kilkenny.



With representatives from SETU and local Gardai for Go Purple Day at SETU Carlow.

THE FUTURE

"Even now, I know I can pick up the phone to Amber on the days where I'm overwhelmed and there's a professional there to listen and understand. **It has been a long road to recovery, but I know it was the right one."**

DOMESTIC ABUSE SURVIVOR

The Future

As we look ahead to 2026, Amber will enter a pivotal period of growth, development and transformation. Building on strong foundations, we will continue to implement our *Strategic Plan 2025 - 2029,* advance key service developments and continue to respond to the increasing and complex needs of the women and children we support.

Priorities for 2026 *Strategic Plan 2025 - 2029*

In 2026, we will prioritise strengthening core service delivery, while expanding our reach and impact:

- Expansion of Amber's Refuge service into Carlow: Progress the development of an additional refuge with support services in Carlow
- Enhancement of Community-Based Supports: Strengthen Outreach, Court Accompaniment and early intervention services to improve accessibility and responsiveness
- Children and Young People's Services: Further embed trauma-informed, child-centred practice and expand therapeutic supports for children and their mothers
- Organisational Development: Strengthen governance, leadership capacity and workforce planning to support sustainable growth
- Advocacy and Systems Change: Continue to influence policy and practice at local and national levels, ensuring the voices of women and children inform service development

Through the achievement of priority-led activities, Amber will continue to strengthen its role as a responsive and progressive organisation within the DVA sector.

Development of New Refuge in Carlow

A central focus for 2026 will be the advancement of our refuge development project in Carlow. Following Capital Assistance Scheme (CAS) Stage 1 approval in 2025, our priority will be the development and submission of a CAS Stage 2 application. This application is scheduled for submission in early summer 2026.

The new refuge will represent a critical step in addressing the absence of refuge provision in Carlow, significantly improving access to safety and support for women and children living in the county.

Subject to CAS Stage 2 approval, the project will then progress to planning, procurement and early-stage development. Alongside this, preparatory work will commence on service delivery models, staffing structures and operational planning to ensure readiness for implementation.

Strategic Challenges

While 2026 presents significant opportunities, a number of strategic challenges remain. The financial sustainability of our organisation continues to be a key concern. Increasing demand for services, coupled with rising operational costs, places ongoing pressure on resources. While the transition of our primary funding from Tusla to Cuan represented a positive development, uncertainty regarding long-term funding and the level of investment required to meet demand remains.

Amber will continue to strengthen relationships with statutory funders, diversify income streams and exercise robust financial planning, aligned with organisational growth.
Rising demand for services and increased complexity of need are also significant challenges. Women and children accessing our services are presenting with additional needs, often linked to housing insecurity, economic pressures and other intersecting issues. This will require an even more flexible, well-resourced and highly skilled service response.

Housing availability continues to present a major barrier, particularly in supporting families to transition from refuge and safe house accommodation into safe, sustainable long-term housing.

Workforce capacity and wellbeing will remain a priority, as recruitment, retention and staff support are essential to sustaining high-quality service delivery.

Looking Forward

Despite these challenges, Amber is well positioned to continue its trajectory of development and impact. Our strategic direction is clear and our commitment to delivering safe, high-quality, trauma-informed services to women and children is steadfast.

We will continue to strengthen our range and delivery of services, expand our reach and work collaboratively with partners to influence systemic change.

Our focus will remain on ensuring that women and children impacted by DVA can access the safety, support and opportunities they need to rebuild their lives.

2025 ACCOUNTS

Company Registration Number: 241462
Charities Regulatory Authority Number: 20032920

Amber Domestic Abuse Company Limited by Guarantee

Annual Report and Audited Financial Statements

for the financial year ended 31 December 2025

O'Neill Foley Unlimited Company
Chartered Accountants and Registered Auditors
The Brewhouse,
Abbey Quarter,
Kilkenny

Amber Domestic Abuse Company Limited by Guarantee
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Amber Domestic Abuse Company Limited by Guarantee
REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Denise Kavanagh (Appointed 28 January 2026) Deirdre Ann Clune Alan Anthony Phelan Marie Clare Allen Shelagh Butler Ken Byrne Michelle Walshe (Resigned 28 July 2025) Margaret Newport Kathleen Cass
Company Secretary	Lisa Morris
Charities Regulatory Authority Number	20032920
Company Registration Number	241462
Registered Office and Principal Address	Dublin Road Kilkenny
Auditors	O'Neill Foley Unlimited Company Chartered Accountants and Registered Auditors The Brewhouse, Abbey Quarter, Kilkenny
Principal Bankers	Allied Irish Bank plc 3 High Street Kilkenny
Solicitors	Flynn O'Driscoll LLP 1 Grants Row Mount Street Lower Dublin 2

Amber Domestic Abuse Company Limited by Guarantee
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2025

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2025.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the directors of Amber Domestic Abuse Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2025.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is a company limited by guarantee not having a share capital.

Change of Company Name
On 19th December 2025, the Company changed its name from Amber Women's Refuge CLG to Amber Domestic Abuse CLG, trading as Amber, following the passing of a Special Resolution by the members and the subsequent registration of the name change with the Companies Registration Office. This was a change of name only and did not affect the legal status, activities, assets, liabilities, or operations of the Company.

Structure, Governance and Management
Structure
The charity is registered as a company limited by guarantee not having share capital, CRO Registration Number 241462. The company was established under a Memorandum of Association which established the objects and powers of the charity and is governed under its Constitution by a Board of Directors. The company has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 197. The company is registered with the Charities Regulatory Authority, and its CRA number is 20032920.

Governance
The Manager reports to the Board of Directors, which provides clear direction on important decisions and ensures implementation of the charity's Strategic Plan 2025 – 2029.

The Board's role is to direct Amber to ensure the charity has the proper plans, procedures, policies, structures and resources in place to achieve its objectives.

The Directors are the leader and oversight body for Amber. They manage risk and are accountable to funders, members and other stakeholders for both the charity's financial affairs and all its activities. The Board also leads on ensuring the charity's procedures are reviewed regularly.

The Board is supported in its work by the following sub committees:
- Finance
- Governance
- Service Development
- HR
- PR and Fundraising
- Carlow Refuge Construction

The Governance Code is a code of good practice for Community, Voluntary and Charity Organisations in Ireland. The charity has successfully completed the adoption process for the Governance Code and is fully compliant with its standards.

Arising from the work of the various committees of the board, the board of Amber signed off on the Compliance Record Form from the Charity Regulator and reported full compliance with the Code in 2025.

Recruitment of Directors
Amber's Board continually reviews its composition in light of the current and future needs of the Company. The Board carries out periodical skills audits to determine gaps in skills and experience within the Board and to aid with succession planning.

When a skills deficit is identified, the position is advertised on Board Match and other relevant media. The Board also considers nominations from other Directors as appropriate. The suitability of the candidate is assessed via meetings with the Manager, Chair and Vice Chair. Should the candidate prove to be a good fit for the organisation, following the completion of due diligence they are registered with the Companies Registration Office and issued with a 'Letter of Appointment'.

After completing an induction process the candidate attends the next calendared Board meeting.

Length of service
A director can serve up to two terms of three years whereupon they must retire from the Board. A Director who holds the position of Chairperson, Treasurer or Company Secretary can only hold the position for a single period of three years.

Conflicts of interest
We manage conflicts of interest by requiring Amber's Directors and Managers to:

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

Conflicts are a standing item on all Board and Committee meetings.

Board Attendance Record 2025

	27-Jan	24-Mar	26-May	28-Jul	29-Sept	01-Dec	Total
Michelle Walsh	Yes	Yes	No				2
Marie Clare Allen	No	Yes	Yes	Yes	Yes	Yes	5
Deirdre Ann Clune	No	Yes	Yes	Yes	No	Yes	4
Kathleen Cass	Yes	Yes	Yes	Yes	No	No	4
Margaret Newport	Yes	Yes	Yes	Yes	Yes	Yes	6
Shelagh Butler	Yes	Yes	Yes	Yes	Yes	Yes	6
Ken Byrne	Yes	Yes	Yes	Yes	Yes	Yes	6
Alan Anthony Phelan	Yes	Yes	Yes	Yes	Yes	Yes	6

Directors and Secretary
The directors who served throughout the financial year, except as noted, were as follows:

Denise Kavanagh (Appointed 28 January 2026)
Deirdre Ann Clune
Alan Anthony Phelan
Marie Clare Allen
Shelagh Butler
Ken Byrne
Michelle Walshe (Resigned 28 July 2025)
Margaret Newport
Kathleen Cass

The secretary who served throughout the financial year was Lisa Morris.

Amber Domestic Abuse Company Limited by Guarantee
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2025

Mission, Objectives and Strategy

Mission Statement
Amber is a specialist Domestic Violence and Abuse (DVA) organisation whose mission is:
- To empower all women and their children to live abuse-free lives.
- To provide safe, supportive, client-centred inclusive services to address the impacts of DVA through refuge and community responses.

Vision
Amber's vision is of a society where domestic abuse is recognised as a serious crime and which recognises the consequences of domestic abuse for those affected; a society where the root causes of domestic abuse i.e. the unequal power relations between men and women, are addressed and which holds the perpetrators responsible for the crime, while supporting men who want to change; a society where families are nurtured, where women and children are living in an inclusive and safe society, and where unequal power relations between men and women are eliminated.

Values
Amber will continue to grow and develop the organisation and provide services based on need and are guided by the following values:

Empowerment is about self-determination and choice. It involves encouraging people's confidence and strength.

Respect is about upholding the dignity of each person and understanding where they are coming from. It involves acknowledging people's strengths and needs, without judgement.

Diversity and Inclusion is about responding to difference in a manner that ensures accessibility across people's diverse identities, situations and experiences.

Social Justice is about achieving equality and the right to live a life free from abuse and violence.

Strategic Goals 2025-2029
- Provision of Specialist Services
- Raising Awareness of Amber and the Issue of DVA
- Expansion of Amber's Services to Carlow
- Strengthening the Capacity of Amber as a Specialist DVA Organisation

Services
The following services were undertaken to reflect our mission and our values and to deliver our vision in 2025::
- 24/7 confidential Helpline offering non-judgmental support and information
- 24/7 short term emergency refuge accommodation and support
- Community-based outreach supports
    - Information, advocacy and support
    - Pre and post court support and accompaniment service
    - Group support programmes for women who are or have experienced domestic abuse
    - Specialist training for professional service personnel and community groups
- Child and Parenting support
    - Support for Mothers
    - One to one and group support for children
    - Start Safe programme for secondary schools and youth groups
- Crisis Counselling
- Amber's One Million Stars Ireland project
- Awareness raising and community engagement programmes
    - Specialist training for businesses and organisations
    - Fundraising

Principal Risks and Uncertainties
The Directors consider the principal risks facing the group to be that of its economic dependence on yearly funding from Cuan and the level of compliance requirements with company and charity legislation.

The company mitigates these risks by continually monitoring the level of financial activity and closely monitors emerging changes to regulations, legislation, and the funding environment on an ongoing basis.

Going Concern
The Company is economically dependent on yearly funding from Cuan, and this economic dependency is underpinned by agreements between Cuan and the Company. Accordingly, the financial statements have been prepared on a going concern basis.

Financial Review
Amber had a total income of €1,293,563 in 2025 (2024 - €1,118,107). €1,152,534 (89%) was received for specific purposes and was therefore treated as restricted funds. Total unrestricted income received was €141,029 which represented 11% of income and was mainly derived from donations. There was a surplus in unrestricted income of €12,713 which when added to the positive opening balance in unrestricted reserves gives a positive closing unrestricted reserves balance of €822,475.

Total Expenditure in Amber was €1,297,759 of which €932,792 (72%) related to Staff and staff related costs and €364,967 (28%) related to other costs.

Financial Results
At the end of the financial year the charity had gross assets of €1,680,521 (2024 - €1,689,717) and gross liabilities of €954,491 (2024 - €959,491). The net assets of the charity have decreased by €(4,196).

Achievements and Performance
In 2025, the Directors oversaw

- achievement of the strategic goals set out in Amber's 2025-2029 Strategic Plan
- rebrand of the organisation to better reflect the breadth of supports it offers to women and children
- transition of 24/7 helpline to FREEPHONE number
- continued partnership with Kilkenny County Council in the delivery of off-site safe house accommodation for women and children leaving refuge via the Safe House Accommodation Project
- approval of a 'Stage 1' application under the Capital Assistance Scheme (CAS1) for the development of a 10-unit refuge facility with support services for women and children in Carlow
- sign off of 2024 Accounts as per SORP Standard and their submission to the Company Registration Office and the Charity Regulatory Authority
- progression of design plans for the proposed sensory garden and new playground at the refuge
- redesign of the playroom space in the refuge for children
- development of therapeutic supports for mothers and their children
- requests for additional funding from Cuan to further develop Refuge and Outreach services
- monitoring and review of the 'eSafe' CRM system
- recruitment of an Outreach and Court Support Worker
- development of a Children's Support Plan Policy, a bespoke set of standards and policies outlining how Amber works with children
- delivery of the Annual Board Plan
- review of the Risk Register along with the Risk Management Policy
- development of internal Asset Management Strategy
- review of the terms of reference of all board sub committees
- updating of the website to enhance governance accountability
- succession planning and recruitment of new directors
- review of all Amber's policies as per annual schedule and development of additional required policies
- compliance with the Charities Governance code and update of Annual Compliance Record
- AHBRA (Approved Housing Bodies Regulatory Authority) Standards assessment and Gap Analysis report monitoring
- review and monitoring of Amber's Compliance Calendar
- development of a new Leadership and Team Charter for staff team
- review and update of Staff Contracts
- implementation of new HR software across the organisation
- review and update of all Job Descriptions
- review and update of Employee Handbook
- update of relevant HR policies as per legislative changes
- development of an Organisational Structure Review to prepare for expansion of refuge service to Carlow
- review of annual Fundraising Targets Vs Secured Funds
- execution of Amber's Fundraising Strategy 2022 – 2025
- appointment of external consultant to support Corporate Donations and Partnerships

Future Performance
The core areas of work in Amber's Strategic Plan 2025 – 2029 are:

1. Provision of Specialist Services
2. Expansion of Services to Carlow
3. Raising Awareness of Amber and the Issue of DVA
4. Strengthening the Capacity of Amber as a Specialist DVA Organisation

The plan provides a framework for:

- the development and expansion of Amber's Child and Young Person's service
- the expansion of the Safe House Accommodation Project and Post Refuge Support services
- the strengthening of provision and access to Amber's Outreach and Court Support services
- increased collaboration with agencies and organisations who also work directly with, or can support women who are victim/survivors of DVA
- raising greater awareness of the issue of DVA with relevant agencies and professionals to improve consistency and collaboration of service responses
- raising greater awareness of the impact of DVA on women in relation to the Law and National and Local Housing Policy at policy / decision making level
- raising awareness among young people and children of the signs and impacts of DVA and where they can get help
- raising awareness with minority and marginalised communities about Amber's services and exchanging information and learning on their specific needs
- raising awareness with the wider public of the issue of DVA and Amber's services and supports
- continued sourcing and securing of funding and resources and the effective use of same
- continued work with grants, trusts, foundations (GTFs) and other donors to support fundraising income
- maintenance of robust and transparent mechanisms and systems to support and ensure good governance and compliance
- maintenance and development of the capacity of all Directors, Managers and Staff for the delivery of a safe, supportive, client-centred inclusive service
- strengthening and activation of Amber's Organisational Values to inform its structures and practices
- expansion of Amber's refuge service with the development of a new 10-unit refuge with support services for women and children in Carlow town
- transition of the organisation's size, structure, systems and processes to accommodate the new refuge in Carlow
- redevelopment of the playground and development of a sensory garden at the refuge

Our strategy reinforces our commitment to combating domestic violence and abuse and supporting survivors with enhanced focus on expanding our accommodation and community-based support services and working collaboratively to create systemic change.

Compliance with Sector-Wide Legislation and Standards
The charity engages proactively with legislation, standards and codes which are developed for the sector. Amber subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)
- Charities Act 2009
- National minimum wage legislation
- Data Protection legislation (GDPR)
- Health and Safety legislation
- Criminal and Anti Money Laundering Legislation
- Equality Legislation
- AHBRA (Housing (Regulation of Approved Housing Bodies) Act 2019 (the Act))
- Revenue Commissioners

Reserves Position and Policy
The Reserves Policy sets out the Boards policy on the appropriate reserving and reserves management for Amber. The Reserves Plan will identify the needs as they pertain to Amber and the associated assumptions and calculations.

The Manager and the Finance Officer are responsible for the effective and efficient management of day-to-day fund management of Amber to ensure at all times that there is enough funds to comply with the company's reserving policy.

The Annual Audited Financial Statements of Amber will show the Total Reserves that Amber holds at the Balance Sheet date.

This policy is implemented in conjunction with the Finance Policy.

Post-Balance Sheet Events
There have been no significant events affecting the company since the financial year-end.

The Auditors
The auditors, O'Neill Foley Unlimited Company, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information
In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records
To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Dublin Road, Kilkenny.

Approved by the Board of Directors on 27 July 2026 and signed on its behalf by:

Shelagh Butler
Shelagh Butler (Jul 28, 2026 17:26:56 GMT+1)
Shelagh Butler
Director

Ken Byrne
Ken Byrne (Jul 28, 2026 12:47:31 GMT+1)
Ken Byrne
Director

Amber Domestic Abuse Company Limited by Guarantee

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

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

In preparing these financial statements, the directors are required to:

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

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Directors on 27 July 2026 and signed on its behalf by:

Shelagh Butler
Shelagh Butler (Jul 28, 2026 17:26:56 GMT+1)

Shelagh Butler
Director

Ken Byrne
Ken Byrne (Jul 28, 2026 12:47:31 GMT+1)

Ken Byrne
Director

INDEPENDENT AUDITOR'S REPORT
to the Members of Amber Domestic Abuse Company Limited by Guarantee

Report on the audit of the financial statements

Opinion
We have audited the charity financial statements of Amber Domestic Abuse Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2025 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

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 2025 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the 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 further 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.

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

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

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

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

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' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and

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.

INDEPENDENT AUDITOR'S REPORT
to the Members of Amber Domestic Abuse Company Limited by Guarantee

Respective responsibilities

Responsibilities of directors for the financial statements
As explained more fully in the Directors' Responsibilities Statement set out on page 10, 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

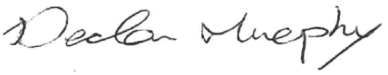
Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable 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.

Further information regarding the scope of our responsibilities as auditor
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The purpose of our audit work and to whom we owe our responsibilities
Our report is made solely to the charity'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 charity'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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Declan Murphy
for and on behalf of
O'NEILL FOLEY UNLIMITED COMPANY
Chartered Accountants and Registered Auditors
The Brewhouse,
Abbey Quarter,
Kilkenny

27 July 2026

Amber Domestic Abuse Company Limited by Guarantee

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2025

	Notes	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €
Income							
Donations and legacies	4.1	**81,878**	**-**	**81,878**	99,302	**-**	99,302
Charitable activities - Grants from governments and other co-funders	4.2	**57,268**	**1,152,534**	**1,209,802**	108,913	908,669	1,017,582
Other income	4.3	**1,883**	**-**	**1,883**	1,223	**-**	1,223
Total income		**141,029**	**1,152,534**	**1,293,563**	209,438	908,669	1,118,107
Expenditure							
Charitable activities	5.1	**128,316**	**1,169,443**	**1,297,759**	190,687	922,109	1,112,796
Net income/(expenditure)		**12,713**	**(16,909)**	**(4,196)**	18,751	(13,440)	5,311
Transfers between funds		**-**	**-**	**-**	-	-	-
Net movement in funds for the financial year		**12,713**	**(16,909)**	**(4,196)**	18,751	(13,440)	5,311
Reconciliation of funds: Total funds beginning of the year	20	**809,762**	**(79,536)**	**730,226**	791,011	(66,096)	724,915
Total funds at the end of the year		**822,475**	**(96,445)**	**726,030**	809,762	(79,536)	730,226

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

Amber Domestic Abuse Company Limited by Guarantee

BALANCE SHEET

as at 31 December 2025

	Notes	2025 €	2024 €
Fixed Assets			
Intangible assets	10	**11,347**	13,238
Tangible assets	11	**923,208**	949,723
		934,555	962,961
Current Assets			
Stocks	12	**9,323**	9,904
Debtors	13	**50,052**	3,002
Cash at bank and in hand	14	**686,591**	713,850
		745,966	726,756
Creditors: Amounts falling due within one year	15	**(472,588)**	(454,743)
Net Current Assets		**273,378**	272,013
Total Assets less Current Liabilities		**1,207,933**	1,234,974
Grants receivable	17	**(481,903)**	(504,748)
Total Net Assets		**726,030**	730,226
Funds			
Restricted trust funds		**(96,445)**	(79,536)
General fund (unrestricted)		**822,475**	809,762
Total funds	20	**726,030**	730,226

Approved by the Board of Directors and authorised for issue on 27 July 2026 and signed on its behalf by

Shelagh Butler
Shelagh Butler (Jul 28, 2026 17:26:56 GMT+1)

Shelagh Butler
Director

Ken Byrne
Ken Byrne (Jul 28, 2026 12:47:31 GMT+1)

Ken Byrne
Director

Amber Domestic Abuse Company Limited by Guarantee

STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Net movement in funds		**(4,196)**	5,311
Adjustments for:			
Depreciation		**39,754**	39,722
Interest receivable and similar income		**(1,883)**	(1,223)
Amortisation of capital grants received		**(22,845)**	(22,845)
		10,830	20,965
Movements in working capital:			
Movement in stocks		**581**	(2,824)
Movement in debtors		**(47,050)**	(83)
Movement in creditors		**17,845**	142,214
Cash (used in)/generated from operations		**(17,794)**	160,272
Cash flows from investing activities			
Interest received		**1,883**	1,223
Payments to acquire intangible assets		**-**	(15,129)
Payments to acquire tangible assets		**(11,348)**	(222,549)
Net cash used in investment activities		**(9,465)**	(236,455)
Cash flows from financing activities			
Grants receivable		**-**	327,987
Net (decrease)/increase in cash and cash equivalents		**(27,259)**	251,804
Cash and cash equivalents at the beginning of the year		**713,850**	462,046
Cash and cash equivalents at the end of the year	**14**	**686,591**	713,850

1. GENERAL INFORMATION

Amber Domestic Abuse Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the charity is Dublin Road, Kilkenny which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Statement of compliance
The financial statements of the charity for the financial year ended 31 December 2025 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting
The following are the categories of funds maintained:

Restricted funds
Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds
Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income
Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities
Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

-Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases, the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Capital grants received and receivable are treated as deferred income and amortised to the Statement of Financial Activities annually over the useful economic life of the asset to which it relates. Revenue grants are credited to the Income and Expenditure Account when received.

Expenditure
Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Employee benefits
The company facilitates access to a company PRSA. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets and depreciation
Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Land and buildings freehold	25 years
Plant and machinery	6-7 years
Fixtures, fittings and equipment	6-7 years

Inventories
Inventories are stated at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items. Cost includes all costs incurred in the normal course of business in bringing them to their present location and condition. Inventories comprise fundraising materials. It is not considered practicable to value inventories of unsold donated goods at the financial year end.

Debtors
Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand
Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation and deferred taxation
No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred. The charity number is 20032920.

Other intangible assets
Intangible assets acquired are capitalised at cost including any directly attributable cost of preparing the assets for their intended use. They are amortised using the straight-line basis over their useful lives

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Judgements and key sources of estimation uncertainty
In the application of the company'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.

Critical judgements
The directors are of the view that there are no judgements (apart from those involving estimates) in applying their accounting policies that have had a significant effect on amounts recognised in the financial statements.

Key sources of estimation uncertainty
The directors are of the view that there are no estimates or assumptions which have a significant risk of

causing a material adjustment to the carrying amount of assets and liabilities.

4. INCOME

4.1 DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2025	2024
	€	€	€	€
Donations and legacies	**81,878**	**-**	**81,878**	99,302

4.2 CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2025	2024
	€	€	€	€
Grants from governments and other co-funders:				
Income from charitable activities	**57,268**	**1,152,534**	**1,209,802**	1,017,582

4.3 OTHER INCOME

	Unrestricted Funds	Restricted Funds	2025	2024
	€	€	€	€
Other income	**1,883**	**-**	**1,883**	1,223

5. EXPENDITURE

5.1 CHARITABLE ACTIVITIES

	Direct Costs	Other Costs	Support Costs	2025	2024
	€	€	€	€	€
Expenditure on charitable activities	**1,230,904**	**66,855**	**-**	**1,297,759**	1,112,796

6. INCOME

The income for the financial year is analysed as follows:

	2025	2024
	€	€
CUAN	**1,129,689**	885,824
Other grants from government and co-funders	**51,694**	101,265
Income from services	**5,574**	7,648
Donations and legacies	**81,878**	99,302
Amortisation of government grants	**22,845**	22,845
Other income	**1,883**	1,223
	1,293,563	1,118,107

The whole of the company's income is attributable to its service in the Republic of Ireland and is derived from the principal activity of providing emergency refuge accommodation, support and information services and a 24hr Helpline to women and children in Kilkenny and Carlow who are victims of domestic violence and abuse. Amber Domestic Abuse Company Limited by Guarantee also provides community-based outreach services in Kilkenny city and county and throughout county Carlow to women and children living with or fleeing the serious crime of domestic abuse. They deliver safe, inclusive, client-centred services both at the refuge and in the community. They work to achieve equality and the right to live a life free from violence and abuse for all in our communities in Kilkenny and Carlow.

Amber Domestic Abuse Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

7. NET INCOME

	2025	2024
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of intangible assets	**1,891**	1,891
Depreciation of tangible assets	**37,863**	37,831
Auditor's remuneration:		
- audit services	**6,425**	6,509
Amortisation of grants receivable	**(22,845)**	(22,845)

8. EMPLOYEES AND REMUNERATION

Number of employees
The average number of persons employed during the financial year was as follows:

	2025	2024
	Number	Number
Administration	**3**	5
Cleaner	**1**	1
Direct Charitable activities	**22**	18
Management	**3**	3
	29	27

The staff costs comprise:	2025	2024
	€	€
Wages and salaries	**816,308**	695,479
Social security costs	**81,593**	71,158
ER Pension costs	**34,891**	28,201
	932,792	794,838

9. EMPLOYEE BENEFITS

During the financial year 1 employee was paid a salary greater than €60,000 as follows:

	2025	2024
	Number	Number
€60,001 - €70,000	**1**	1

Amber Domestic Abuse Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

10. INTANGIBLE FIXED ASSETS

	Website Costs €
Cost	
At 31 December 2025	15,129
Provision for	
At 1 January 2025	1,891
Charge for financial year	1,891
At 31 December 2025	3,782
Net book value	
At 31 December 2025	**11,347**
At 31 December 2024	13,238

11. TANGIBLE FIXED ASSETS

	Land and buildings freehold €	Plant and machinery €	Fixtures, fittings and equipment €	Total €
Cost				
At 1 January 2025	1,076,396	53,079	82,104	1,211,579
Additions	11,348	-	-	11,348
At 31 December 2025	1,087,744	53,079	82,104	1,222,927
Depreciation				
At 1 January 2025	128,318	53,079	80,459	261,856
Charge for the financial year	37,415	-	448	37,863
At 31 December 2025	165,733	53,079	80,907	299,719
Net book value				
At 31 December 2025	**922,011**	**-**	**1,197**	**923,208**
At 31 December 2024	948,078	-	1,645	949,723

12. STOCKS

	2025 €	2024 €
Stock (non-trading)	9,323	9,904

13. DEBTORS

	2025 €	2024 €
Prepayments	**50,052**	3,002

14. CASH AND CASH EQUIVALENTS

	2025 €	2024 €
Cash and bank balances	**422,890**	544,589
Cash equivalents	**263,701**	169,261
	686,591	713,850

Amber Domestic Abuse Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

15. CREDITORS

Amounts falling due within one year	**2025** **€**	2024 €
Trade creditors	**37,591**	45,497
Taxation and social security costs	**25,281**	16,800
Accruals	**76,501**	52,003
Deferred Income	**333,215**	340,443
	472,588	454,743

16. DEFERRED INCOME

Deferred income is made up of the following:

	2025 **€**	2024 €
Deferred Income - capital	**181,870**	97,608
Deferred Income - income	**151,345**	242,835
	333,215	340,443

17. GRANTS DEFERRED

	2025 **€**	2024 €
Capital grants received and receivable		
At 1 January 2025	**539,250**	211,263
Increase in financial year	**-**	327,987
At 31 December 2025	**539,250**	539,250
Amortisation		
At 1 January 2025	**(34,502)**	(11,657)
Amortised in financial year	**(22,845)**	(22,845)
At 31 December 2025	**(57,347)**	(34,502)
Net book value		
At 31 December 2025	**481,903**	504,748
At 1 January 2025	**504,748**	199,606

Amber Domestic Abuse Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

18. INFORMATION RELATING TO GOVERNMENT GRANTS - IN ACCORDANCE WITH CIRCULAR 13/2014

Agency	**CUAN**
Grant Programme	Justice & Equality
Purpose of the Grant	Pay & General admin
Date received	Multiple
Term	Annual
Total grant awarded	€1,189,732
Amount of the grant taken to income in the current financial statements	€1,129,689
Cash received in the financial year	€1,044,866
Movement in grant amounts deferred or due at financial year end	€84,823

Agency	**Children's Right Alliance**
Grant Programme	Christmas 2025 Grant
Purpose of Grant	To address holiday hunger
Date Received	Multiple
Term	Once off
Total grant awarded	€5,000
Amount of the grant taken to income in the current financial year	€5,000
Cash received in the financial year	€5,000
Movement in grants deferred or due at financial year end	€-

Agency	**County Kilkenny Leader Partnership**
Grant Programme	SICAP
Purpose of Grant	Programme Costs
Date Received	03/10/2025
Term	Once Off
Total grant awarded	€1,500
Amount of the grant taken to income in the current financial year	€290
Cash received in the financial year	€1,500
Movement in grants deferred or due at financial year end	€1,210

Amber Domestic Abuse Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**Kilkenny Carlow Education Training Board**
Grant Programme	Creative Wellbeing Group
Purpose of Grant	Programme costs
Date Received	14/03/2025
Term	Once Off
Total grant awarded	€1,504
Amount of the grant taken to income in the current financial year	€1,504
Cash received in the financial year	€1,504
Movement in grants deferred or due at financial year end	€-

Agency	**Dept of Justice**
Grant Programme	MEND
Purpose of Grant	Partner Support for Choices Programme
Date Received	Multiple
Term	Annual
Total grant awarded	€8,245
Amount of the grant taken to income in the current financial year	€8,245
Cash received in the financial year	€8,245
Movement in grants deferred or due at financial year end	€-

Agency	**HSE Community Care**
Grant Programme	National Lottery Funding
Purpose of Grant	Administrative costs
Date Received	05/01/2026
Term	Once Off
Total Grant awarded	€2,679
Amount of the grant taken to income in the current financial year	€2,679
Cash received in the financial year	€-
Movement in grants deferred or due at financial year end	€2,679

Amber Domestic Abuse Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**Kilkenny County Council**
Grant Programme	Local Enhancement Programme 2025
Purpose of Grant	Programme costs
Date Received	11/07/2025
Term	Once Off
Total grant awarded	€3,000
Amount of the grant taken to income in the current financial year	€3,000
Cash received in the financial year	€3,000
Movement in grants deferred or due at financial year end	€-

Agency	**Kilkenny County Council**
Grant Programme	Community Event Grant
Purpose of Grant	Event costs
Date Received	30/05/2025
Term	Once Off
Total Grant awarded	€600
Amount of the grant taken to income in the current financial year	€600
Cash received in the financial year	€600
Movement in grants deferred or due at financial year end	€-

Agency	**Tomar Trust**
Purpose of Grant	Playground/sensory garden
Date Received	29/07/2025
Term	Once off
Total grant awarded	€20,000
Capital Grant	Yes

Agency	**MCKS Charity Ireland**
Purpose of Grant	Playground/sensory garden
Date Received	24/07/2025
Term	Once Off
Total grant awarded	€10,000
Capital Grant	Yes

Agency	Carne Group
Purpose of Grant	Playground/sensory garden
Date Received	11/08/2025
Term	Once Off
Total grant awarded	€5,000
Capital Grant	Yes

19. RESERVES

	2025 €	2024 €
At the beginning of the year	**730,226**	724,915
Surplus for the financial year	**(4,196)**	5,311
At the end of the year	**726,030**	730,226

20. FUNDS

20.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2024	791,011	(66,096)	724,915
Movement during the financial year	18,751	(13,440)	5,311
At 31 December 2024	809,762	(79,536)	730,226
Movement during the financial year	12,713	(16,909)	(4,196)
At 31 December 2025	**822,475**	**(96,445)**	**726,030**

20.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2025 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2025 €
Restricted funds					
Restricted	(79,536)	1,152,534	1,169,443	-	(96,445)
Unrestricted funds					
Unrestricted General	809,762	141,029	128,316	-	822,475
Total funds	**730,226**	**1,293,563**	**1,297,759**	**-**	**726,030**

20.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Long-term deferred income €	Total €
Restricted trust funds	-	-	**(333,215)**	**(481,903)**	(815,118)
Unrestricted general funds	934,555	745,966	**(139,373)**	**-**	1,541,148
	934,555	**745,966**	**(472,588)**	**(481,903)**	**726,030**

Amber Domestic Abuse Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

21. STATUS

The charity is a company limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

22. CAPITAL COMMITMENTS

	2025	2024
	€	€
Details of capital commitments at the accounting date are as follows:		
Contracted for but not provided in the financial statements	**85,582**	**-**

Amber Domestic Abuse Company Limited by Guarantee entered into a contract with KOMPAN Ireland Ltd in the accounting period. The contract value is €114,109. A deposit of €28,527 was paid in 2025 leaving a remaining capital commitment of €85,582.

23. CONTINGENT LIABILITIES

There is a contingent liability to repay capital grants amounting to €539,250 (2024 - €539,250) if the company does not adhere to the terms and conditions of the grant agreements, which include provision for the use of the assets as originally intended.

24. RELATED PARTY TRANSACTIONS

No director or trustee was remunerated or received any other benefits or expenses from the company during the year.

There were no related party transactions in the accounting period.

25. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

26. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 27 July 2026.

AMBER DOMESTIC ABUSE COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

NOT COVERED BY THE REPORT OF THE AUDITORS

Amber Domestic Abuse Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
OPERATING STATEMENT
for the financial year ended 31 December 2025

	Schedule	2025 €	2024 €
Income			
- Donations		**81,878**	99,302
- Accommodation contribution		**5,574**	7,648
- Womens aid fund		**9,622**	7,989
- Safe Ireland grant		**5,000**	-
- Dept of justice & equality		**-**	51,500
- KCETB		**1,504**	3,356
- HSE funding		**2,679**	-
- Kilkenny county council funding		**3,890**	-
- Dept of children		**-**	19,889
- MEND		**8,245**	1,729
- BOI funding		**-**	2,483
- Funding outdoor advertising		**-**	3,600
- Community foundation grant		**9,031**	-
- CYPSC		**-**	3,873
- Irelands fund grant		**3,217**	969
- Childrens right alliance		**5,000**	5,000
- Katherine Howard		**-**	877
- Other income		**3,506**	-
- TUSLA child & family agency		**-**	464,980
- Dept of Justice - Cuan		**1,129,689**	420,844
		1,268,835	1,094,039
Charitable activities and other expenses	**1**	**(1,297,759)**	(1,112,796)
		(28,926)	(18,757)
Miscellaneous income	**2**	**24,728**	24,068
Net surplus		**(4,196)**	5,311

Amber Domestic Abuse Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES
for the financial year ended 31 December 2025

	2025	2024
	€	€
Expenses		
Wages and salaries	**816,308**	695,479
Social security costs	**81,593**	71,158
Staff defined contribution pension costs	**34,891**	28,201
Staff training	**16,810**	16,394
Offsite accommodation costs	**(15)**	(332)
Rates	**2,939**	2,230
Insurance	**17,035**	11,870
Light and heat	**16,611**	17,225
Cleaning	**5,488**	6,328
Counselling	**8,320**	12,000
Repairs and maintenance	**28,577**	17,049
Fire alarm costs	**2,415**	3,803
Security systems	**1,228**	1,224
Offsite office costs	**16,518**	16,045
Safe Ireland costs	**5,039**	55
CYPSC fund cost	**-**	2,506
Client support fund	**2,826**	405
Therapeutic services	**-**	2,500
KCETB reach costs	**1,554**	3,356
Coca Cola fund	**-**	789
Dept of children grant costs	**4,988**	15,817
One million star project costs	**4,143**	2,999
Womens aid expenses	**9,580**	7,986
E safe project	**1,417**	1,059
HSE national lottery expenses	**2,679**	-
BOI funding costs	**-**	2,483
Outreach costs	**6,198**	4,892
Childrens right alliance costs	**-**	5,000
Ireland fund costs	**3,234**	969
Katherine Howard costs	**-**	877
Community foundation costs	**9,092**	-
Change facilitator costs	**36,230**	-
Kilkenny co co costs	**3,290**	-
Printing, postage and stationery	**4,754**	8,718
Advertising	**9,176**	25,654
Telephone	**10,625**	8,973
Computer costs	**22,529**	19,912
Travel	**18,077**	10,369
Vouchers	**8,528**	4,952
Legal and professional	**19,675**	28,237
Auditor's remuneration	**6,425**	6,509
Bank charges	**702**	495
General expenses	**13,948**	5,012
Subscriptions	**4,578**	3,876
Depreciation	**39,754**	39,722
	1,297,759	1,112,796

Amber Domestic Abuse Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
SCHEDULE 2 : MISCELLANEOUS INCOME
for the financial year ended 31 December 2025

	2025	2024
	€	€
Miscellaneous Income		
Amortisation of capital grants received	**22,845**	22,845
Bank Interest	**1,883**	1,223
	24,728	24,068


Amber
Safety & Support for
Women & Children