



Outhouse
LGBTQ+ CENTRE

IMPACT REPORT

2024



Creating a world where all LGBTQ+ people are safe, seen, and celebrated.

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2024 at a Glance



48,333
visitors

welcomed through
our doors



20
crisis interventions,
helping those most in
need



1,118
people helped
through information
and referral services



312
social group
meet-ups,
creating meaningful
connections



57 people supported through
221 one-to-one
community casework sessions



27
educational workshops
delivered to promote
awareness and inclusion



131
diverse events hosted,
providing an inclusive
space for our community



779
people engaged

in peer support groups,
building resilience and
connection



118 lobbying activities and
8 policy submissions,
advocating for LGBTQ+ rights



1
new law on the
statute book
protecting our community
from hate crimes

30
cultural events

run to showcase queer
joy, history, and art



4,704
cups of coffee served,
connecting people over
conversation



253
addiction support
meetings,
providing a stigma-free
space



25
incredible volunteers,
helping us achieve our
mission



28 years
serving the LGBTQ+
community!





"Now I look in the mirror and I see myself. I've learnt to love myself. For that, thank you, and I am grateful."

Patience

"The group meetings, the support, and the people I found within Outhouse became my lifeline."

Stella

"For the first time, I felt a sense of belonging."

Shamim

"Outhouse has been a constant. And it's not just about support, it's about friendship. Belonging. Having a place to be yourself - whether you're 25 or 75."

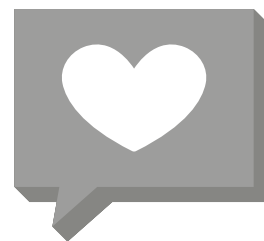
Patrick

"Coming to Outhouse was kind of a lightbulb moment of, 'This is where I fit in. This is where I belong.'"

Charlie

"It was a beautiful environment, filled with love, acceptance, and laughter... a happy place... a safe place."

Michael



Foreword from our Chairperson

A Chara,

The past 12 months have marked significant progress for Outhouse LGBTQ+ Centre, and I am delighted to share this report of the centre's work and activities during this time.

2024 Highlights

This year saw continued momentum in delivering our five-year strategic plan, Space for All, which charts an ambitious path for the organisation's growth and development from 2023 to 2028.

Throughout 2024, Outhouse LGBTQ+ Centre was a vibrant hub of activity and connection for our community. Some of the key milestones include:

- Welcoming over 48,000 visitors through our doors
- Serving 4,704 cups of coffee and tea - connecting people over conversation
- Launching a new community casework service, with over 200 one to one casework sessions conducted
- Supporting 1,118 individuals through information, signposting, and referrals, and delivering 20 crisis interventions to help those most in need
- Hosting over 130 diverse events and more than 30 cultural events, showcasing our vibrant community
- Organising over 300 social group meet-ups in our centre, bringing community together

Throughout 2024, our team continued to support LGBTQ+ people fleeing persecution and seeking international protection in Ireland through our 'Safe Space' peer support group, with monthly demand growing by over 300% over the first half of the year - a powerful indicator of the urgent need for support among this vulnerable group.

We continued work to enhance our building's fabric and improve accessibility, and our patron

experience. We hosted a consultative townhall in May with disabled LGBTQ+ people to listen directly to their needs. We also met with the Dublin City Manager, the Lord Mayor, and local election candidates to advocate for a universally accessible LGBTQ+ space in Dublin.

In the area of advocacy and social policy, we also broadened our reach further. We commissioned our first PhD research project, focused on queer giving and legacies. In addition, Outhouse secured a seat on two key bodies: the Housing and Social Inclusion Strategic Policy Committee (SPC) of Dublin City Council and the Local Community Safety Partnership for the North Inner City in Dublin.

June brought another successful Dublin LGBTQ+ Pride festival, with Outhouse delivering a full programme of events that built social connections, offered support, showcased our heritage and culture, and advanced key campaigns around our community's safety, homelessness, and climate change.

The Outhouse team continued to grow with the hiring of a new Venue and Events Officer, and Executive Assistant. In just two and a half years, the team has more than doubled, from 9 staff (in April 2022) to over 20 by the end of 2024. We also marked a milestone retirement, as our long-time colleague Bernard Nolan retired after 17 years of dedicated service.

In November, we held our flagship fundraising event, Arthouse, featuring over 360 artworks auctioned online. Proceeds were shared between the centre and participating artists. A heartfelt thank you to everyone who made this possible - our staff and volunteers, the artists, and every buyer. Now in its fifth year, Arthouse plays a crucial role in our annual fundraising plans. While the planning and execution of the event demonstrates the considerable commitment and dedication of staff, the auction itself and the lead-in to it shows the immense goodwill towards Outhouse that exists within the LGBTQ+ community and beyond.

Our Trustees

As trustees, we remain firmly committed to ensuring the organisation's effective governance. I'm proud to report that Outhouse retained its Triple Lock status from Charities Institute Ireland - a recognition awarded to charities demonstrating best practices in upholding the highest standards in transparent reporting, ethical fundraising, and robust governance structures. This recognition is the gold standard for Irish charities to offer assurances to donors, members and the general public.

This year, Outhouse LGBTQ+ Centre was also:

- Shortlisted for Board of the Year at the Charity Excellence Awards (for the second time)
- Shortlisted for a Good Governance Award
- Shortlisted for Community Organisation of the Year at the GALAS

This is a very worthy reflection of the dedication of our team to further the organisation's mission and the trust placed in us by the wider community. As Chairperson, I want to particularly acknowledge my fellow trustees' commitment to ensuring the organisation's good governance on behalf of the LGBTQ+ community. Our trustees freely give their time, skills, and energy to support the centre, and I sincerely thank them for that.

Work is at an advanced stage on a comprehensive review of Outhouse's primary governing documents; its memorandum, and articles of association, to reflect updated legal standards and more inclusive language. Revised drafts were submitted to the Charities Regulatory Authority, and we expect final sign-off in 2025.

Looking Forward

As the world around us changes, and with

increasing uncertainty on the horizon, it is more important than ever that Outhouse LGBTQ+ Centre continues to act as a beacon for the LGBTQ+ community, and the values we champion: Trust, Respect, Joy, Inclusivity, and Impact.

I want to thank everyone who has helped shape Outhouse into the vital space it is today; for their ongoing dedication, commitment, and hard work. Outhouse remains committed to providing a safe space for LGBTQ+ people to find connection, community support, culture, and campaigns.

In 2025, we look forward to continuing the implementation of our strategy and strengthening our services for the community. Our vision is a future where LGBTQ+ people are safe, seen, and celebrated - a vision that is now more important than ever.

To realise this future, we need our friends, donors, and allies beside us. As American anthropologist, Margaret Mead, once said:

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."

Thank you for your continued support.

Séamus McManus



Séamus McManus (he/him)
Chairperson of the Board of Trustees



Foreword from our CEO

2024 was a defining year for Outhouse LGBTQ+ Centre. We faced a more complex, more polarised, and in many ways more hostile environment, but we also rose to meet it, together.

The year brought three elections in Ireland: local, European, and national. These moments laid bare the growing influence of far-right ideas and revealed the widening gap between progress made and progress felt. Many LGBTQ+ people in Ireland entered 2024 with hope but carried deep apprehension about what might lie ahead.

In this shifting context, our work became more urgent and more visible. Our community needed connection, solidarity, and services that could respond to real and immediate need. I am proud to say that Outhouse delivered.

We supported over 48,000 visitors to the centre, hosted 928 events, responded to 1,118 requests for information and support, and launched Ireland's first community casework service embedded in an LGBTQ+ setting, three years ahead of schedule. New peer support groups were created with and for intersex people, queer people of colour, asexual and aromantic people, and others too often underrepresented in mainstream services.

This year showed us what's possible when communities shape their own solutions. We hosted our first townhall with queer disabled people to centre lived experience in our access planning. We supported the launch of PATHI, the new Professional Association for Trans Health

Ireland. We advocated successfully for the passage of the Hate Crime Act, and while that victory was tempered by the loss of the hate speech element, it still marks a significant step forward.

Alongside all of this, we managed real and practical challenges. Pride Month was quieter than expected, impacted by illness and cancelled events. Earned income was squeezed, and while we kept café revenues steady, venue hire declined as we prioritised access for underfunded community groups. In response, we tightened cost controls, updated booking policies, and decided to invest in a full-time Café Manager, two years ahead of plan, to strengthen operations and impact.

We also turned outward. We co-led the Vote with Pride campaign, shaped pre-budget submissions, and hosted US Global Envoy Jessica Stern and former Taoiseach Leo Varadkar in conversation. We made a submission to the European Commission against Racism and Intolerance (ECRI) and joined civil society leaders in raising concern over the shrinking space for equality and human rights work across Europe.

International developments, especially the return of Donald Trump and the rise of the far right across Europe, loom large. We are already seeing shifts in funding, policy, and tone. These developments

will place strain not only on our centre, but on the wider support infrastructure for LGBTQ+ people in Ireland. The next chapter will demand even closer collaboration, deeper listening, and sharper advocacy to meet these challenges.

Still, there is much to celebrate. We maintained our Triple Lock status. We were shortlisted for a Good Governance Award and for Board of the Year. We strengthened our internal systems, launched a new website with accessibility features, launched a rebrand of the organisation, and completed a

detailed energy audit to reduce our environmental impact.

We enter 2025 with purpose, clarity, and care. Our community has never needed us more - and we are ready.

My thanks to our team, board, volunteers, donors, and every person who walked through our doors in 2024. Your trust, your courage, and your belief in what we do continues to inspire and sustain this work to create a world where all LGBTQ+ people are safe, seen, and celebrated.

In Solidarity and Pride,

Oisín O'Reilly



Oisín O'Reilly (he/him)
Chief Executive Officer

Reference and administrative details

Outhouse

Also Known As:

Outhouse LGBTQ+ Centre
Outhouse LGBT Community Resource Centre

Registered Charity Number:

20033293

Charitable Tax-Exemption Number:

CHY 11815

Companies Registration Number:

255357

Registered Office:

105 Capel Street
Dublin 1, D01 R290
Ireland

Charity Trustees

Chairperson

Séamus McManus

Deputy Chairperson

Keith McCarthy

Treasurer

Kumarin Athiemoolam

Etain Kidney *(resigned 14-09-2024)*

Karen O'Sullivan

Dr. Emma Dwan O'Reilly

Dr. Martine Cuypers

Kelly Mackey

Jean-Philippe Imbert

Company Secretary

Kelly Mackey

Chief Executive and Senior Management

Chief Executive Officer

Oisín O'Reilly

Operations and Development Manager

Seán Delaney

Fundraising, Marketing, and Communications Manager

John Mee

Programmes and Services Manager

Hannah Kelly *(appointed 06-02-2024)*

Finance Manager

Morgan O'Regan

Professional Advisors

Auditor

Whelan Dowling & Associates
Block 1, Units 1 & 4, Northwood Court
Santry, D09 E438
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Solicitors

Dermot Simms
600B Cathedral Court
New Street South
D08 A5X9, Ireland

Legal Advisors

A&L Goodbody LLP
3 Dublin Landings, North Wall Quay
International Financial Services Centre
D01 C4E0, Ireland

Bankers:

AIB Bank
126 - 128 Capel Street
D01 VW89, Ireland

Trustees' / Directors' Report

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 2024.

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 company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the Board of Directors.

In this report, the directors of Outhouse Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements, and finances for the financial year 2024.

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) (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements as matter of best practice and good governance.

About Outhouse LGBTQ+ Centre

The Origins of Outhouse

In 1994, less than a year after the decriminalisation of homosexuality, the need for an LGBTQ+ community centre was identified as urgent. Throughout the mid-1990s, extensive community consultation was undertaken, and Outhouse was founded.

Since 1996, Outhouse has evolved to become a cornerstone of Greater Dublin's LGBTQ+ community. The centre offers a vibrant and inclusive space for the community to gather, connect, and organise. Outhouse provides a wide range of services, including a community café, information and referral to those in need, specialised peer support groups, and much more. Outhouse has been instrumental in the legal and social progress of the last three decades.



Our Purpose

Outhouse is dedicated to supporting the people, spaces, and issues important to the LGBTQ+ communities.

Vision

Our vision is a future where LGBTQ+ individuals are safe, seen, and celebrated.

Mission

To improve the quality of life for LGBTQ+ people by providing a safe space to find:

- Connection - discovering themselves, their people, place, and passions.
- Community Support - accessing information, programmes, and services.
- Culture - experiencing creativity, heritage, discovery, and fun.
- Campaigns - being part of a strong, credible, and trusted voice for LGBTQ+ communities.

Values

We are guided in the pursuit of our vision and delivery of our mission by our values.



Trust

Trust is the foundation of everything we do at Outhouse. We prioritise transparency, honesty, and reliability — fostering authentic relationships within our LGBTQ+ community and with our allies. Everyone is heard, valued, and safe.



Respect

We treat everyone with respect at Outhouse. We value the diverse experiences of all individuals and treat everyone with dignity, kindness, and consideration. Our LGBTQ+ community is a safe, welcoming space celebrating the unique journeys of all members of our communities.



Joy

Outhouse fosters belonging and pride, empowering LGBTQ+ individuals to express themselves and find fulfilment. We believe joy inspires positivity and strengthens our communities.



Inclusivity

Outhouse celebrates diversity. We create a safe and welcoming environment for all LGBTQ+ people and allies. Using an intersectional approach, we work to eliminate discrimination and marginalisation in all its forms.



Impact

Outhouse is committed to creating meaningful and measurable change by empowering LGBTQ+ communities and advancing equity and justice.

The Context of our Work in 2024

2024 was a pivotal year for Outhouse LGBTQ+ Centre and the community we serve.

Across Ireland, a turbulent political climate—with local, European, and national elections—amplified fear and anxiety among LGBTQ+ people. The Care Referendum sparked a deeply polarising national debate, and far-right rhetoric gained traction, increasingly entering mainstream conversations. Despite these headwinds, Outhouse remained focused on building safety, connection, and support for a community under pressure.

Our advocacy efforts played a central role in safeguarding the Hate Crime Bill, which was passed in October after sustained campaigning. While we regret the removal of hate speech provisions and the absence of a public education plan, this legislation represents a hard-won milestone in protecting LGBTQ+ lives and visibility.

At a local level, we secured the addition of ‘Social Inclusion’ to a Strategic Policy Committee of Dublin City Council and were elected to represent civil society—ensuring LGBTQ+ voices are heard in city governance.

Demand for our services continued to rise. With trans and gender non-conforming people facing particular vulnerability—especially around healthcare and public hostility—we continued to support trans-led organisations and co-founded PATHI, the Professional Association for Trans Health Ireland. Meanwhile, housing and homelessness issues deepened, especially for those in hidden homelessness. We responded to the increasing demand for support by launching a new community casework service, three years ahead of schedule, and restructuring and expanding our peer and social support groups, including new initiatives for intersex people, queer people of colour, and young LGBTQ+ adults.

In Q4, we revitalised our café as a space for connection and sustainability, investing in new leadership and laying the groundwork for expansion in 2025. We also made the difficult decision to close our Personal Development Courses, which had struggled with limited reach, resulting in challenges in securing funding to sustain them.

Our influence grew in 2024. We co-led the ‘Vote with Pride’ campaign, published a pre-budget submission, and played a lead role in securing a 44% increase in state funding to LGBTQ+ services.

Collaboration improved in some areas—but marginalised voices still remain underrepresented at decision-making tables.

Internationally, growing instability and the return of Trump to the US presidency have cast a long shadow. With European governments signalling future funding cuts, and a shifting donor environment, the outlook for LGBTQ+ rights and resources is increasingly uncertain. Hosting Jessica Stern, the US Special Envoy for LGBTI+ Rights, in July was a proud moment that also underscored the importance of transnational solidarity.

Against this backdrop, Outhouse continues to grow stronger. We are bold in our vision, grounded in the needs of our community, and focused on building the future—a safer, more connected, more inclusive Ireland for all LGBTQ+ people.

Strategic Review

In 2024, we focused on deepening our impact, strengthening our core services, and accelerating progress on our ‘Space for All’ strategy, while adapting to a rapidly changing and often challenging external environment.

Outhouse LGBTQ+ Centre’s current strategic framework covers the period 2023 – 2028, working towards a longer-term goal of becoming a world-class LGBTQ+ centre. The plan consists of five strategic pillars: Connection, Community Support, Culture, Campaigns, and Capability.

In 2024, we focused on deepening our impact, strengthening our core services, and accelerating progress on our ‘Space for All’ strategy, while adapting to a rapidly changing and often challenging external environment. The following is an overview of the primary activities and achievements of the year.

Goal 1 | Connection

To be a centre where LGBTQ+ individuals can discover themselves, their people, place, and passions.

We believe that by providing a place for LGBTQ+ people to connect and explore, they will feel safe, accepted, and valued, thereby improving their wellbeing.



Objective 1.1

Foster a sense of community and belonging by providing safe and inclusive spaces for LGBTQ+ individuals to socialise, connect, and explore their identities.

Outcomes (as outlined in strategic plan)

We will maximise attendance and engagement levels as measured by footfall and event attendance and demonstrate that the Centre successfully provides safe and inclusive spaces for the LGBTQ+ community.

We have reopened on Saturdays and will continue to expand opening times.

Progress

Footfall continued to grow significantly in 2024, exceeding our annual target for the second year in a row.

- In 2024, we welcomed 48,333 visitors, surpassing our target of 44,000 surpassing our target by 9.8%.
- This represents a 14% increase on 2023 levels and an 84% increase since 2022.
- The growth reflects rising demand, especially for peer support groups, community casework, and cultural events.
- This progress demonstrates the Centre's role as a trusted and accessible space for LGBTQ+ people across Dublin and beyond.

Sustaining this growth presents challenges in space management and resource capacity, but it also affirms the value and relevance of our work in a changing social climate.

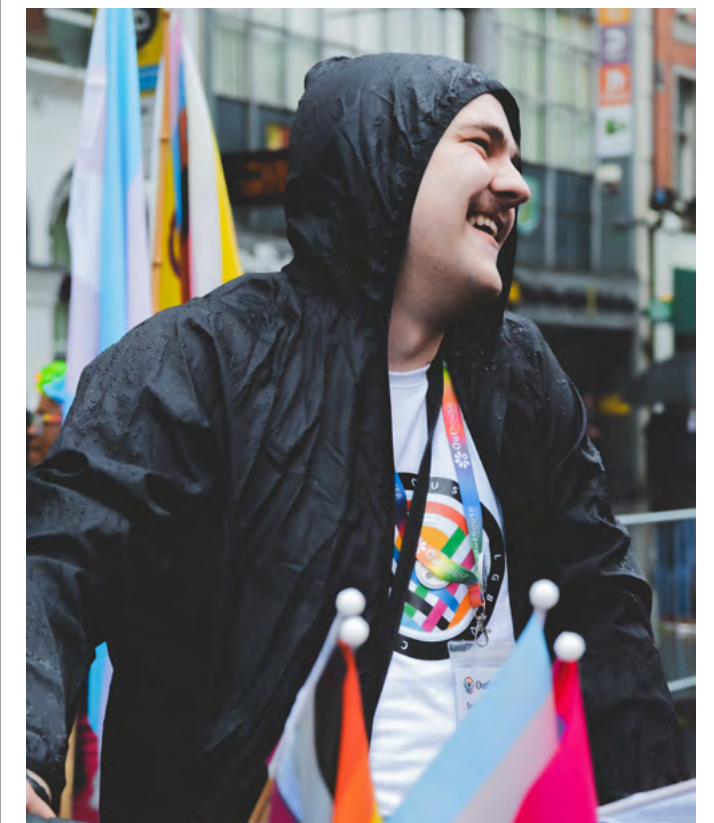
The increase in footfall was also reflected in the volume of events and room bookings hosted in the Centre:

- In 2024, we hosted 928 events, exceeding our target of 840.
- This marks a 19% increase on 2023 and a 51% increase since 2022.
- These events include peer support groups, community meetings, training sessions, and cultural programming—demonstrating our role as a vital hub for LGBTQ+ community life.

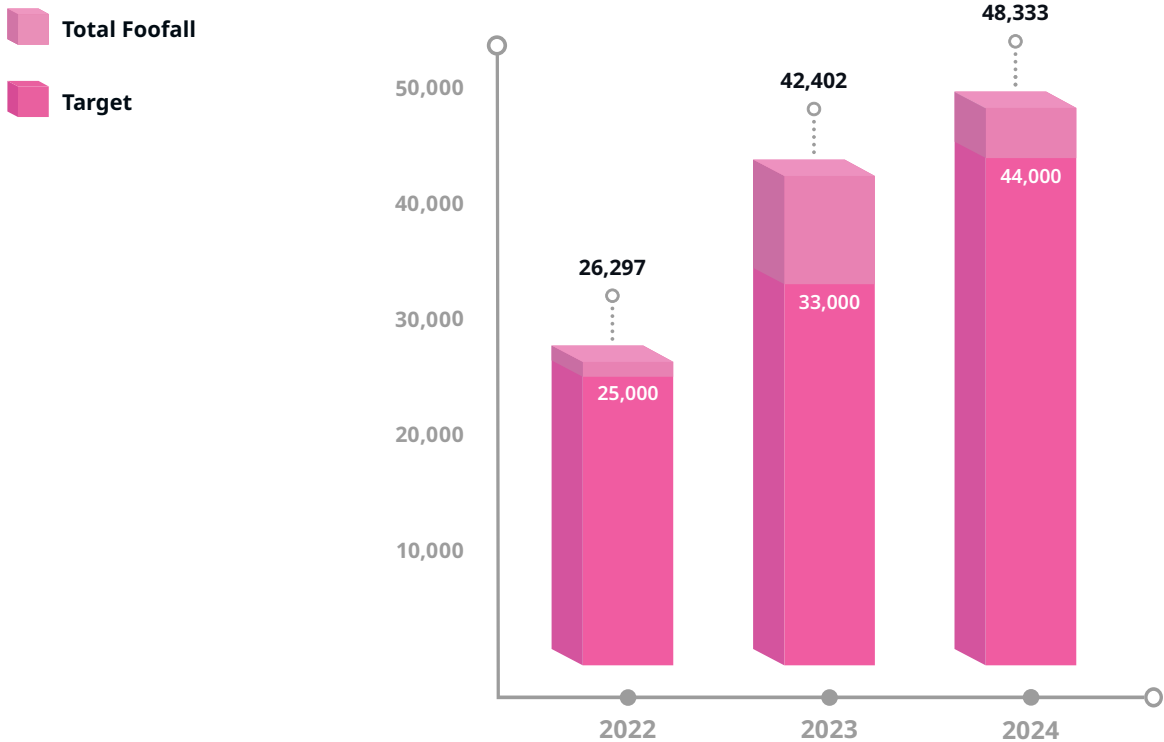
This growth has brought new challenges. Demand is highest during evenings, when the Centre is at full capacity. In response:

- We closed the community café on Monday and weekday mornings, times that were consistently underused and financially unsustainable.
- Staff were redeployed to cover peak periods, ensuring a quality experience for patrons during the busiest times.

While contracting our public opening hours is regrettable, this adjustment supports long-term sustainability. We remain committed to maximising community access, while balancing this against the need for prudent financial and operational management.



Footfall by Year



Total Events and Bookings by Year



Objective 1.2

Ensure that the physical space is accessible, welcoming, and accommodating to individuals of all abilities and backgrounds.

Outcomes (as outlined in strategic plan)

- Within 18 months of launching the strategy, universal access will be delivered for the ground floor and basement levels of 105 Capel Street.
- Within two years, a feasibility study on the future options for the premises (redevelopment/ relocation) will be completed, and a decision will be made on the medium and long-term future of the centre's physical space.
- Within five years of the feasibility study being published, the resources necessary to act on the long-term plan for the Centre will have been identified and secured.



Progress

In 2024, we made progress, though not without setbacks, in improving the accessibility and usability of our Centre.

- We hosted a consultative townhall in May with disabled LGBTQ+ people to listen directly to their needs.
- We met with the Dublin City Manager, the Lord Mayor, and local election candidates to advocate for a universally accessible LGBTQ+ space in Dublin.
- Despite strong engagement, we did not secure funding for feasibility studies in 2024. This will delay delivery, but the time has been well spent refining our approach and laying the groundwork for success. We are hopeful of funding being allocated to the feasibility studies in 2025.

We submitted several funding applications to:

- the Community Centres Investment Fund (DRCD) - decision pending,
- the National Lottery Grants (HSE),
- and the Built Heritage Investment Scheme (Dublin City Council) - decision pending.

A small but important win was securing funds for a portable quiet space for neurodivergent patrons, which can be deployed anywhere in the Centre.

New changes to the Capel Street streetscape have created barriers—our existing ramps no longer work as intended.



We are working closely with Dublin City Council to find a solution.

We also launched a new website in 2024 that complies with WCAG 2.1 AA accessibility standards, a significant step forward in our digital accessibility and reach.

Accessibility continues to be the most consistent feedback we receive—both about our building and from those wishing there was an 'Outhouse' in their region. While we are a regional organisation based in Dublin with no plans to open additional sites, we actively collaborate with LGBTQ+ centres and groups in the Midlands, Dundalk, Galway, Belfast, Limerick, and Cork to strengthen access and support nationwide.



Objective 1.3

Create opportunities for individuals to connect with other LGBTQ+ individuals through events, programmes, and peer support groups.

Outcomes (as outlined in strategic plan)

Within one year, the centre will have developed and successfully run a schedule of events and peer support groups as measured by the number of events run and the attendance rates at those events.

Progress

We expanded the number and diversity of social and peer support groups available at Outhouse, responding to emerging needs and growing demand.

New groups launched included:

- A peer support group for intersex people.
- A young adults group (ages 24–30), providing a follow-on space from youth services like Belong To.
- A social group for asexual and aromantic people.
- A Rainbow Families group for LGBTQ+ parents and those planning to become parents.

We also saw the return of long-standing favourites:

- The Outhouse Book Club reopened.
- The Gay Guys Café returned to the building following the reopening of the Centre on Saturdays.

These groups were created in close collaboration with community rights holders. Building authentic spaces required ongoing community development, trust-building, and capacity strengthening to ensure safety, belonging, and shared ownership.

We continued to support all existing groups, with particularly high engagement in:

- Bi+ Ireland's peer support group,
- T-Time for trans and non-binary people,
- and Sapphic Social for queer women and non-binary individuals.

This growth in group activity aligns with the broader trend of increased footfall (Objective 1.1), affirming Outhouse as a place of connection, inclusion, and belonging. Our spaces help people feel seen, supported, and part of something larger.



Objective 1.4

Include ALL members of the LGBTQ+ community.

Outcomes (as outlined in strategic plan)

Within two years, the makeup of the attendees at the Centre and its events have greater representation from under-represented parts of the community, as evidenced by a change in the demographics recorded in the annual stakeholder/community survey.

Progress

We strengthened our efforts to reach and include those who are often underrepresented in LGBTQ+ spaces.

- We saw further progress in racial and ethnic diversity. 24% of our patron survey respondents were non-white, a significant increase from just 7% in 2022. Representation of Black patrons rose to over 13%.
- We engaged deeply with queer disabled people, including a public townhall to shape our access plans and ongoing conversations around physical and sensory inclusion.
- We partnered with queer people of colour to co-develop a new peer support group for their community, which will launch in Q1 2025. This work involved long-term trust-building, upskilling, and shared decision-making.
- In response to growing needs, we secured funding to expand our support for LGBTQ+ international protection applicants, one of the most marginalised and underserved groups in the country. This expanded service will launch in 2025.

Our demographic analysis showed an increase in the number of trans respondents and a stable level of engagement from intersex patrons, with continued investment in inclusive programmes like Bi+, T-Time, and Sapphic Social. We remain committed to making sure all LGBTQ+ people can see themselves reflected and respected in the work of Outhouse.



Goal 2 | Community Support

A safe, accessible space to provide information, support, and services to our communities.

By providing access to referral, advocacy, and peer support spaces and programmes, the resilience and wellbeing of our communities will improve.



Objective 2.1

Be a first point of contact for LGBTQ+ people in need.

Outcomes (as outlined in strategic plan)

Within two years, the organisation has seen an increase in the number of LGBTQ+ people who report that they first reached out to Outhouse for support, as measured by intake records.

Progress

We responded to 1,118 information, referral, and signposting queries, an increase of nearly 80% from 2023.

The top five reasons people reached out for help and support were:

1. Community social connection – seeking to reduce isolation and connect with their community and make friends.
2. Asylum and refugee support – international protection applicants seeking help and support with a wide range of issues, from claiming asylum, seeking mental health support, to facing homelessness, and unsafe accommodation.
3. Coming out – particularly for those without affirming family or social networks.
4. Access to community space – members of the community looking to host events and activities for their peers in the centre.
5. Homelessness and housing instability – individuals who are homeless or at risk of homelessness seeking help and support.

To strengthen how we respond:

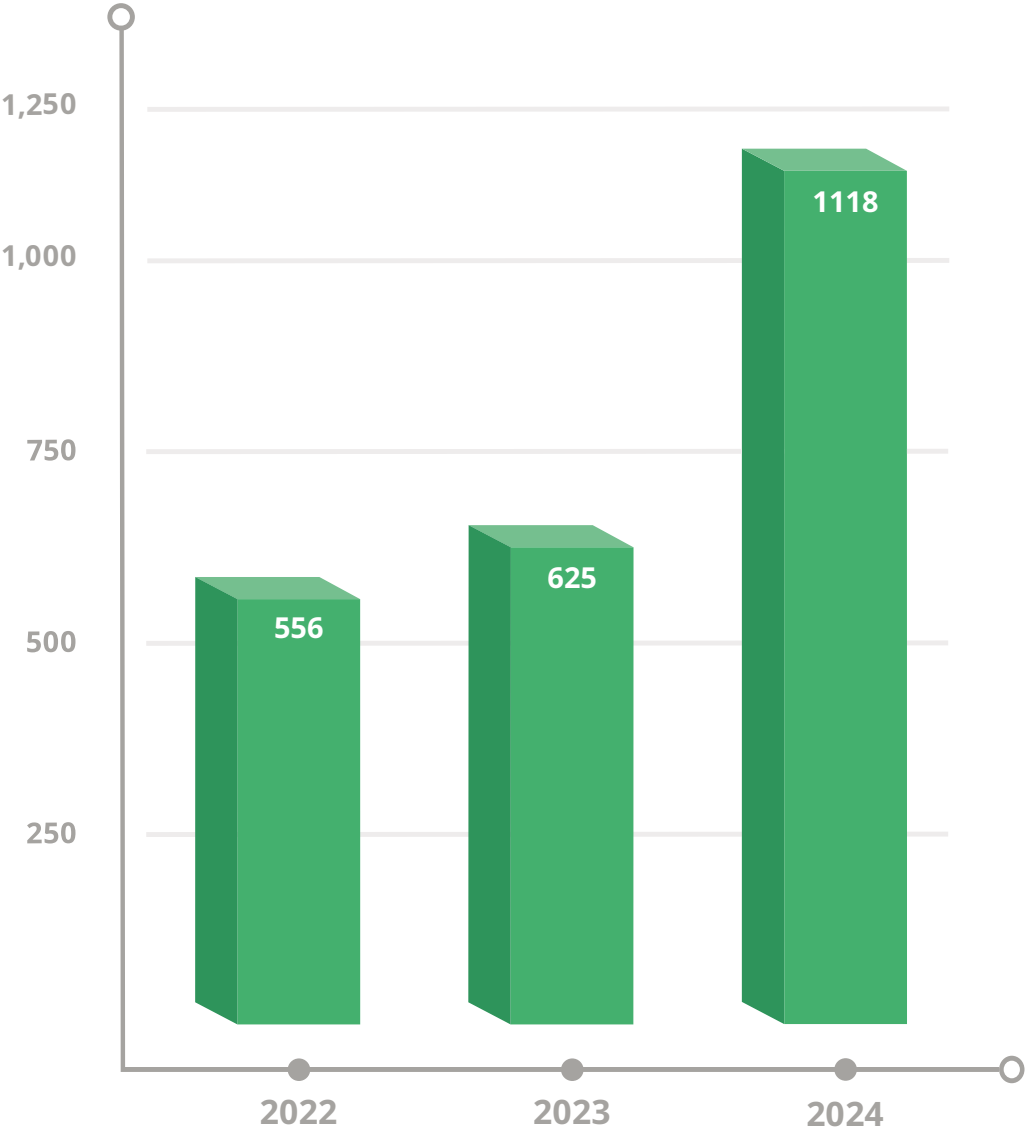
- We introduced weekly support team meetings to reflect on cases, share information, and ensure coordinated referrals to peer support, social groups, or casework services.

- Staff received new training on boundaries, confidentiality, de-escalation, and managing repeat or high-dependency callers.
- We also improved our internal systems for recording and managing referrals, ensuring people are connected to the right supports without delay.

These improvements have made Outhouse more responsive, safer, and better equipped to act as a trusted first contact point for LGBTQ+ people navigating complex situations.



of Information, Referral, and Signposting Queries



Objective 2.2

Provide advocacy support for those individuals requiring assistance in accessing services.

Outcomes (as outlined in strategic plan)

Outhouse is establishing an advocacy support service for LGBTQ+ individuals within three years, by which time we will have hired a Programmes and Services Manager and case worker to support those in need of help and support.

Progress

2024 marked the successful launch and rapid growth of our Community Casework Service—the first of its kind in Ireland, offering 1:1 social care-based support embedded in an LGBTQ+ community setting.

- The service opened in April 2024 with 0.5 FTE and expanded to 1.0 FTE by December.
- A further expansion to 1.5 FTE was approved before year-end and will be implemented in early 2025.

Since launching:

- 66 individuals accessed casework support across 195 sessions by November.
- A waiting list of 35 people reflects both demand and trust in the service.
- Strong referral pathways have been built with LGBTQ+ organisations and service providers across the city.

Throughout 2024, we adapted the model to meet presenting needs and developed an internal monitoring, evaluation, and learning (MEL) framework to guide growth.

This included:

- Improved referral tracking and IRS system integration.
- A reporting dashboard for service planning and Board oversight.
- Reflection workshops and a sustainable planning process for support staff.

The service's impact is clear in the funding support it has attracted. However, it remains funded through short-term project funding, and securing mainstreamed core funding will be critical to long-term sustainability of this vital new service.

This work reflects our commitment to innovation and inclusion—responding to complex needs with dignity, accountability, and care.



Objective 2.3

Provide tailored support and resources to staff on labour market activation programmes (LMAP) (community employment [CE] & community services programme [CSP]) to enhance their skills and employability and support their successful transition into sustainable employment.

Outcomes (as outlined in strategic plan)

Within the next 12 months, 80% of staff on labour market activation programmes (CE & CSP) will report increased confidence and improved employability, and at least 50% will successfully transition into sustainable employment with the support of the programme over the next five years.

Progress

2024 was the first full year of implementing our Performance Management and Development Framework across the team, including those on Community Employment (CE) and Community Services Programme (CSP) schemes.

- On-the-job training was offered to all CE and CSP team members to standardise core practices, build confidence, and increase adaptability in a busy, multi-functional environment.
- We launched a Team Training and Development Week, during which the Centre closed to the public to allow time for:
 - Deep cleaning and minor maintenance,
 - Hands-on learning and staff upskilling,

- Shared reflection and development.

Training topics included:

- Disability awareness,
- Health and safety,
- Boundaries and confidentiality with patrons,
- Sex worker awareness and inclusion.

These sessions were designed to meet specific operational needs and ensure that all team members—regardless of employment scheme—have the skills, knowledge, and support to deliver excellent service while growing professionally.

Objective 2.4

Offer educational and skill-building programmes that foster personal growth and development.

Outcomes (as outlined in strategic plan)

Within two years, at least 100 individuals will have completed educational and skill-building programmes, resulting in them feeling better equipped in the courses' skill, as measured by pre-and post-programme assessments.

Progress

Progress on this objective was slower in 2024 as we prioritised the successful launch and delivery of our new community casework service (Objective 2.2).

Despite limited resources, we secured tutor hours from the City of Dublin Education and Training Board (CDETB) to deliver one skills-based training programme—a weekly art class hosted at the Centre. This programme saw strong and consistent engagement from patrons and demonstrated the demand for creative and confidence-building activities within our community.

We intend to build on this foundation by applying to expand skills-based offerings in 2025, subject to available funding. Our aim remains to provide inclusive learning opportunities that strengthen personal agency, reduce isolation, and support LGBTQ+ people to thrive in their lives and work.



Objective 2.5

Cultivate an ethos of wellbeing and safety.

Outcomes (as outlined in strategic plan)

In the next two years, we will reduce the number of safety-related incidents starting from a baseline to be established in 2023.

Progress

We focused on strengthening the safety and wellbeing of everyone who engages with Outhouse—patrons, staff, and volunteers alike.

- We maintained our Employee Assistance Programme (EAP) and continued group supervision for front-line staff.
- Professional external supervision was also provided for our community casework team.

Staff and volunteer capacity was supported through targeted training:

- Whole-team training on boundaries and confidentiality.
- The launch of our first volunteer training day, covering boundaries, health & safety, facilitation, and escalation protocols.
- Conflict management and de-escalation training delivered in partnership with LGBT Ireland and GCN, with support from the Community Foundation of Ireland.

To maintain high standards of psychosocial safety:

- We capped attendance in the LGBTQ+ international protection applicants peer support group to ensure a safe facilitator-to-participant ratio.
- We implemented a new premises security protocol, and conducted a full review of health and safety policies and procedures.
- Our café successfully passed a routine Environmental Health inspection, with all improvement recommendations fully implemented.

These actions reflect our ongoing commitment to providing a safe, calm, and professional environment where everyone can access support with dignity and confidence.



Objective 2.6

Ensure services for the LGBTQ+ communities are comprehensive, accessible, and effective.

Outcomes (as outlined in strategic plan)

Through collaborating with community organisations, government agencies and healthcare providers, we will identify a comprehensive set of referral pathways for sign-posting to more appropriate service. We will also establish clear protocols for responding to safety concerns and emergencies and ensure team members are adequately trained to follow them. This will be completed in 2024.

Progress

We made important progress in strengthening how we support LGBTQ+ people facing multiple and complex challenges, including homelessness, trauma, substance use, and marginalisation.

- We developed a central, shared repository of outbound referral pathways, ensuring all team members have access to up-to-date information when responding to information or support requests. This improves the quality and consistency of support across the organisation.
- Our Programmes and Services Manager established inbound referral pathways with several partner organisations—both LGBTQ+ groups and mainstream homelessness and addiction services—creating a clearer route into our community casework service for those most in need.
- We delivered conflict management and de-escalation training, as well as training on boundaries and confidentiality, in response to safety concerns raised by team members working directly with patrons.

- Members of the community casework team attended introductory training on trauma-informed care, marking an early step in our plan to transition Outhouse into a trauma-informed organisation. Over the coming years, we aim to roll this training out to all staff, volunteers, and facilitators to embed trauma awareness into every aspect of our work.
- In May, we hosted a town hall meeting with queer disabled people to better understand the intersection of disability and LGBTQ+ identity. This forum allowed us to listen directly to lived experiences and build our awareness as we work to ensure both our services and premises are accessible, inclusive, and fit for purpose.

These developments reflect a maturing, person-centred, and coordinated approach to complex needs—one that balances care, safety, and partnership. As the volume and complexity of need in our community grows, this work remains urgent and essential.

Goal 3 | Culture

A space to experience creativity, heritage, discovery, and fun.

By providing a space for people to explore, learn, and find joy and companionship, our patrons will have a deeper appreciation and pride in being in the LGBTQ+ community.

Objective 3.1

Celebrate LGBTQ+ heritage and culture. Showcase the unique perspectives and experiences of LGBTQ+ individuals.

Outcomes (as outlined in strategic plan)

Within one year we will have created successful partnerships with two LGBTQ+ creatives and hosted exhibitions of their works.

Progress

In May 2024, we collaborated with Age and Opportunity as part of the Bealtaine Festival to host the exhibition "What A Drag." Curated and produced by artist Francis Fay, this exhibition featured legendary drag icon Mr. Pussy. The exhibition contained paraphanelia that brought both drag and Mr. Pussy's life to life.

The exhibition drew wide acclaim and offered a rare space for intergenerational connection in our community.

As part of Arthouse 2024, we showcased the works of supporting artists and hosted an exhibition at the Centre. This exhibition provided a platform for creatives to share their perspectives and experiences with the public. The artworks featured in the exhibition were also made available for public viewing, contributing to the celebration of LGBTQ+ culture and heritage.



Objective 3.2

Preserve and share LGBTQ+ history, heritage, and legacy through exhibitions, collections, and other cultural programming.

Outcomes (as outlined in strategic plan)

Within the first year of implementing our LGBTQ+ history and heritage programming, we will achieve a minimum of 500 attendees to our events and exhibitions.

Progress

This objective did not progress during 2024; this objective is scheduled to commence implementation in 2026.

Objective 3.3

Engage with the broader cultural effort in the LGBTQ+ community.

Outcomes (as outlined in strategic plan)

Within 12 months we will launch a range of creative workshops, events, and groups and to achieve a minimum of 500 attendees to these workshops within the first year of operation.

Progress

This objective did not progress during 2024; this objective is scheduled to commence implementation in 2026.

Objective 3.4

Promote creativity, expression, and self-discovery by offering workshops, classes, and other artistic and personal development opportunities.

Outcomes (as outlined in strategic plan)

Within 12 months we will launch a range of creative workshops, events, and groups and to achieve a minimum of 500 attendees to these workshops within the first year of operation.

Progress

This objective did not progress during 2024; this objective is scheduled to commence implementation in 2026.



Goal 4 | Campaigns

A strong, credible, and trusted voice for LGBTQ+ people and communities.

By amplifying voices, actively campaigning, and joining coalitions, we will be a strong voice for our communities. Our solution-focused policy positions will impact on laws, policy and practice and improve the rights, protections, and lived experience of LGBTQ+ people.



Objective 4.1

Amplify the stories and experiences of LGBTQ+ individuals and communities to raise awareness and advocate for change.

Outcomes (as outlined in strategic plan)

Outhouse's external communications and lobbying work gives visibility to the stories and experiences of LGBTQ+ individuals.

Progress

We played a leading role in shaping public policy and amplifying community voices, ensuring LGBTQ+ priorities were at the forefront during a year of significant political change.

- We carried out 118 lobbying activities and made 8 formal policy submissions, advocating across key areas including trans healthcare, housing, community safety, and equality.
- The Hate Crime Act was passed into law, a significant milestone, though we continue to call for a comprehensive implementation plan and public education.
- We successfully advocated for the inclusion of “social inclusion” in the remit of a Strategic Policy Committee in Dublin City Council, embedding minority representation in local policymaking.
- Our first pre-budget submission to government articulated a clear set of funding and policy priorities for the sector.
- We helped lead the Vote with Pride campaign, uniting sector partners around a shared manifesto in advance of the local, European, and Dáil elections. Importantly, many of our priorities were adopted in the new Programme for Government, including commitments on hate speech legislation, conversion practices, gender affirming care, and the LGBTI+ Strategy.

In parallel, we worked closely with civil servants and community partners to secure approval of a new National LGBTI+ Inclusion Strategy, a vital tool for continued progress amidst political transition and global uncertainty on LGBTQ+ issues.

We also continued to centre lived experience in our advocacy, particularly around trans healthcare. Outhouse played a key supporting role in establishing PATHI – the Professional Association for Trans Health Ireland, to bring expert-led, inclusive, and evidence-based healthcare to the fore.

These achievements reflect the strength of collective advocacy rooted in community experience and our commitment to advancing visibility and structural change to ensure all LGBTQ+ people are safe, seen, and celebrated.



Objective 4.2

Campaign for laws, policies, and strategies that enhance equality and protect the human rights of LGBTQ+ people.

Outcomes (as outlined in strategic plan)

The organisation successfully advocates for laws and public policy that enhances equality and protects the human rights of LGBTQ+ people.

Progress

Progress update same as for Objective 4.1.

Objective 4.3

Foster a culture of activism and engagement.

Outcomes (as outlined in strategic plan)

The number of campaigns/advocacy groups which have used Outhouse as a base/consulted with Outhouse before their establishment will increase.

Progress

This objective did not progress during 2024; it is planned to progress implementation of this strategic objective when additional policy and advocacy capacity is brought on stream in 2026.

Objective 4.4

Maximise impact and create lasting change.

Outcomes (as outlined in strategic plan)

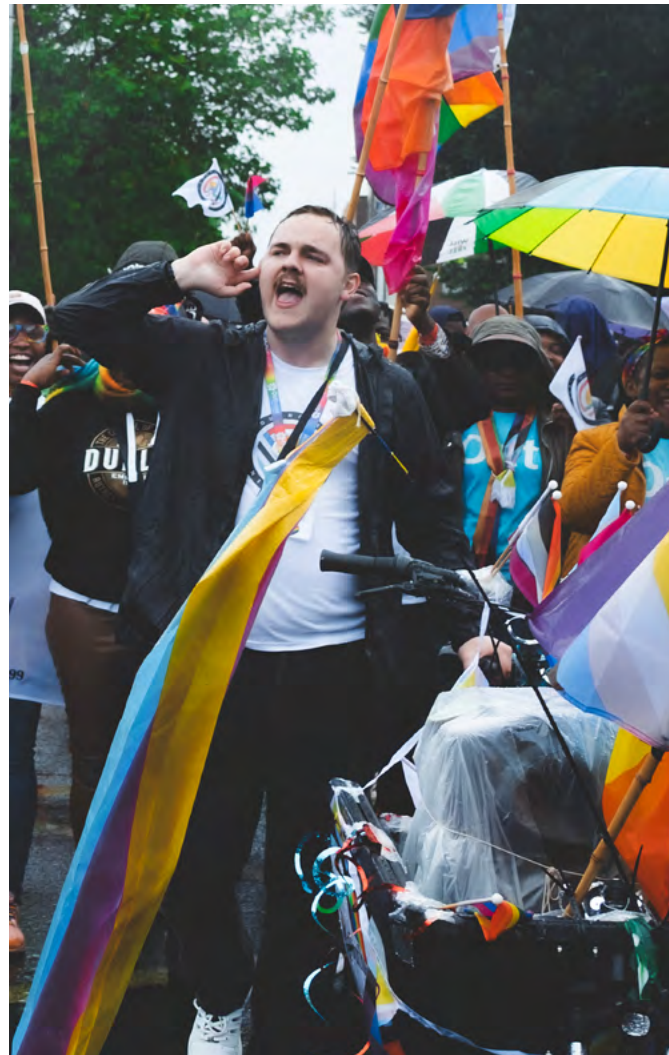
Within a year, Outhouse has successfully convened a broad coalition of organisations working on LGBTQ+ homelessness, poverty and safety.

Dublin City will join the Rainbow Cities network within three years.

Progress

We deepened our role in convening partnerships and shaping policy responses to LGBTQ+ homelessness, poverty, and community safety.

- Our CEO was appointed to the Dublin North Inner City Local Community Safety Partnership, a government pilot bringing together community, statutory, and voluntary sectors to co-develop a local community safety plan. This ensures LGBTQ+ voices are present in safety planning across ten central Dublin neighbourhoods.
- We also secured a place on the North Inner City Drug and Alcohol Taskforce (NICDATF), helping address the harms caused by substance use and advocating for inclusive, harm-reducing services.



On homelessness:

- Outhouse continues to host and coordinate the National Working Group on LGBTQ+ Homelessness, bringing together frontline organisations, researchers, and service users.
- We partnered with UCD, TU Dublin, and DCU to co-develop a research-based PhD project on LGBTQ+ homelessness. A funding application has been submitted to the Irish Research Council. The four-year study will document the experiences of trans and gender non-conforming people experiencing housing insecurity and develop a validated tool to quantify LGBTQ+ homelessness in Ireland.

At a local level, we also successfully secured the inclusion of “social inclusion” as a theme in a Strategic Policy Committee of Dublin City Council, reinforcing the importance of LGBTQ+ representation in broader equality and anti-poverty work.

These initiatives reflect Outhouse’s long-term commitment to driving structural change, embedding LGBTQ+ voices in local and national planning, and building evidence for targeted policy responses.

On poverty:

- In partnership with the European Anti-Poverty Network (EAPN), we successfully applied for funding from the Irish Human Rights and Equality Commission (IHREC) to conduct a new research study titled Pride and Poverty: A Study of Economic Challenges in the LGBTQ+ Community in Ireland.
- The study will combine qualitative interviews and a national survey to identify barriers to economic security and inform future advocacy.



Objective 4.5

Actively partake in international movements to promote LGBTQ+ rights and equality.

Outcomes (as outlined in strategic plan)

Within one year, Outhouse will participate in at least two international events or campaigns that promote LGBTQ+ rights and equality and establish partnerships with at least one international LGBTQ+ organisation.

Progress

In 2024, Outhouse strengthened its engagement with international movements to promote LGBTQ+ rights, deepen sectoral solidarity, and elevate Ireland's voice in global human rights discourse.

- We contributed to the 2024 Rule of Law report through a joint submission coordinated by the Irish Council for Civil Liberties. Our input highlighted the chilling effects of anti-LGBTQ+ rhetoric, the underinvestment in community safety, and the growing threat to civil society posed by extremism and political polarisation in Ireland.
- We participated in a sectoral engagement with the European Commission against Racism and Intolerance (ECRI), sharing insights on the state of LGBTQ+ rights, inclusion, and civic space in Ireland.
- Our CEO was unanimously nominated by all ILGA-Europe member organisations on the island of Ireland to contest the Board elections of ILGA-Europe. While not elected, the nomination demonstrated strong trust and leadership at a critical moment for the international movement.
- We hosted an information exchange visit with The Rainbow Project (Northern Ireland) to share approaches and insights in developing inclusive community centres. Their experience has informed our ambition to deliver a universally accessible LGBTQ+ centre for Dublin that matches the quality of our services.
- In July, Outhouse hosted Jessica Stern, the U.S. Special Envoy for Global LGBTI+ Rights, for a series of roundtable meetings with sector leaders and policymakers, followed by a public-facing fireside chat at the U.S. Ambassador's residence with former Taoiseach Leo Varadkar and Ambassador Claire Cronin.

Through these actions, Outhouse continued to position itself as a regional leader and bridge between local lived experience and international advocacy, ensuring that Irish LGBTQ+ realities shape, and are shaped by, global conversations on rights, equality, and inclusion.

Objective 4.6

To provide LGBTQ+ education and training to relevant sectors, enhancing LGBTQ+ inclusion.

Outcomes (as outlined in strategic plan)

Within 18 months, 70% of training participants report improved confidence in or knowledge of LGBTQ+ topics as measured by a post-training survey.

Progress

In 2024, we significantly expanded our education and training efforts, delivering 27 workshops across a diverse range of organisations and sectors—up from 17 in the previous year. These sessions generated €27,860 in income and were met with consistently positive feedback. On average, participants rated the overall quality of the workshops at 9.6 out of 10, and nearly all respondents (approximately 90%) indicated they were very likely to apply what they had learned in their personal or professional lives. Importantly, 100% of attendees reported an enhanced understanding of LGBTQ+ issues and inclusion, with nearly three-quarters describing the improvement as significant.

Participants also strongly endorsed the workshops' practical value, with all respondents acknowledging that the sessions provided them with usable strategies and tools to promote LGBTQ+ inclusion. Feedback repeatedly highlighted the expertise and approachability of

our facilitators—each session was rated as having been led by someone who was consistently knowledgeable and responsive. These outcomes affirm the sustained impact and relevance of our LGBTQ+ inclusion training and reinforce our commitment to equipping individuals and organisations with the skills, language, and confidence to foster inclusive environments.



Objective 4.7

To bring an LGBTQ+ perspective to climate action and climate justice issues.

Outcomes (as outlined in strategic plan)

Outhouse will join and actively participate in Coalition 2030 starting in 2023. Coalition 2030 is an alliance of seventy civil society organisations from the international development, environmental, anti-poverty, and trade union sectors working together to ensure Ireland keeps its promise to achieve the Sustainable Development Goals (SDGs) in Ireland and abroad.

Progress

In 2024, our engagement on climate justice and sustainability remained limited as we prioritised urgent advocacy in areas such as safety, trans healthcare, and social inclusion in the context of national and European elections.

While this meant we did not advance new external campaigns or climate-focused programming, we continued to maintain active participation in Coalition 2030, Ireland's civil society alliance for the Sustainable Development Goals (SDGs). This ensured LGBTQ+ perspectives remained represented in broader conversations on climate, justice, and global solidarity.

Internally, we placed greater focus on organisational sustainability, including reducing energy use, cutting waste, and implementing more conscious procurement practices.

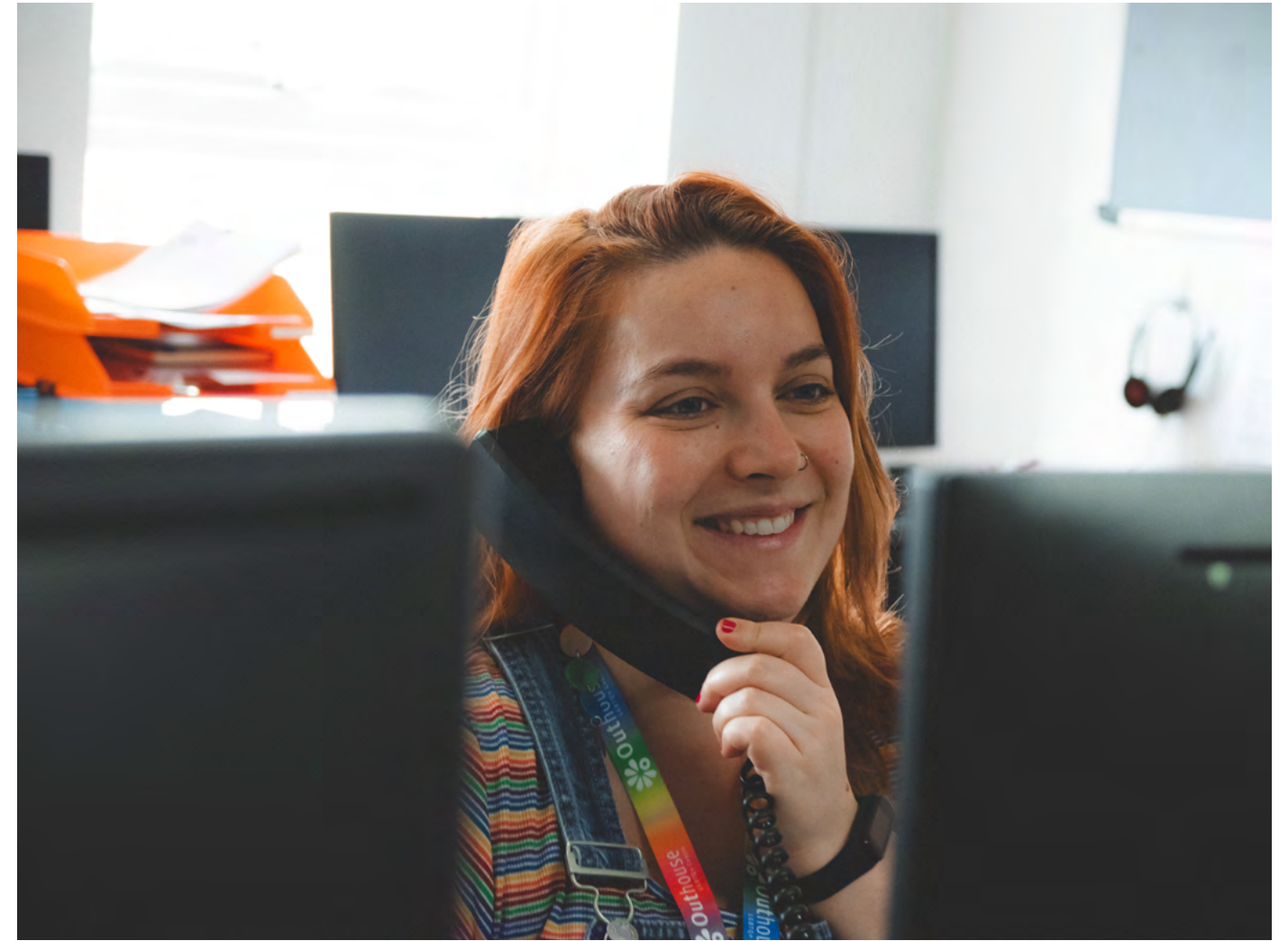
These actions, while modest, reflect our commitment to aligning everyday operations with long-term environmental and social responsibility.

We recognise that meaningful engagement in climate justice requires deeper investment and integration into our advocacy work. As we look ahead, we remain committed to strengthening our contributions in this space, ensuring the voices and needs of LGBTQ+ people are included in a just transition.

Goal 5 | Capability

A sustainable, professional organisation with a skilled team and robust systems working to support our LGBTQ+ communities.

By investing in becoming a sustainable, professional, and well-governed organisation, we will secure the trust and resources needed to achieve our strategic goals and our charitable purpose.



Objective 5.1

Nurture a high-performing team rooted in team members' wellbeing and professional development.

Outcomes (as outlined in strategic plan)

Within two years, 80% of team members will have taken up training and development opportunities associated with their roles.

Following the launch of this Strategic Plan, every team member will be supported in understanding their role in its delivery and will be responsible for delivering agreed quantified outputs within agreed time frames.

Progress

In 2024, we deepened our investment in team culture, wellbeing, and performance—recognising that our people are the foundation of our impact.

- We introduced monthly all-team meetings, creating a regular space for connection, information-sharing, and co-creation across different parts of the organisation.
- Our Team Development Week in July saw 80% of staff take up role-specific training or development opportunities, meeting our annual target.
- Two team members were supported to pursue further or higher education related to their roles, reflecting our commitment to long-term professional development.

Our support and supervision system, based on regular one-to-one check-ins between line managers and staff, continues to be the bedrock of our Performance Management and Development Framework. While this was a new process for many, it was implemented smoothly. Initial anxiety gave way to strong engagement, with the framework quickly recognised as a supportive tool for clarity and alignment.

While we do not have formal metrics to measure improvements in communication or cohesion, the senior leadership team reports observable improvements in clarity,

accountability, and collaboration. This is echoed in employee engagement surveys conducted after year end.

Our commitment to resilience and wellbeing remains a priority:

- The Employee Assistance Programme (EAP) and external supervision supports will continue into 2025.
- These are especially important given the emotional and operational demands facing the team.

We also recognise ongoing challenges. A cultural disconnect between front-of-house and back-office teams persists—rooted in differing roles, pressures, and a physically divided workspace. While we trialled team leader roles for front-of-house staff in Q4, the results were mixed. With the appointment of a dedicated Café Manager now confirmed, we are hopeful this will bring stronger cohesion, leadership, and support to frontline operations.

Our work to build a unified, values-driven culture is ongoing. We are proud of the progress made and remain committed to listening, learning, and growing together.

Objective 5.2

Establish and maintain a strong team culture grounded by our values.

Outcomes (as outlined in strategic plan)

Within two years, 80% of team members will take up training and development opportunities associated with their roles.

Progress

Progress update same as for Objective 5.1.



Objective 5.3

To grow earned income and fundraising to ensure sustainability and growth.

Outcomes (as outlined in strategic plan)

The organisation has the financial resources to deliver its strategic and operational plans.

Progress

In pursuit of Objective 5.3, our efforts to grow earned income and fundraising have yielded significant progress towards ensuring our organisation’s financial sustainability and growth.

In 2024, Outhouse made strong progress in stabilising and growing its income base, while responding to a challenging and evolving funding environment.

- Fundraising income reached €251,677, short of the €294,000 target. However, a significant portion of future activity is pre-financed through deferred income, reducing risk and offering a more stable outlook for 2025 and beyond.
- Tight cost controls were maintained throughout the year, bringing the organisation close to breakeven despite sector-wide uncertainty and rising service demand.

Earned income performance:

- Café revenue totalled €41,511, broadly in line with 2023 (€41,779). A quieter Pride period—impacted by illness across the team in late May and early June—affected footfall and revenue during peak months.
- Venue hire income was €41,509, down from €60,825 in 2023. This decline reflects:
 - A mid-year staffing transition in venue coordination.
 - A commitment to offer equitable discounts to unfunded community groups, many of whom were impacted by the cost-of-living crisis.
- Recognising the need for consistency, a new policy on discounts is being developed, and updated booking terms and conditions—including cancellation charges—will be introduced in 2025 to better manage income reliability and protect capacity.

To support long-term growth:

- We made strategic investments in café operations in Q4, including planning and resourcing for expanded service and marketing.
- A key development was the decision to appoint a full-time Café Manager in 2025, two years ahead of schedule. This move reflects the imperative to maximise return on existing infrastructure and staffing in a tightening funding landscape.

Together, these steps reflect a maturing and adaptive approach to financial sustainability—balancing mission with margin, and values with viability.

Objective 5.4

Operate transparently and ethically, following best practices in not-for-profit management and governance.

Outcomes (as outlined in strategic plan)

Within three years, the organisation will be recognised as a leader in transparency and ethical management in the charitable sector, having won a sectoral award for governance.

Progress

In 2024, Outhouse continued to uphold the highest standards of ethical governance and transparency, ensuring accountability to the LGBTQ+ community and wider public.

We maintained our Triple Lock Status throughout the year, reaffirming our commitment to transparent reporting, ethical fundraising, and strong governance practices.

These actions reflect a sustained commitment to responsible stewardship and sectoral leadership. Outhouse continues to set a strong example of how LGBTQ+ organisations can lead with integrity, openness, and accountability.

- We undertook a comprehensive review and update of our Board Handbook, Employee Handbook, and Volunteer Policies, ensuring they remain aligned with legal requirements, organisational values, and evolving best practice.
- The Board conducted a formal self-review process, identifying skills gaps in public affairs, advocacy, and fundraising. A targeted recruitment campaign followed, with prospective trustees entering a familiarisation phase at year-end.
- Outhouse was shortlisted again for Board of the Year at the Charities Excellence Awards and for a Good Governance Award in recognition of our Annual Report and Financial Statements.





Objective 5.5

Invest in research, evaluation, and data analysis to inform decision-making and measure impact.

Outcomes (as outlined in strategic plan)

Within three years, we will have established a robust research and evaluation programme that regularly produces insights and recommendations that inform decision-making, as measured by the number of research and evaluation reports produced, the percentage of programmes and initiatives that are informed by research and evaluation data, and feedback from stakeholders.

Progress

In 2024, Outhouse made significant progress in embedding data, evaluation, and learning across its services and strategy.

- We completed and implemented a Monitoring, Evaluation, and Learning (MEL) Framework as part of our LGBTQ+ Support Services Programme which established our community casework service. The framework has enhanced internal data collection (including improvements to the Information, Referral, and Signposting service), introduced a monitoring dashboard for internal planning and Board oversight, and strengthened our capacity to evaluate outcomes at patron, staff, organisational, and sectoral levels.
- We secured funding from the Irish Human Rights and Equality Commission (IHREC) to undertake Pride and Poverty: A Study of Economic Challenges in the LGBTQ+ Community. Research activities commenced in 2024 and the final report will be published in 2025.
- In collaboration with TU Dublin, our application to the Irish Research Council for a PhD on LGBTQ+ charitable giving and pro-social preferences was successful. A researcher was appointed and began work in the 2024/2025 academic year.
- We also supported the development of a funding application for a second PhD project entitled Chosen Families | Arrival Cities, in collaboration with DCU SALIS and partners in Barcelona and Cologne. If funded, this research will explore spatial belonging and community-building among queer migrants and include a public exhibition at Outhouse in 2026. The outcome of the application is expected in 2025.
- In addition, we coordinated and submitted a major funding bid for a new PhD project on LGBTQ+ homelessness, with a focus on trans and gender non-conforming people's lived experiences and structural exclusion from housing systems.

As a result of this significant growth in research activity, our organisational capacity to take on or support additional research is now exceptionally limited. We remain committed to research that supports our mission and amplifies lived experience, but must now prioritise depth, quality, and strategic alignment in any new projects we consider.

Objective 5.6

To minimise the environmental impact of the centre's activities.

Outcomes (as outlined in strategic plan)

Within five years, the centre will have reduced its carbon footprint by 30%, as measured by an annual sustainability report that tracks progress on key environmental metrics such as energy use, waste reduction, and water consumption.

Progress

In 2024, we made tangible progress towards our goal of reducing Outhouse's carbon footprint by 30% by 2028, despite rising demand and activity across the Centre.

- Energy consumption increased by 20.5% in line with service growth. However, CO2 emissions decreased by 3% over the past two years, helped by the national grid's ongoing decarbonisation.
- A detailed energy audit was completed in 2024, and funding applications were submitted to the Community Centres Investment Fund to implement key recommendations.

We also continued to operate a comprehensive internal recycling system, though this remains challenging to manage in a busy public-facing environment. Despite clearly labelled segregation messages, bins are frequently contaminated with non-recyclables, indicating a patron education gap that is frustrating progress in this area.

In 2025, we will explore ways to improve recycling compliance and environmental awareness among patrons, while continuing to embed sustainability in procurement and operations.



Objective 5.7

Stay relevant to our communities and stakeholders.

Outcomes (as outlined in strategic plan)

Within three years, the organisation will increase its reach and engagement among the LGBTQ+ communities, as measured by our website traffic, social media following, footfall in the centre, and attendance at events and programmes.

In year 3 of the strategic plan, the organisation has conducted a mid-term review and update to ensure our strategy remains relevant to the changing environment.

Outhouse carries out an annual stakeholder feedback survey which informs future planning and provides indicator and outcome data highlighting progress in implementing the strategic plan.

Progress

In 2024, we continued to grow and diversify our reach, reflecting our commitment to staying responsive and relevant to the evolving needs of LGBTQ+ communities.

- We welcomed 48,333 visitors, surpassing our target of 44,000.
- We hosted 928 events and bookings, exceeding our goal of 840.
- Our new website, launched in time for Pride, received 46,361 visits and includes new accessibility features to improve usability for all patrons.
- Our total social media audience grew to 20,024, up from 16,710 in 2023.

We also conducted our annual patron consultation survey, with 120 responses, providing critical insight into community needs and experiences:

- 24% of respondents were non-white, up from 7% in 2022, reflecting the increased diversity of our reach.
- There was a 20% increase in trans respondents compared to 2022.
- Intersex representation remained steady, and new data on language and national background highlighted the multicultural fabric of our community (33 nationalities; 29 languages).

- The results reinforced the importance of our ongoing work with intersectional groups, including QPOC, queer disabled people, trans and intersex people, and bisexual+ communities.

Respondents noted strong appreciation for the library, café, and new programming, and highlighted areas for improvement, including clearer information about library hours, more social opportunities, and improved visibility of services for new visitors.

The consultation also highlighted barriers to access—such as location, confidence, and lack of connection to someone already engaged with Outhouse—pointing to opportunities for more outreach, orientation, and peer-led engagement.



Objective 5.8

To have a Board of Trustees capable of guiding the organisation towards its goals and achieving its charitable purpose.

Outcomes (as outlined in strategic plan)

A stronger and more effective charity that is better equipped to achieve its charitable purpose.

Progress

In 2024, Outhouse continued to invest in a strong, skilled, and values-led Board of Trustees.

- Etain Kidney retired from the Board at the AGM on 14 September 2024, following years of committed service. During her term, Etain made a significant contribution to strengthening the organisation's communications and marketing and helped lay the groundwork for the formal establishment of the fundraising function.
- A new constitution, developed in partnership with A&L Goodbody (pro bono), was approved by members in September 2023. Following regulatory review, additional revisions were required. These were progressed during 2024, and a revised draft was submitted to the Charities Regulator. We anticipate the process concluding—subject to approval—in 2025.

- The Board was again shortlisted for 'Board of the Year' at the Charities Excellence Awards and received a Good Governance Award nomination in recognition of our annual report and transparent reporting practices.

These recognitions reflect the Board's ongoing commitment to best-in-class governance and a culture of ethical, strategic leadership that supports the mission and long-term success of Outhouse.

Staff and Volunteers

Staff

The average number of persons employed by the organisation during the year was as follows:

Average Staff	2024	2023
Management	5	2
Direct Charitable Activity Staff	12	14
Supporting Staff	-	4
Total	17	20

A new, more accurate method of calculating the average number employed by the charity in 2024 has been implemented, had the old method been applied, the total figure would have been 22.

Aggregate payroll costs incurred during the year:

Payroll costs	2024	2023
Wages and salaries	447,182	307,505
Social security costs	46,424	30,782
Pension costs	5,394	2,223
Total	499,000	340,510

A total of 1 employee(s) earned remuneration over €50,000 in 2024 as follows:

Employees >€50k	2024	2023
€50,000 - €60,000	0	0
€60,001 - €70,000	0	1
€70,001 - €80,000	1	1

Remuneration includes salaries and any benefits in kind.

Remuneration Policy

The Charity has a remuneration policy that has been agreed upon by the Human Resources and Nominations Committee as delegated by the Board. This policy states that we seek to be competitive with our peers. As a general principle, the Charity pitches its salaries at the median of the marketplace. A salary grading structure was put in place in 2022 to assist in planning and modelling this framework was updated at the end of 2024 following the publication of a new report into pay, terms and conditions of employment in the non-profit sector in Ireland by the Wheel. There is no automatic award of annual increments. The organisation strives to ensure that it pays the living wage.

Chief Executive Remuneration

The CEO, Oisín O'Reilly, commenced on 11 April 2022. His remuneration in 2024 was €74,060 (2023: €67,500). He received an employer contribution to his pension of 5% of gross salary which is included in the figure reported; he has no additional benefits. His employment contract does not include a performance-related award scheme of any benefits-in-kind/perquisites.

Key Management Remuneration

Remuneration paid to key managing personnel at the Charity in 2024 amounted to €210,623 (2023: €129,102). Key management personnel includes the CEO (full-time), Operations and Development Manager (full-time), Programmes and Services Manager (full-time) Finance Manager (part-time), Fundraising, Marketing, and Communications Manager (full-time). Contracts of employment do not include a performance-related reward scheme or any benefit-in-kind/perquisites. The growth in this cost relates to pay adjustments to market averages for some members of the management team, the Operations and Development Manager joined the team on 25 Sept 2023 and so their full year salary is reflected in the 2024 figure, additionally a new role that of Programmes and Services Manager was added to the management team in 2024.





Oisín O'Reilly (*he/him*)
Chief Executive Officer

Oisín O'Reilly (*he/him*) is the CEO of Outhouse LGBTQ+ Centre, with 20+ years of experience in social justice campaigns, fundraising, and nonprofit leadership. He has served on boards for organisations like the International LGBTQ+ Youth and Student Organisation and Dublin LGBTQ+ Pride. He is the Chairperson of the Irish Refugee Council. He is a dedicated advocate for LGBTQ+ equity and human rights in Ireland.



Seán Delaney (*he/they*)
Operations and Development Manager

Seán Delaney (*he/them*) is the Operations and Development Manager of Outhouse LGBTQ+ Centre. He has worked across numerous industries, including hospitality, heritage, and arts/culture. He is now delighted to apply his skills and experience to create a world where LGBTQ+ people are safe, seen, and celebrated. He also moonlights as a poet and writer, with work published in numerous publications and performed on stages across Ireland.



John Mee (*he/him*)
Fundraising, Marketing, and Communications Manager

John Mee (*he/him*) is the Fundraising, Marketing, and Communications Manager of Outhouse LGBTQ+ Centre. With almost ten years of experience in marketing with one of the world's biggest brands and several years of voluntary work with youth suicide prevention programmes, he is passionate about applying his skills to serve and empower the LGBTQ+ community.



Hannah Kelly (*she/her*)
Programmes and Services Manager

Hannah Kelly (*she/her*) is the Programmes and Services Manager at Outhouse LGBTQ+ Centre. Her role at Outhouse involves creating and maintaining different social, peer support, and personal development groups as well as overseeing the Community Casework service, the centre's key support work, and direct advocacy service. Hannah has a background in the non-profit sector, specifically in disability, working to promote the authentic inclusion of disabled student voices. She believes person-centred approaches should underpin all community services. Outside of her work with Outhouse, Hannah is a board member, volunteers with Dublin Lesbian Line, and is a trained facilitator.



Morgan O'Regan (*he/him*)
Finance Manager

Morgan O'Regan (*he/him*) is the Finance Manager at Outhouse. A qualified accountant, Morgan has been with Outhouse for two years and has had nine years of experience working in the not-for-profit sector.

Team Training and Development

The Charity operates a further education scheme for team members and actively encourages the continuing professional development of the team. Participating staff members may be entitled to either paid or unpaid leave, or a combination of both, to attend an approved course or contribute towards the cost of academic fees. All courses relate to identified organisational needs and are dealt with case-by-case. During 2024 two staff members (2023: 2) were supported to progress relevant professional qualifications through the scheme the staff supported in 2024 are different to the staff supported in 2023.

Diversity, Equity, and Inclusion

Outhouse is committed to being an inclusive and diverse organisation. Indeed, this is at the core of the organisation’s charitable purpose. All employees, volunteers, and patrons are treated with dignity and respect, provided with equal opportunity, and not discriminated against.

We do not discriminate based on race, ethnicity, skin colour, class, ancestry, national origin, religion, sex, sex characteristics, sexual orientation, gender identity or expression, age, disability, anti-body status, civil status, being in receipt of a HAP payment, or membership of the Roma or travelling community.

The Charity is fully compliant with the requirements of the Equal Status Acts 2000-2018 and the Employment Equality Acts 1998-2015.

Performance Management

The Board agreed a new performance management and development policy in November 2023. The policy framework provides for managing, enhancing, and improving the performance of team members. It establishes a direct link from the multi-annual strategic plan through the annual operational plan to individual team members’ objectives. The new framework commenced implementation with the 2024 planning cycle and was successfully used throughout the year to guide performance across the team.

Energy Efficiency Report

Objective 5.6 of our strategic plan commits to reducing our carbon footprint by 30% by the end of 2028 from our baseline in 2022. We had significant growth in our activities during 2024; our energy consumption grew by 20.5%, and our CO2 emissions did not increase proportionally, as the average electricity emissions factor further declined in 2024, reflecting the ongoing decarbonisation of the electricity grid. Our CO2 emissions have decreased by 3% over the last two years against a backdrop of significant growth. During 2024, a detailed energy audit was conducted, and funding applications to implement the recommended action plan have been made to the Community Centres Investment Fund to enable implementation.

Employees >€50k	2024	2023	2022
Direct Consumption (kWh) <i>Electricity, lighting, heating, ICT, cooling etc.</i>	75,160	62,335	64,314
CO2 Emissions (kg)	25,995	25,988	26,813

The Charity is keenly aware of its responsibility to protect the environment, to mitigate our operations’ harmful effects on the environment and climate change. The following measures continue to be in place:

- Our energy provider supplies the organisation with 100% green energy.
- The Charity continues to operate a comprehensive internal recycling system.
- The Charity has moved to procure refurbished ICT devices as part of its commitment to the circular economy; each refurbished device saves 1,500 litres of water, 3,000kWh of electricity, 22kg of chemicals, and 700kg of CO2.



Outlook and Future Plans

The Outhouse LGBTQ+ Centre strategic plan, Space for All (2023–2028), continues to guide the organisation's development. It sets out our vision for an Ireland where all LGBTQ+ people are safe, seen, and celebrated. The plan's annual goals are advanced through a detailed operational plan, which informs team and individual objectives, and is monitored on a quarterly basis.

2025 will be another ambitious year across, with progress planned across all five strategic goals:

Goal 1 | Connection



- We will continue to grow footfall and reach, targeting 52,000 individual visits to the centre.
- We will expand social and peer support offerings, with new groups for:
 - Neurodivergent LGBTQ+ people
 - LGBTQ+ older women (50+)
 - HIV-positive people (in partnership with HIV Ireland).
- A building improvement and accessibility plan will be completed in 2025, alongside the launch of a new Board subcommittee focused on long-term premises needs.

Goal 2 | Community Support



- Our community casework service will expand with longer hours and improved referral pathways.
- We will launch a drug and alcohol literacy project, a new IPO interview preparation service, and extend trauma-informed practices across the team.
- Smoking cessation, art therapy, and CDETB-supported art classes will contribute to broader wellbeing initiatives.
- A critical incident management plan and safeguarding protocols will be finalised and rolled out.

Goal 3 | Culture



- We will launch a Queer Film Club in partnership with GAZE Film Festival and continue exhibitions and creative workshops.
- The physical library space will be revitalised, alongside new cultural programming and archive development work.
- A showcase programme in the café will highlight LGBTQ+ artists and creatives throughout the year.

Goal 4 | Campaigns



- We will support LGBTQ+ voices in national policy conversations, with a continued focus on:
 - Housing and homelessness
 - LGBTQ+ poverty
 - Trans healthcare access
 - Safety and inclusion
- Our campaign work will centre lived experience through video storytelling and a new digital platform for LGBTQ+ narratives.
- We will complete and publish Pride and Poverty, our national research study on economic inequality, and support the start of a PhD study on LGBTQ+ homelessness.
- International engagement will continue through ILGA-Europe, Coalition 2030, and service provider exchanges.

Goal 5 | Capability



- We will invest in staff and volunteer training, development, and wellbeing, including hosting two Volunteer Induction and Development Days and an Employee Training Week.
- We will deploy a new CRM system for fundraising and marketing, and extend use of our HR information system for workforce planning.
- Our fundraising strategy will include growing earned income through venue hire, café operations, and the launch of a new legacy giving campaign.
- A mid-term review of the strategic plan will be carried out to refine our direction from 2026 onward.
- Work on reducing our environmental impact will continue, with an Energy Action Plan to be implemented in 2025.

Outhouse enters 2025 with purpose and momentum. While challenges remain, particularly in relation to funding, infrastructure, and the growing hostility in global politics, the team is focused, resilient, and deeply committed to delivering on the mission set out in Space for All.

Financial Performance

Financial Results

At the end of the financial year, the charity has assets of €1,288,432 (2023: €1,203,229) and liabilities of €381,204 (2023 - €294,934). The net assets of the charity decreased by €4,863 (2023: growth of €46,520). This decrease is primarily due to two factors: depreciation on the value of tangible assets (105 Capel Street), and an increase in deferred income on the balance sheet, representing pre-financing of activity in future periods.

Income Diversification

The organisation has historically relied on state grants and a modest amount of earned income as its core income-generating strategy. In response to the Covid-19 pandemic, ‘Arthouse’, an annual fundraising art auction, was established to help the charity diversify its income sources and provide for stability.

The trustees have considered the income diversification risk and have started investing in professional fundraising to augment the income streams of the organisation. The organisation has also adapted the pricing strategies associated with the earned income streams to maximise returns while respecting our charitable objectives.

Over the medium term, and while growing overall income levels, the board plans to reduce the proportion of income from government grants to 50% of overall revenue. Maintaining a balance of funding between state and non-state sources is important to mitigate the risks associated with a decline in any one source of income. It is also an essential guarantee of our independence in advancing our charitable purpose and objectives to ensure all LGBTQ+ people are safe, seen, and celebrated. In 2024 income from the state represented 58% of the organisation’s revenue (2023: 60%).

Reserves Policy

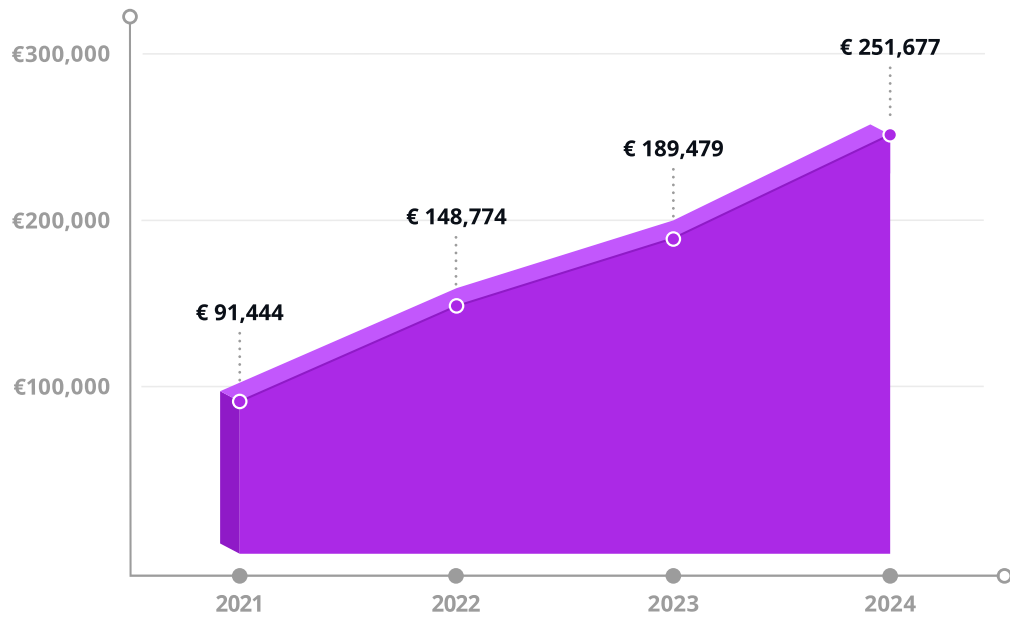
Outhouse has a set reserves policy to ensure that the Charity’s core activities could continue during a period of unforeseen difficulty - for example, a global economic crisis. The policy takes into account the cost of staff redundancies in an emergency, the risk associated with variances in planned incomes versus expenditure, and the Charity’s contractual commitments.

The Trustees have established a target of building unrestricted cash reserves equal to three months’ operating costs, plus 10% of the value of 105 Capel Street, the building owned by the Charity and used for its Charitable Activities. The Finance, Audit, Risk, and Governance Subcommittee advises on the appropriate level of reserves and planned contributions to the reserves set by the Board during the annual budget process and reviewed as necessary.

Fundraising Policy

Outhouse has organised an annual fundraising art auction, Arthouse, since 2020. In 2022 the Board approved an investment in establishing a professional fundraising function, enabling the Charity to solicit the financial support of individual donors, companies, trusts and foundations, among others to fund both general operating costs and specific projects and programmes. This has resulted in the growth of income from donations and legacies to €251,677 in 2024 from €91,444 in 2021.

Gifts and Donations income



Outhouse is committed to applying the highest standards of good governance and ethical fundraising practices in our work. We have completed the implementation of the Fundraising Guidance issued by the Charities Regulator and are in full compliance with the voluntary Statement Guiding Principles in Fundraising.

All institutional donors are ethically evaluated before engaging them in fundraising or monetary support for our mission. In 2024, we had cause to decline a donation on two occasions (2023: 1) due to ethical concerns.

Our professional fundraising staff are paid a fixed annual salary in line with best practice. There is no performance-related pay or bonus payable to professional fundraisers employed by the Charity.

Investment Policy

The organisation does not have a formal investment policy as the level of unrestricted cash reserves is currently used as working capital. The Board is aware of its obligation to develop a policy if and when it has sufficient reserves in place to consider investing.

Apportionment

Individual costs that are shared and not directly attributable to a singular activity are apportioned on a consistent basis. Income is directly apportioned against relevant activities.

Principal State Funders & Other Grants

Refer to Note 5.2 for a listing of principal funders and other grants received in the period.

Principal State Funders & Other Grants

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 105 Capel Street, Dublin 1, D01 R290.

Funds held as a Custodian Trustee on Behalf of Others

The Charity does not hold any funds or other assets by way of a custodian arrangement.

Funds held as a Custodian Trustee on Behalf of Others

The Charity does not hold any funds or other assets by way of a custodian arrangement.

Auditors

The auditors, Whelan Dowling and Associates, (Certified Public 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 the case of each person who is a Director at the time this report is approved per Section 332 of the Companies Act, 2014:

- So far as each Director is aware, there is no relevant audit information of which the company's statutory auditors are unaware and,
- Each Director has taken all the steps that they ought to have taken as a Director to make themselves aware of any relevant audit information and establish that the company's statutory auditors are aware of that information.

Going Concern

The financial statements have been prepared on a going-concern basis. The Directors have reviewed the 2024 statement of financial activities and balance sheet, the approved 2025 budget, and the latest financial information, including an up-to-date forecast considering the ongoing impacts of the war in Ukraine, high inflation and the increase in the cost of living. The Directors are satisfied that the Charity has adequate resources to continue its operational existence for the next 12 months. As a result, they are confident that there are sufficient resources to manage any operational or financial risks. There is no material uncertainty that affects this assumption.

Post Balance Sheet Events

Since the end of the financial year, several significant geopolitical developments have occurred which, while not quantifiable in immediate financial terms, are expected to impact Outhouse LGBTQ+ Centre's operating environment, funding landscape, and community need in the medium to long term.

In late 2024 and early 2025:

- Donald Trump was re-elected as President of the United States, leading to an immediate shift in international aid priorities and a further withdrawal of U.S. support for LGBTQ+ rights and civil society organisations abroad.
- EU parliamentary elections saw a significant swing toward the political right, increasing uncertainty around the future of equality and inclusion funding, both directly and indirectly affecting civil society infrastructure.
- Hungary banned Pride events, reflecting a broader European trend of democratic backsliding and shrinking civic space, particularly for LGBTQ+ communities.
- Across Europe, funding for diversity, equity, and inclusion work has become increasingly politicised, creating volatility for NGOs reliant on public and philanthropic investment.

These developments have intensified anti-LGBTQ+ rhetoric and placed additional pressure on frontline services such as Outhouse, while simultaneously creating new risks for funding, policy stability, and partnership sustainability.

While these events have not had an immediate financial impact post-year end, they represent a material change in the external risk environment. The Board is closely monitoring these developments and reviewing financial and operational plans accordingly.

Structure, Governance and Management

Structure

Outhouse Limited is registered in Ireland as a Company Limited by Guarantee incorporated in the Republic of Ireland under the Companies Act 2014. Under section 1180 of the Companies Act 2014, the Company is exempt from including the word 'limited' in its name. The Company does not have a share capital. Consequently, the member's liability is limited, subject to each member's undertaking to contribute to the Company's net assets or liabilities on winding up such amounts as may be required, not exceeding €1.27.

The Company was set up under a Memorandum of Association that established the charitable Company's objects and powers. The Company is governed by a Constitution and is managed by a Board of Directors. The Articles of Association and Constitution were last amended by a special resolution of the company on 25 September 2023; as required by the Constitution, no amendment can take effect without the consent of the Charities Regulator. At the time of signing the accounts, the regulator's approval is still pending therefore, the Constitution in effect is that which was approved on 23 July 2011.

The main object/ charitable purpose of the Company is:

- A. To provide a centre to supply education and information services on a non-directional basis about health for disadvantaged and marginalised groups by hosting meetings, workshops, publications, providing support and counselling in relation to HIV prevention and sexual health promotion; by providing emotional and psychological support for marginalised members of the community; by providing services dealing with crisis intervention; by providing services to people with HIV and AIDS; by raising awareness through workshops, publications and providing an information resource library; by providing education through lectures, seminars, course and conferences in relation to personal development.
- B. To provide for the relief of poverty for marginalised sections of the community by providing venues for meetings of groups, individuals, facilitators and counsellors free of rent; and by providing beverages and snacks to disadvantaged members of the community at cost price.

As objects incidental and ancillary to the attainment of the principal object:

- C. To provide a community and resource centre to serve gay, lesbian, bisexual, transvestite and transgendered people and those who identify with or support such people.
- D. To provide from the aforementioned centre education and information services about gay, lesbian, bisexual, transvestite and transgendered people for the general public.

The Company has been granted charitable tax exemption by the Revenue Commissioners per the provisions of Section 208 (as applied to companies by Section 76), Section 609 (Capital Gains Tax) and Section 266 (Deposit Interest Retention Tax) of the Taxes Consolidation Act, 1997. This exemption, which applies to Income Tax/ Corporation Tax, Capital Gains Tax and Deposit Interest Retention Tax, extends to the Company's income and property. Its CHY number is 11815.

The Company was deemed a Charity per Section 40 of the Charities Act 2009 and is registered as such with the Charities Regulator in Ireland with registration number 20033293.

Directors/Charity Trustees

Outhouse is governed by a Board of Directors with a maximum of 13 people. All Board members are volunteers and do not receive any remuneration for their participation as required by the Charities Act, 2009. They are entitled to reimbursement for out-of-pocket expenses in the discharge of their functions as Trustees.

The Board's policy requires a minimum of 6 Board meetings throughout the year. In 2024, the Board met 10 times (2023: 13). An attendance policy is in place, with the Chair responsible for its implementation.

The organisation's constitution does not have a term limit for trustees/directors and operates a retirement-by-rotation system that can continue indefinitely. The Trustees are aware of the best practice guidelines from the Charities Regulator on term limits and have factored this into their succession planning.

Board Members

Séamus McManus (he/him)

Chairperson

Appointed: 12 December 2020

Séamus is an experienced HR and organisation development professional, a PRINCE2-qualified project manager, and a chartered member of the Chartered Institute of Personnel & Development. He holds a BA in psychology from Trinity College Dublin; an MPhil in innovation, strategy and organisation from the University of Cambridge; and an MSc in international economic studies from Maastricht University. In his current position as a senior manager in the Civil Service, he has held roles in HR, organisational development, risk and project management. He previously worked as a consultant with people and organisational advisory firm Korn Ferry. Séamus joined the Board in 2020 and took on the role of Chairperson in 2021. He has also previously served as a director of EQUATE, an education equality charity.

Keith McCarthy (he/him)

Deputy Chairperson

Appointed: 25 September 2021

Keith is a human resources and organisational development professional with more than two decades of experience working in industry and as a consultant in professional services. Keith is a past Group Director of HR for the RCSI hospitals group, where he provided strategic and operational oversight for seven hospitals and over 11,000 staff. Keith is a regular contributor/ conference speaker providing practical advice and insights into HR, change management, and people capability.

Kumarin Athiemoolam (he/him)

Treasurer

Appointed: 27 February 2023

Kumarin is a qualified Chartered Accountant working in Digital Transformation while having gained wide-ranging experience in Big 4 audit in both Ireland and South Africa within the retail, consumer and media industries. Kumarin also has previous financial management experience in the renewable energy sector.

Kelly Mackey (she/her)

Company Secretary

Appointed: 27 February 2023 as Trustee, 01 April 2023 as Company Secretary

Kelly is an associate solicitor in a large Dublin commercial law firm where she advises public, private and civil society organisations on data protection, privacy, commercial contracting, and corporate governance and compliance. Kelly has been involved in either a professional or voluntary capacity in a number of civil society organisations over the past two decades including Amnesty International Ireland, BeLong To Youth Services, Migrant Rights Centre Ireland and has previously served on the boards of each of the International Planned Parenthood Federation and the Irish Family Planning Association.

Dr Etain Kidney (she/her)

Appointed: 25 September 2021

Resigned: 14 September 2024

Etain is Head of the School of Marketing at TU Dublin. She holds a PhD in Inclusive Entrepreneurship, and her research currently explores sustainability, digital marketing, and education. A founding member of the Pink Ladies Hockey Club, she has worked with various LGBTQ+ and sporting groups for more than a decade.

Karen O’Sullivan (she/her)

Appointed: 03 December 2022

Karen is currently a Managing Director with Accenture, and is the current global head of Solution Innovation for Source to Pay. Karen has also served on the boards of LGBTQ+ Employee Resource Groups in a number of the companies she has worked for. She brings with her over 15 years of experience in solution design and implementation, corporate finance, governance and leadership development. Karen is passionate about human rights, equality, and fostering a diverse and inclusive culture that readily enables the power of belonging for all members of the LGBTQ+ community.

Dr Emma Dwan O’Reilly (she/her)

Appointed: 03 December 2022

Emma has worked across the cultural, heritage, museum and charity sectors. Her experience includes shaping the creative development of heritage and visitor attractions, working in partnership, and leading on experiences, programming, fundraising and communications across a portfolio of visitor attractions. Emma is the Head of Operations at Dublin City Council Culture Company. Previously, during her time at conservation charity the National Trust in the UK, Emma was co-chair of the national LGBTQ+ Network and Steering Group and sat on the National Trust’s Inclusion Council.

Dr Martine Cuypers (she/her)

Appointed: 03 December 2022

Martine is a dedicated educator, researcher and change-maker with nearly three decades of experience in voluntary and statutory organisations in equality, diversity and inclusion, education, culture and the arts in Ireland and abroad. Martine teaches Classics at Trinity College Dublin, where her courses focus on ancient social and cultural questions that remain astonishingly relevant today. As a former chairperson of Transgender Equality Network Ireland (TENI), an organisation born in Outhouse, Martine understands Outhouse’s past significance, and she is passionate about envisioning its future.

Dr Jean-Philippe Imbert (he/him)

Appointed: 27 February 2023

Jean-Philippe Imbert Lectures in Comparative Literature and Sexuality Studies at Dublin City University. He works on literary, activist and artistic creations of Mexican, Irish, and French 20th and 21st centuries, focusing on the relationship between sexuality, gender and the aesthetic treatment of evil, trauma or perversion. He has curated international art exhibitions (photography) in Delhi, Dublin and Mexico City. He volunteers for/with LGBTQ+ migrants arriving in Paris (mainly from Afghanistan, Bangladesh, Iraq, Iran, Pakistan, and Sri Lanka). He runs EROSS, a research cluster working on all aspects of all sexualities, sexual orientations, and gender identities.

Unless otherwise stated, the preceding have served as directors for the entire period following re-election at the last annual general meeting.

Attendance at Board Meetings

Board Members	Meeting Attendance	
	2024	2023
Séamus McManus (Chairperson)	9/10	12/13
Keith McCarthy (Deputy Chairperson)	8/10	12/13
Kelly Mackey (Company Secretary)	3/10	9/12
Kumarin Athiemoolam (Treasurer)	8/10	12/12
Etain Kidney	5/8	12/13
Karen O’Sullivan	4/10	10/13
Emma Dwan O’Reilly	7/10	12/13
Martine Cuypers	7/10	12/13
Jean-Philippe Imbert	8/10	9/12

The CEO, Oisín O’Reilly is invited to attend all Board meetings. Staff meeting attendance in 2024 was as follows:

Staff Attendees	Meeting Attendance	
	2024	2023
Oisín O’Reilly (Chairperson)	10/10	13/13
Seán Delaney (Operations and Development Manager)	8/10	1/2
Talita Rodrigues (Executive Assistant)	5/8	NA

Director/ Charity Trustee Expenses

In 2024, the total amount of vouched expenses paid to Board members was €0 (2023: €0).

The Charity has taken out insurance to protect the Directors/ Trustees. No loans have been granted to Directors. No remuneration or other benefits have been paid or are payable to any Directors directly or indirectly from the Charity’s funds. The governing document of the Charity expressly forbids remuneration of Directors/ Trustees.

Other than as shown above, any further required disclosures in Sections 305 and 306 of the Companies Act 2014 are nil for both financial years.



Related Party Transactions

As well as donating their time and expertise during 2024, the Directors made unconditional donations of €2,400.87 (2023: €2,386.33) to the Charity. The total amount of gifts, donated goods, and donated services received from companies controlled by Directors during 2024 was €nil (2023: nil).

Key management personnel unconditionally donated €744.80 (2023: €1,072.00) to the Charity. There were no other related party transactions with key management personnel other than remuneration. **Please see note 10** for further information on benefits paid to key management personnel.

There were no further related party transactions concerning the Charity’s affairs in which the Directors or key managing personnel had any interest, as defined in the Companies Act 2014, at any time during the period ended 31st December 2024.

Recruitment and Selection of Board Members/ Trustees

Board Members are selected under the Board Recruitment and Selection Policy. Members are chosen based on their skills and any identified skill gaps on the Board. The Board reviews its composition annually.

During 2024 a public recruitment and selection process was undertaken, with two potential board members identified. They are progressing through the familiarisation process at year-end, and we hope they will be formally appointed early in 2025.



Induction of Board Members

Induction occurs as soon as possible after the individual has joined the Board. Induction is the responsibility of the Company Secretary, in collaboration with the CEO and Chair of the Board.

Induction training includes a face-to-face meeting (where possible) covering the Charity’s mission and aims, governance structures, core activities, history, and achievements. New Directors receive an induction pack which includes the Constitution, minutes of recent Board meetings, Board of Directors Policies and Procedures, Conflict of Interest / Loyalty Policy, and other relevant documents.

Outhouse is a member of The Wheel and facilitates Board members attending relevant training courses.

Board Subcommittees

The Board is supported by a committee structure that deals with specific aspects of the Charity’s work. There were four standing committees in 2024. The CEO, Oisín O’Reilly, attended all these subcommittees. Each subcommittee is governed by terms of reference that define the scope of their competencies and any delegated authorities.

Finance, Audit, Risk, and Governance Committee

The Finance, Audit, and Risk Committee fulfils a vital role in the organisation’s governance framework, assisting the Board in monitoring the internal control environment, risk management, financial reporting, governance and compliance, and internal and external audit. The committee met five times in 2024.

Committee Members	Meeting Attendance	
	2024	2023
Kumarin Athiemoolam (Treasurer and Subcommittee Chair)	5/5	4/4
Ronan Kennedy (Subcommittee Deputy Chair)	Resigned 30 April 2023	1/1
Kelly Mackey (Company Secretary)	2/5	3/4
Karen O’Sullivan (Board Member)	5/5	3/4
Séamus McManus (Chairperson of the Board)	3/5	5/5
Gerard Reynolds (Independent External Committee Member)	2/2	NA
Oisín O’Reilly (CEO)	5/5	5/5
Seán Delaney (Operations and Development Manager)	4/5	NA
Talita Rodrigues (Executive Assistant)	3/3	NA

HR and Nominations Committee

The HR and Nominations Committee assists the Board in fulfilling its obligations to the staff and volunteers by developing policy frameworks that recognise their contributions, reward them appropriately, and provide oversight for our compliance with employment law and volunteering best practices.

Additionally, the committee is responsible for identifying and reviewing the size and skills mix of the Board and its subcommittees and for identifying and nominating candidates for Board and committee membership. The committee met five times in 2024.

Committee Members	Meeting Attendance	
	2024	2023
Keith McCarthy (Subcommittee Chair)	5/5	6/6
Séamus McManus (Chairperson of the Board)	4/5	3/6
Etain Kidney (Board Member)	Resigned from Committee April 2023	1/1
Emma Dwan O'Reilly (Board Member)	4/5	3/4
Sonam Bhardwaj Barrett (Independent External Committee Member)	3/5	0/2
Oisín O'Reilly (CEO)	5/5	6/6
Seán Delaney (Operations and Development Manager)	3/5	2/2
Talita Rodrigues (Executive Assistant)	2/4	NA

Programmes, Advocacy, and Services Committee

The Programme, Advocacy, and Services Committee is responsible for ensuring the needs of the LGBTQ+ community are identified, and for making recommendations across all aspects of planning, delivery, and evaluation of programmes and services.

In addition, the committee plays an important role in providing strategic support and advice to the Board on public policy matters. The committee met seven times in 2024.

Committee Members	Meeting Attendance	
	2024	2023
Dr Jean-Philippe Imbert (Subcommittee Chair)	7/7	3/3
Kumarin Athiemoolam (Treasurer)	7/7	3/3
Dr Martine Cuypers (Board Member)	5/7	3/3
Ronan Kennedy (Independent External Committee Member)	7/7	3/3
Annie Hoey (Independent External Committee Member)	2/2	NA
Oisín O'Reilly (CEO)	7/7	3/3
Brandon Felczer (Operations and Development Manager)	NA Resigned 18 July 2023	1/2
Seán Delaney (Operations and Development Manager)	5/7	1/1
Hannah Kelly (Programs and Services Manager)	6/6	NA
Talita Rodrigues (Executive Assistant)	4/5	NA

Fundraising and Marketing Committee

The Fundraising and Marketing Committee supports the Board in fulfilling its obligations to ensure sufficient financial resources are in place to achieve the organisation’s mission.

The committee does this by guiding the development of a fundraising strategy and a related marketing strategy, and overseeing their implementation. The committee met four times in 2024.

Committee Members	Meeting Attendance	
	2024	2023
Dr Etain Kidney <i>(Subcommittee Chair)</i>	4/4	5/5
Dr Emma Dwan O'Reilly <i>(Board Member)</i>	4/4	4/5
Donna Parsons <i>(Independent External Committee Member)</i>	3/4	2/3
Siobhán Smith <i>(Independent External Committee Member)</i>	4/4	2/2
Aisling Nolan <i>(Independent External Committee Member)</i>	3/4	1/1
Seán Bergin <i>(Independent External Committee Member)</i>	2/4	3/4
Oisín O'Reilly <i>(CEO)</i>	3/4	5/5
John Mee <i>(Fundraising, Marketing, and Communications Manager)</i>	4/4	5/5
Myriam Hooper <i>(Marketing Officer)</i>	2/4	4/5
Talita Rodrigues <i>(Executive Assistant)</i>	2/3	NA

Governance

The Board of Directors is committed to upholding the highest standards of governance.

The organisation has completed the adoption and implementation of the Charities Governance Code, issued by the Charities Regulator. It reported on its compliance with the code formally, as required by the regulator.

Outhouse was an early adopter of the Charities Statement of Recommended Practice (Charities SORP) and publishes its annual financial statements in accordance with Charities SORP guidance annually.

The organisation has completed implementation of the Charities Regulator Fundraising Guidelines and operates a professional fundraising team guided by high ethical standards.

Legal Compliance

The board is committed to compliance with relevant legal and regulatory requirements and that appropriate internal financial and risk management controls are in place.

In 2023, Outhouse submitted its Annual Report to the Charities Regulator, its reports under the Lobbying Register and returns for the Companies Office on time.

The Charity complies with the European Union (Anti-Money Laundering: Ownership of Corporate Entities) Regulations 2019. As a charitable company, there are no beneficial owners of the entity, and therefore the senior managing officials, comprising the Directors/ Trustees and CEO, appear in the register.

The organisation invests more staff time and financial resources in professional fees to support legal compliance each year.



Data Protection Act 2018 (GDPR)

Outhouse has developed GDPR Policies and Procedures specifically suited to the organisation with input from a GDPR consultant. A Data Protection Officer has been appointed in the organisation to oversee compliance in this area. The data privacy statement is available to read at www.outhouse.ie/privacy.

Lobbying and Political Donations

The Charity did not make any political donations during 2024 (2023: nil), and as a result, no disclosures are required under the Electoral Act, 1997.

As required under the Regulation of Lobbying Act 2015, the Charity records all lobbying activity and communications with Designated Public Officials (DPOs). The Charity has made the returns and submissions required by the Act.

The Safety, Health, and Welfare at Work Act 2005

Outhouse continues to take appropriate measures to protect the safety, health and welfare of all staff, and visitors and promote awareness within its office to meet this Act's provisions. This extends to the Public Health (Tobacco) Acts 2002 and 2004.

Protected Disclosures Act, 2014

The Charity is committed to the highest standards of openness, integrity, and accountability. An important aspect of accountability and transparency is enabling any staff member, volunteer, and other organisation members to voice concerns responsibly and effectively. The Charity has a Speaking Up Policy in place, including an independent point of contact for staff or volunteers to raise concerns about any malpractice or wrongdoing within the organisation. The Speaking Up Policy fully complies with the requirements of the Protected Disclosures Act, 2014.



Decision-Making

The Board has the following matters specifically reserved for its decision:

- Co-opting of new Trustees/ Board Members;
- The appointment or removal of Company Members;
- The appointment or removal of subcommittee members and chairpersons;
- The appointment or removal of the Chief Executive Officer (CEO);
- The approval of individual purchases greater than €3,000;
- The appointment or removal of the company's auditors;
- The approval of the Annual Financial Statements and Annual Report;
- The review and approval of changes to organisational policy;
- The review and approval of changes to financial policies and procedures;
- Approval of the charity's strategic plan and operational plans and budgets;
- Projects outside the scope of the strategic plan;
- Approving the use of the Company Seal;
- Annual Review of Risk and Internal Controls;
- Litigation;
- Business acquisitions and disposals; and
- The decision to take a position on any referendum to amend the constitution of the Irish State.

The Board delegates authority on specific duties and responsibilities to sign legal documents, contracts for services and funding contracts to the CEO. The organisation's day-to-day management is also delegated to the CEO and staff. This includes contributing to and the implementation of the strategic plan; leading, recruiting, and managing staff; managing the organisation and its finances effectively and efficiently; consulting and linking with stakeholders; representing Outhouse; contributing to national policy development affecting LGBTQ+ people; and developing mechanisms for involving the LGBTQ+ community in the work of the organisation.

Reporting

The CEO reports directly to the Board. Board agendas are jointly planned by the Chair and CEO. As in previous years, in 2024, a Board planner tool was used to map the entire projected business of the Board throughout the year. A monthly report is prepared and submitted before each Board meeting for members to review.

Management accounts are prepared quarterly and include an analysis of the budget and the actual position of the organisation's income and expenditure as approved by the Board. Variances are calculated and explained. Trend analysis, projections, and year-on-year comparisons are also provided. Key issues are identified with sufficient explanation.



Principal Risks and Uncertainties

Effective risk management is critical to the Board, ensuring that the Charity operates within its means and makes prudent financial decisions. In addition to financial risk management, the Trustees prioritise minimising risks to patrons and team members.

The Trustees are aware of the key risks to which the Company is exposed, particularly those related to the operations and finances of the Charity, and are satisfied that there are appropriate systems in place to address these risks. At a governance level, potential risks relate to maintaining sufficient skills. At an operational level, risks relate to potentially poor business planning, health, safety, and ICT risks.

At a human level, they relate to ensuring the Charity is sufficiently staffed, with an appropriate mix of skills, to provide adequate service levels, maintain staff welfare and avoid staff burnout. At a financial level, potential risks related to budgetary control and retaining sufficient funding to deliver core activities and the possible economic impacts of the cost of living crisis, the war in Ukraine on the wider economy and, therefore, fundraising.

The Board is also aware of the wider global geo-political shifts that are having negative effects post year-end on the issue areas in which the organisation operates and the wider global economy, both of which pose a significant challenge for Outhouse’s future operations.

Policies and procedures are in place (and published on the charity’s website) concerning service provision to children and vulnerable adults, health and safety, the GDPR, and HR. Risk assessments are routinely carried out for the offices, general service provision, and off-site events. These are reviewed by senior management and reported to Trustees as appropriate.

The Charity has an organisation-wide risk register which is reviewed by the Board on a rolling basis and, when required, in response to changes in the environment which increase risks and/or their potential impact. High-impact risks are identified and mitigating strategies are discussed and agreed upon.

A complete review of the macro social, environmental, funding, and advocacy risks was undertaken during summer 2024, leading to the creation of a new Political & Rights Impact Scale Matrix (PRISM) for the organisation. A range of mitigating actions were identified for implementation, and contingency plans were developed should the risks materialise.

The Board is satisfied that appropriate systems and processes are in place to monitor, manage, and mitigate the charity’s exposure to its major risks.

The following have been identified as areas of most risk to the Charity:

Dependency on Income Sources Risks

Outhouse remains significantly dependent on state grants. To reduce this risk, a Fundraising Manager was hired in November 2022, and the strategic plan, 'Space for All,' includes a goal to expand fundraising over the next five years.

Additional capacity was added in 2024 with the hiring of an Executive Assistant, allowing the CEO and Fundraising Manager to focus more on income generation. These efforts have yielded results: donations and legacies rose to €251,677 in 2024 (2023: €189,479).

Funding and Fundraising Risks

Like many charities in Ireland, Outhouse relies on gifts, donations and grants income from state organisations, companies, trusts, and foundations, in addition to its earned revenues.

The ongoing economic uncertainty throughout 2024 has created a volatile economic climate for charitable organisations. Following detailed modelling and assessments, the Board believes that the Charity is adequately positioned to manage the costs of running the Charity in the event of an economic decline worsening. Through regular finance and fundraising committee oversight of financial trends and performance and our ongoing investment in fundraising, the trustees intend to maintain and develop existing and new income sources to position the charity well to manage this risk.



People Risk

The risk of over-reliance on key personnel was mitigated by a restructuring in 2019, adding an additional layer of management reporting to the CEO, who in turn reports to the Trustees. This provided succession planning and reduced single points of failure.

The risk that the Charity will be unable to attract and retain talent at all levels, including volunteers, trustees, and employees, remains a challenge. It is difficult to mitigate in the short term. It requires growing the organisation's unrestricted fundraising and earned income to provide competitive benefits packages for employees and appropriate support for volunteers. The Charity undertakes strong resource planning, considering demands for services, commitments to funders, and a commitment to a flexible working environment to facilitate team members where possible.

Financial and Related Control Risk

The organisation mitigates its financial and related control risks as follows:

- It continually monitors the level of activity, prepares and monitors its budgets, targets, and projections;
- Internal control risks are minimised by the implementation of financial policies and procedures which control the authorisation of all transactions and projects;
- We have a policy to build our cash reserves equal to three months operating costs, which when achieved will position the Company to meet its statutory obligations best.
- The Charity is in the advanced stages of implementing a Strategic Plan which will allow for the diversification of future funding and activities;
- It closely monitors emerging changes to regulations and legislation on an ongoing basis;
- It has minimal currency risk and credit risk; and,
- The Charity has assessed its interest rate risk on borrowings and determined that it can carry the increased interest rate costs associated with our lenders increasing in line with the ECB in the medium term.

Reputational Risk

The risk of reputation damage to the organisation in the charity sector caused by an event either within or outside the organisation's control. This risk is mitigated by regular engagement with The Wheel and Charities Institute Ireland (CII) to promote trust in the charity sector.

Additionally, regular Board and committee oversight of compliance and governance processes to ensure best practices and proactive engagement with partner organisations on good governance help to mitigate the risk further. The organisation has developed a Crisis Communications Plan which has been tested.



Child Protection and Safeguarding Risks

The safeguarding and protection of children's welfare and well-being accessing services at Outhouse is paramount. The organisation has adopted a Child Safeguarding Statement in line with its obligations under the Children First Act, 2015. Following a risk assessment process, the organisation has undertaken measures to mitigate risk and ensure a safe environment for all children accessing our services.

Outhouse has Child Protection and Safeguarding policies based on the Children First Act 2015 and Children First Guidelines 2017 and best practice recruitment policies and procedures.

Conflicts of Interest and Loyalty-Based Risks

The charity has a conflict of interest and loyalty policy. A register of interests is kept at the registered address of the Charity. None of the Directors or Senior Leadership Team had a material interest during the year ended 31 December 2024, in any contracts of significance concerning the Charity's business. The conflict of interests and loyalty policy was last reviewed in July 2023.

Building Condition and Accessibility Risk

Outhouse operates from a historic premises at 105 Capel Street. While it offers a centrally located and symbolically important home for LGBTQ+ community life, the age, layout, and accessibility limitations of the building present significant risks. The property is not yet compliant with universal design standards, posing barriers to many patrons and creating reputational and operational risk.

- In May 2024, we hosted a consultative townhall with disabled LGBTQ+ people to better understand the lived experience of access barriers and inform future design and service planning.
- Several funding applications were submitted during the year to improve accessibility and upgrade core infrastructure, including to:
 - the Community Centres Investment Fund (Department of Rural and Community Development),
 - the National Lottery Grants Scheme (HSE),
 - and the Built Heritage Investment Scheme (Dublin City Council).

While €68,238 was spent on repairs and maintenance in 2023, made possible by successful grant awards, this declined to €23,560 in 2024 due to reduced success in capital funding applications. Most grants for heritage buildings are risk-based allocations, and because our premises is fully occupied, has no active water ingress, and includes a functioning fire detection system, our applications are often assessed as lower priority, despite real operational need. This places a strain on our ability to make essential but "non-emergency" improvements.

To manage long-term risk, our reserves policy includes a designated sinking fund, with a target of holding at least 10% of the

property's value to ensure essential works can be undertaken when required.

We continue to engage with Dublin City Council on resolving new accessibility issues created by the Capel Street pedestrianisation scheme, and we remain hopeful of securing support through our 2024 application to the Community Centres Investment Fund.

The Board recognises the strategic importance and long-term risk posed by the current condition of the building and will continue to prioritise planning, funding, and stakeholder engagement in this area.

Geopolitical Risk and Shrinking Civic Space

The global rise in anti-LGBTQ+ sentiment, combined with increased geopolitical instability and backlash against civil society, presents growing risks for Outhouse and the broader LGBTQ+ sector in Ireland.

- International funding landscapes are shifting, with governments in Europe and North America reducing or redirecting funds once earmarked for equality, human rights, and civic participation. This is likely to impact philanthropic funding and corporate sponsorship flows and development assistance that directly and indirectly support LGBTQ+ services.
- These changes come alongside a marked intensification of anti-LGBTQ+ rhetoric and campaigning, which threatens public support, policy progress, and community safety.
- There is a dual impact: funding streams are at risk of contraction while demand for services is expected to increase, particularly for crisis response, advocacy, and psychosocial support.
- The risk is amplified by the vulnerability of partner organisations and service providers who serve LGBTQ+ people. If any of these groups were to downsize or collapse due to funding or political pressure, this would lead to an increased burden on Outhouse to fill the gap.



To mitigate this:

- We established a frequent communications channel with other sector leaders to monitor emerging threats, coordinate responses, and share intelligence.
- We played a lead role in securing a 44% increase in state funding for LGBTQ+ services in 2024, a partial but important success that strengthens our collective resilience.
- We are investing in earned income streams (e.g. venue hire, café revenue) to reduce dependence on volatile fundraising channels and build long-term financial stability.
- Our efforts to expand services with the support of state funding are helping us meet current need while positioning Outhouse to remain responsive and stable in the years ahead.
- At the international level, we are actively engaging with institutions such as the European Commission against Racism and Intolerance (ECRI) at the Council of Europe to highlight the threats posed by shrinking civic space and anti-LGBTQ+ mobilisation in Ireland and across Europe.

This risk remains significant. Our approach balances vigilance, sector leadership, and proactive adaptation to ensure that Outhouse remains a reliable, sustainable, and safe anchor for the LGBTQ+ community in uncertain times.



Trustees' Responsibilities Statement

for the financial year ended 31 December 2024

The trustees, who are also directors of Outhouse Company Limited by Guarantee for the purposes of company law, are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the trustees as the directors to prepare financial statements for each financial year. Under the law the trustees 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", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the trustees 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 trustees 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 trustees confirm that they have complied with the above requirements in preparing the financial statements. The trustees 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 Trustees' 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 trustees 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 trustees have taken all the steps that they ought to have taken as trustees 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 Trustees on 28 May 2025 and signed on its behalf by:

Seamus McManus
Seamus McManus
Chairperson


Kumarin Athiemoolam
Trustee

Independent Auditor's Report

to the Members of Outhouse Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Outhouse Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2024 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", applying Section 1A of that Standard 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 2024 and of its deficit 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 trustees' 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 trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The trustees 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 Trustees’ Annual Report is consistent with the financial statements;
- the Trustees’ Annual Report has been prepared in accordance with the Companies Act 2014; and
- 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.

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.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Trustees’ Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of trustees’ remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the charity. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees’ Responsibilities Statement set out on page 46, the trustees 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 trustees 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 trustees.
- Conclude on the appropriateness of the trustees’ 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.

Darren Carrick FCA
for and on behalf of
WHELAN DOWLING & ASSOCIATES
Chartered Accountants and Statutory Audit Firm
Block 1, Unit 1 & 4, Northwood Court,
Santry, D09E438

28 May 2025

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2024

	Notes	2024 FUNDS (€)			2023 FUNDS (€)		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
INCOME							
Donations and legacies	4.1	251,677	-	251,677	189,479	-	189,479
Charitable activities							
- Grants from governments and other co-funders	4.2	-	463,179	463,179	-	438,705	438,705
Other trading activities	4.3	83,020	-	83,020	102,604	-	102,604
Total Income		334,697	463,179	797,876	292,083	438,705	730,788
EXPENDITURE							
Raising funds	5.1	184,478	127,416	311,894	112,122	89,651	201,773
Charitable activities	5.2	132,057	358,788	490,845	131,866	346,903	478,769
Total Expenditure		316,535	486,204	802,739	243,988	436,554	680,542
Net income/(expenditure)		18,162	(23,025)	(4,863)	48,095	2,151	50,246
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		18,162	(23,025)	(4,863)	48,095	2,151	50,246
Reconciliation of funds:							
Total funds beginning of the year	19	801,791	110,300	912,091	753,696	108,149	861,845
TOTAL FUNDS at the end of the year		819,953	87,275	907,228	801,791	110,300	912,091

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

Approved by the Board of Trustees on 28 May 2025 and signed on its behalf by:


Seamus McManus
Chairperson


Kumarin Athiemoolam
Trustee

The notes on pages 119 to 130 form part of the financial statements

Balance Sheet

as at 31 December 2024

	Notes	2024 (€)	2023 (€)
Fixed Assets			
Tangible assets	11	908,254	922,294
Current Assets			
Stocks	12	1,242	3,725
Debtors	13	46,285	29,526
Cash at bank and in hand	14	330,116	248,941
		377,643	282,192
Creditors: Amounts falling due within one year	15	(51,281)	(56,194)
Deferred Income	32	(231,177)	(128,363)
Net Current Assets		95,185	97,635
Total Assets less Current Liabilities		1,003,439	1,019,929
Creditors			
Amounts falling due after more than one year	16	(96,211)	(107,838)
Total Net Assets		907,228	912,091
Funds			
Restricted trust funds		87,275	110,300
General fund (unrestricted)		819,953	801,791
Total funds	19	907,228	912,091

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the Board of Trustees on 28 May 2025 and signed on its behalf by:


Seamus McManus
Chairperson


Kumarin Athiemoolam
Trustee

The notes on pages 119 to 130 form part of the financial statements

Statement of Cash Flows
for the financial year ended 31 December 2024

	Notes	2024 (€)	2023 (€)
Cash flows from operating activities			
Net movement in funds		(4,863)	50,246
Adjustments for:			
Depreciation		14,040	14,040
Interest payable and similar expenses		7,789	9,158
		16,966	73,444
Movements in working capital:			
Movement in stocks		2,483	(3,225)
Movement in debtors		(16,759)	(13,083)
Movement in creditors		108,091	24,388
Cash generated from operations		110,781	81,524
Interest paid		-	(2,876)
Net cash generated from operating activities		110,781	78,648
Cash flows from investing activities			
Interest element of finance lease rental payments		(7,789)	(6,282)
Cash flows from financing activities			
New short term loan		9,735	26,020
Repayment of short term loan		(31,552)	(63,675)
Net cash used in financing activities		(21,817)	(37,655)
Net increase in cash and cash equivalents		81,175	34,711
Cash and cash equivalents at the beginning of the year		248,941	214,230
Cash and cash equivalents at the end of the year	14	330,116	248,941

Notes to the Financial Statements
for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Outhouse Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the charity is 105 Capel Street, Dublin 1, Dublin, D01 R290, Ireland 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.

Basis of preparation

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared 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".

The Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2024 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", applying Section 1A of that Standard.

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.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

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.

Borrowing costs

Borrowing costs relating to the acquisition of assets are capitalised at the appropriate rate by adding them to the cost of assets being acquired. Investment income earned on the temporary investment of specific borrowings pending their expenditure on the assets is deducted from the borrowing costs eligible for capitalisation. All other borrowing costs are recognised in profit or loss in the period in which they are incurred.

Going Concern

The financial statements have been prepared on a going concern basis. The Directors have reviewed the 2024 statement of financial activities and balance sheet, the approved 2025 budget, and the latest financial information, including an up-to-date forecast which considers the ongoing impacts of Brexit, the war in Ukraine, high inflation and the increase in the cost of living. The Directors are satisfied that the Charity has adequate resources to continue its operational existence for the next 12

months. As a result, they are confident that there are sufficient resources to manage any operational or financial risks. There is no material uncertainty that affects this assumption.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. Freehold premises are stated at cost less accumulated depreciation and accumulated impairment losses.

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	-	50 Years Straight Line
Fixtures, fittings and equipment	-	4 Years Straight Line

The charity's policy is to review the remaining useful economic lives and residual values of property, plant and equipment on an on-going basis and to adjust the depreciation charge to reflect the remaining estimated useful economic life and residual value.

Fully depreciated property, plant & equipment are retained in the cost of property, plant & equipment and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the Statement of Financial Activities.

Impairments:

Assets not carried at fair value are also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Value in use is defined as the present value of the future pre-tax and interest cash flows obtainable as a result of the asset's continued use. The pre-tax and interest cash flows are discounted using a pre-tax discount rate that represents the current market risk free rate and the risks inherent in the asset. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units).

If an impairment loss is subsequently reverses, the carrying amount of the asset (or asset's cash generating unit) is increased to the revised estimate of its recoverable amount, but only to the extent that the revised carrying amount does not exceed the carrying amount that would have been determined (net of depreciation) had no impairment loss been recognised in prior periods. A reversal of an impairment loss is recognised in the Statement of Financial Activities.

If the recoverable amount of the asset (or asset's cash generating unit) is estimated to be lower than the carrying amount, the carrying amount is reduced to its recoverable amount. An impairment loss is recognised in the profit and loss account unless the asset has been revalued when the amount is recognised in other comprehensive income to the extent of any previously recognised revaluation. Thereafter any excess is recognised in Statement of Financial Activities.

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.

Creditors

Trade and other creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

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. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

Taxation

No current or deferred taxation arises as the charity has been granted charitable exemption charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 11815. The charity is eligible under the “Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies under Section 848A Taxes Consolidation Act, 1997” therefore income tax refunds arising from sponsorships exceeding €250 per annum are included in unrestricted funds. Irrecoverable value added tax is expended as incurred. The Charity is compliant with Circular 44/2006 “ Tax Clearance Procedures Grants, Subsidies and similar type payments”. The charity holds current Tax Clearance certificate.

Pensions

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. Annual contributions payable to the charity’s pension scheme are charged to the income and expenditure account in the period to which they relate

3. CRITICAL ACCOUNTING JUDGEMENT AND ESTIMATES

In the application of the Charity's accounting policies, which are described here, management is required to make judgements about the carrying values of assets and liabilities that are not readily apparent from other sources.

The critical judgments made by management that have a significant effect on the amounts recognised in the financial statements are described below:

Critical judgment:

- *Determination of depreciation, useful economic life and residual value of tangible fixed assets:*

The annual depreciation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The directors regularly review these useful lives and change them if necessary to reflect current conditions. In determining these useful lives, management consider technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation charge for the financial statements.

- *Impairment of tangible fixed assets:*

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss. If an impairment loss subsequently reverses, the carry amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in the Income and Expenditure Accounts.

Lobbying and Political Donations

The Charity did not make any political donations during 2024, and as a result, no disclosures are required under the Electoral Act, 1997.

As required under the Regulation of Lobbying Act 2015, the Charity records all lobbying activity and communications with Designated Public Officials (DPOs). The Charity has made the returns and submissions required by the Act.

4. INCOME	Unrestricted Funds (€)	Restricted Funds (€)	2024 (€)	2023 (€)
4.1 DONATIONS AND LEGACIES				
Fundraising and Donations	251,677	-	251,677	189,479
4.2 CHARITABLE ACTIVITIES	Unrestricted Funds (€)	Restricted Funds (€)	2024 (€)	2023 (€)
Grants from governments and other co-funders:				
Health Service Executive	-	234,112	234,112	213,109
Pobal - Community Service Programme	-	139,165	139,165	128,115
Dublin City Council - Dormant Account	-	-	-	11,153
SHCPP Men’s PDC	-	11,168	11,168	6,312
The Community Foundation of Ireland	-	60,000	60,000	15,835
Inner City Enterprise	-	-	-	430
Dublin City Council - Social Enterprise Capital	-	-	-	16,117
Dublin City Council - Social Inclusion Fund	-	-	-	3,684
Department of Children. - International Protection Integration Fund	-	11,374	11,374	3,150
Central Bank of Ireland	-	-	-	25,000
Dublin City Council - BHIS	-	-	-	15,800
IHREC Grant	-	7,360	7,360	-
	-	463,179	463,179	438,705

4.3	OTHER TRADING ACTIVITIES	Unrestricted Funds (€)	Restricted Funds (€)	2024 (€)	2023 (€)
	Coffee Bar Sales	41,511	-	41,511	41,779
	Rental Income	41,509	-	41,509	60,825
		83,020	-	83,020	102,604

5.	EXPENDITURE	Direct Costs (€)	Other Costs (€)	Support Costs (€)	2024 (€)	2023 (€)
5.1	RAISING FUNDS					
	Community Space	52,468	-	39,746	92,214	62,977
	Community Supports	94,801	-	75,375	170,176	105,440
	Programmes	17,237	-	13,704	30,941	20,889
	Sponsorship/Donation	10,341	-	8,222	18,563	12,467
		174,847	-	137,047	311,894	201,773

5.2	CHARITABLE ACTIVITIES	Direct Costs (€)	Other Costs (€)	Support Costs (€)	2024 (€)	2023 (€)
	Community Space	107,718	-	36,933	144,651	136,445
	Community Supports	198,190	-	70,224	268,414	265,950
	Programmes	35,927	-	12,735	48,662	47,701
	Sponsorship/Donation	21,556	-	7,562	29,118	28,673
		363,391	-	127,454	490,845	478,769

5.3	SUPPORT COSTS	Cost of Raising Funds (€)	Charitable Activities (€)	2024 (€)	2023 (€)
	RAISING ACTIVITIES				
	Establishment	25,797	40,381	66,178	115,275
	Training and Events	98,031	26,974	125,005	95,174
	Operating Cost	8,001	39,232	47,233	71,465
	Finance	5,218	20,867	26,085	27,673
		137,047	127,454	264,501	309,587

6.	ANALYSIS OF SUPPORT COSTS	2024 (€)	2023 (€)
	Establishment	66,178	115,275
	Training and Events	125,005	95,174
	Operating Cost	47,233	71,465
	Finance	26,085	27,673
		264,501	309,587

7.	NET INCOME	2024 (€)	2023 (€)
	Net Income is stated after charging/(crediting):		
	Depreciation of tangible assets	14,040	14,040
	Auditor's remuneration:		
	- audit services	4,400	9,347

8.	INTEREST PAYABLE AND SIMILAR CHARGES	2024 (€)	2023 (€)
	On bank loans and overdrafts	-	2,876
	Finance lease charges	7,789	6,282
		7,789	9,158

9. EMPLOYEES AND REMUNERATION

The average number of persons employed (including executive directors) during the financial year was 17, (2023 - 20) as follows:

Number of employees	2024	2023
Management	5	2
Direct Charitable Activity Staff	12	14
Supporting Staff	-	4
	17	20

The staff costs comprise:	2024 (€)	2023 (€)
Wages and salaries	447,182	307,505
Social security costs	46,424	30,782
Pension costs	5,394	2,223
	499,000	340,510

10. EMPLOYEE BENEFITS

The charity provides a range of benefits to employees, including paid holiday arrangements and defined contribution pension plans.

(i) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

(ii) Defined contribution pension plans

The Charity operates a defined contribution plan. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate fund. Under defined contribution plans, the charity has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

For defined contribution plans, the charity pays contributions to privately administered pension plans on a contractual or voluntary basis. The charity has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

11. TANGIBLE FIXED ASSETS	Land and buildings freehold (€)	Fixtures, fittings and equipment (€)	Total (€)
Cost			
At 31 December 2024	1,123,742	51,829	1,175,571
Depreciation			
At 1 January 2024	208,027	45,250	253,277
Charge for the financial year	8,857	5,183	14,040
At 31 December 2024	216,884	50,433	267,317
Net book value			
At 31 December 2024	906,858	1,396	908,254
At 31 December 2023	915,715	6,579	922,294

12. STOCKS	2024 (€)	2023 (€)
Finished goods and goods for resale	1,242	3,725

In the opinion of the Directors there are no material differences between the replacement cost of stock and the figures shown above.

13. DEBTORS	2024 (€)	2023 (€)
Trade debtors	31,730	24,318
Other debtors	-	868
Prepayments	4,555	4,340
Accrued Income	10,000	-
	46,285	29,526

14. CASH AND CASH EQUIVALENTS	2024 (€)	2023 (€)
Cash and bank balances	330,046	248,871
Cash equivalents	70	70
	330,116	248,941

15. CREDITORS	2024 (€)	2023 (€)
Amounts falling due within one year		
Amounts owed to credit institutions	9,524	19,714
Trade creditors	8,480	7,468
Taxation and social security costs	11,758	9,302
Accruals	21,519	19,710
	51,281	56,194
Deferred Income	231,177	128,363
Total Creditors	282,458	184,557

16. CREDITORS	2024 (€)	2023 (€)
Amounts falling due after more than one year		
Amounts owed to credit institutions	96,211	107,838
Repayable in one year or less, or on demand (Note 15)	9,524	19,714
Repayable between one and two years	18,613	18,613
Repayable between two and five years	55,836	55,838
Repayable in five years or more	21,762	33,387
	105,735	127,552

17. PENSION COSTS - DEFINED CONTRIBUTION

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Pension costs amounted to €5,394 (2023 - €2,223).

18. RESERVES	2024 (€)	2023 (€)
At the beginning of the year	912,091	861,845
(Deficit)/Surplus for the financial year	(4,863)	50,246
At the end of the year	907,228	912,091

19. FUNDS	Unrestricted Funds (€)	Restricted Funds (€)	Total Funds (€)
19.1 RECONCILIATION OF MOVEMENT IN FUNDS			
At 1 January 2023	753,696	108,149	861,845
Movement during the financial year	48,095	2,151	50,246
At 31 December 2023	801,791	110,300	912,091
Movement during the financial year	18,162	(23,025)	(4,863)
At 31 December 2024	819,953	87,275	907,228

19.2 ANALYSIS OF MOVEMENTS ON FUNDS	Balance 1 January 2024 (€)	Income (€)	Expenditure (€)	Transfer between funds (€)	Balance 1 December 2024 (€)
Restricted funds					
Restricted	110,300	463,179	486,204	-	87,275
Unrestricted funds					
Unrestricted General	801,791	334,697	316,535	-	819,953
Total funds	912,091	797,876	802,739	-	907,228

19.3 ANALYSIS OF NET ASSETS BY FUND	Fixed assets - charity use (€)	Current assets (€)	Current liabilities (€)	Long-term liabilities (€)	Total (€)
Restricted trust funds	1,396	317,056	(231,177)	-	87,275
Unrestricted general funds	906,858	60,587	(51,281)	(96,211)	819,953
Total funds	908,254	377,643	(282,458)	(96,211)	907,228

20. 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 € 1.27

21. CONTINGENT LIABILITIES

There were no contingent liabilities as at 31st December 2024.

22. RELATED PARTY TRANSACTIONS

As well as donating their time and expertise during 2024, the Directors made unconditional donations of €2,400.87 (2023: €2,386.33) to the Charity.

The total amount of gifts, donated goods, and donated services received from companies controlled by Directors during 2024 was Nil (2023: Nil).

Key management personnel unconditionally donated €744.8 (2023: €1,072) to the Charity. There were no other related party transactions with key management personnel other than remuneration. Please see note 10 for further information on employees and remuneration.

There were no further related party transactions concerning the Charity's affairs in which the Directors or key managing personnel had any interest, as defined in the Companies Act 2014, at any time during the period ended 31st December 2024.

23. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT	Opening Balance (€)	Cash Flows (€)	Other Changes (€)	Closing Balance (€)
Long-term borrowings	(107,838)	-	11,627	(96,211)
Short-term borrowings	(19,714)	21,817	(11,627)	(9,524)
Total liabilities from financing activities	(127,552)	21,817	-	(105,735)
Total Cash at bank and in hand (Note 14)				330,116
Total net debt				224,381

24. POST-BALANCE SHEET EVENTS

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

25. TAX CLEARANCE CONFIRMATION

The Charity is compliant with Circular 44/2006 “ Tax Clearance Procedures Grants, Subsidies and similar type payments”. The charity holds current Tax Clearance certificate.

26. DETAILS OF CREDITORS

Security given in respect of creditors.

The Charity's bank loans are secured by a charge over the property at 105 Capel Street, Dublin 1. In addition to the above, Dublin City Council also hold a charge on the freehold premises.

27. FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Charity does not hold any funds or other assets by way of custodian arrangement.

28. EXEMPTION FROM DISCLOSURE

The Charity has availed of no exemptions, and it has disclosed all relevant information.

29. EX-GRATIA PAYMENTS

The Charity made no ex-gratia payments in 2024.

30. PUBLIC BENEFIT

The Company is a registered charity and constituted as a Public Benefit Entity.

31. CONTROLLING PARTY

The Directors are the controlling party of the Company.

32. DEFERRED INCOME

	2024 (€)	2023 (€)
HSE	44,032	13,728
POBAL (Community Service Programme)	17,293	18,270
DCEDIY - Integration	-	16,986
DCEDIY - LGBTI+ Services Fund	99,935	64,774
Community Foundation grant	48,000	-
IHREC	7,360	-
Other deferred income	14,557	14,605
	231,177	128,363

33. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Trustees on 28 May 2025.



Outhouse
LGBTQ+ CENTRE



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Outhouse Limited is a registered charity with the Charities Regulatory Authority (Ireland).
Charities Registration Number: 20033293. CHY Number: 11815. CRO Number: 255357.