

ANNUAL REPORT 2025



Helping you live beyond addiction:

The Rutland Centre's purpose is to help people overcome and recover from addiction with understanding, empathy, expertise, kindness, evidence-based practice, experience and professionalism. A Centre where it is safe to tell your story, to take responsibility and emerge to live life beyond addiction.

Contents

Foreword	3
Impact report.	5
Voices of recovery	14
Marking the Occasion	16
Chairperson Statement	17
Mission, Vision, Values	18
Our Commitment to access and inclusion	20
CEO Statement	22
Creative Art Therapy	24
Dr O' Connor Retirement.	25
Helping us make an impact	26
Rutland Centre Out and About 2025.	28
VHI Women's Mini Marathon 2025	32
Sunrise on Sugarloaf	33
About OSS	34
ESB Energy for Generations Pathway Programme / Out of the Blue	35
Milestone Development - Detox Service.	36
Quality Improvement	37
Future Focus	39
Head of Operations Report.	41
Aftercare Program Report.	43
Meet the Team.	46
Meet our Volunteers.	48
Financial Report	52
Governance Overview	56
Our Board	58

FOREWORD

REFLECTING ON 2025

As I reflect on 2025, I continue to feel incredibly privileged in my role as Head of Clinical Services in Rutland to witness the resilience, courage and transformation that recovery makes possible. Every year we meet individuals and families at some of the most difficult and painful points in their lives, and every year I remain deeply moved by the bravery it takes to ask for help and to begin the process of change. To walk alongside people as they reconnect with themselves, their loved ones, and with life itself remains one of the greatest honours of the work we do here in Rutland.

As a clinical team, we remain acutely aware that addiction impacts every dimension of a person's life; emotionally, psychologically, relationally, physically and spiritually. We know that when people come through our doors, they are often carrying enormous pain, shame, fear and hopelessness. Our role is not simply to support people in becoming abstinent, but to help them rediscover meaning, purpose, connection and hope. Recovery is about far more than the absence of addiction; it is about helping people return to living fully, authentically and freely.

In 2025, we had the privilege of supporting a significant number of individuals and families across our established Residential, Outpatient, Continuing Care and Family Recovery services. I am immensely proud of the outcomes achieved across all of these programmes this year. The figures reflect not only people's commitment to



their recovery journeys, but also the dedication and consistency of our multidisciplinary team in supporting individuals through each stage of care. One of the most encouraging aspects of the past year has been the continued growth and strengthening of our Continuing Care services. We know that recovery does not end at discharge, and we remain deeply committed to providing long-term recovery support to those who engage with our services. It is incredibly encouraging to see individuals and families continue to prioritise connection, accountability and community in their recovery journeys.

During 2025, we also continued to witness the increasing complexity of presentations across addiction services nationally, and indeed internally within Rutland. Our two new Rutland programs, namely our Gambling and Gaming Outpatient program, and our inpatient Alcohol and Cocaine Detox program allowed us to respond effectively to these emerging needs. Indeed, our new Detox service opened its doors in late 2025, and along with providing a medically safe and supported Alcohol detox, it also provides a novel inpatient Cocaine Detox. This vital service offers a first foothold on the road to recovery for people who up to this point were unable to access existing services and is the culmination of much hard work to become operational. To the many who assisted in making this service a reality I would like to express my sincere and heartfelt gratitude.

As always, none of the achievements of 2025 would have been possible without the extraordinary commitment, compassion and professionalism of the entire Rutland team. I want to extend my sincere gratitude to all members of staff, clinical and non-clinical alike, whose care, dedication and belief in recovery make this work possible every day. A special welcome to our new detox colleagues is also due, the addition of our new highly skilled nursing team has undoubtedly further enhanced the quality of the programs we are delivering.

Looking ahead to 2026, I feel hopeful and excited about what lies ahead for Rutland and for the individuals and families we support. As addiction services continue to evolve in response to increasingly complex presentations, we remain fully committed to ensuring that people can access compassionate, evidence-based and person-centred care. On the cards for 2026 is the continued establishment and bedding in of our new detox service, ensuring that it is available and accessible to all who need it, as well as the expansion of our National Outpatients program to Athlone. We are eager to bring our tried and tested Outpatient program outside of the greater Dublin area, making it a realistic and strong option for people in need of a robust alternative to inpatient primary treatment.

Above all else, our resolution moving into 2026 is to remain committed to holding hope for people and families dealing with addiction, and to remain poised and ready to support when people are ready to take that first step into recovery.

Emma Kavanagh
Head of Clinical Services

IMPACT REPORT

2025 ANNUAL REPORT OUTCOMES

Measuring our impact is essential because it helps us ensure that our services and programs are genuinely improving the health, wellbeing, and quality of life of the people we support.

By evaluating outcomes, we can identify what is working well and where changes are needed. We believe in continuous improvement and responding to the needs of people. Where we use evidence and feedback to enhance services, improve safety, and deliver better results over time.

Focusing on impact also keeps us centred on the individuals behind the data, recognising that every intervention, support plan, or treatment can make a meaningful difference to a person's daily life, independence, dignity, and overall wellbeing.

Program Completion Rates

Completion rates reflect the commitment of the organisation to delivering a high-quality treatment for our services users, and they also reflect the determination and dedication of services users in their own recovery. Completion rates matter because they are an indicator of how well we do or don't listen to the voices of those in our programs, and they prompt us to ask ourselves if we are meeting their needs consistently.



Transition and Aftercare Joiners

We know that individuals are particularly vulnerable immediately after finishing treatment. Our transition program offers targeted, timely, intensive support during a period after treatment, and this support includes family members so that the work on developing recovery capital at home becomes further embedded.

In 2025 we worked hard to improve the engagement and retention of individuals who completed the outpatient program into aftercare.

97%

of people who completed residential treatment engaged in our transition program

85%

of people who completed transition program, progressed to continuing care

93%

of people who completed outpatient treatment went straight into Continuing care

2025 ANNUAL REPORT OUTCOMES

Recovery Indicators

Our treatment programs are abstinence based programs, where the hope and expectation are that once treatment and aftercare have been completed, an individual and their family can live life free of substances and behaviours that were damaging and destructive.

We also know though that recovery means so much more than abstinence — It is about physical and mental health and wellbeing, the ability to create and maintain healthy relationships, the drive to education and career, and so much more.

69%

of people who progressed into Continuing Care after treatment are still in active recovery and engaged in our aftercare program

4%

of people who progressed into Continuing Care after treatment have completed our aftercare and are in active recovery

16%

of people who progressed into Continuing Care after treatment are still in active recovery but are working with supports outside our centre

11%

of people who progressed into Continuing Care after treatment have relapsed and disengaged

Stabilisation Group

Our stabilisation program is an important element within our aftercare wrap-around supports that is designed to immediately help any person in relapse, support them in re-gaining their recovery and creating a pathway back to mainstream aftercare thus avoiding the need for a second primary treatment. This of course is reliant on individuals maintaining engagement with us before, during and after a relapse. We want all our service users to know that we understand relapse, and that relapses do not mean recovery is lost forever.



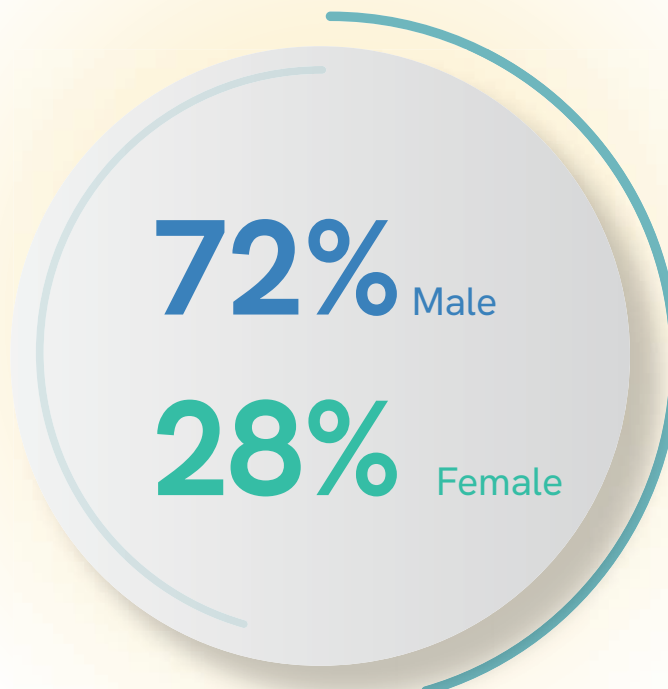
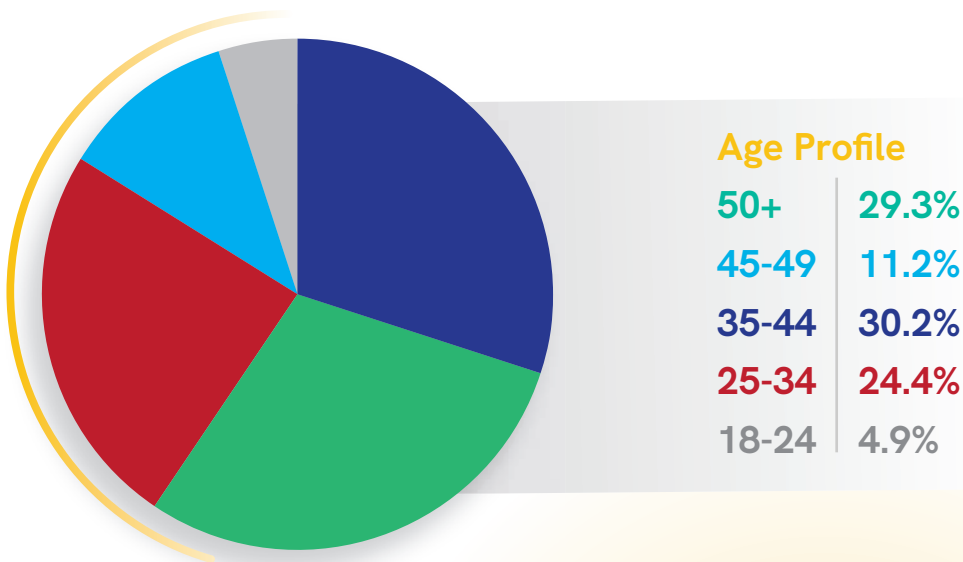
Family Recovery

In 2025, 52 concerned persons joined the aftercare program.

Every week, family members and loved ones are invited to participate in both the residential and the outpatient program, as we believe that

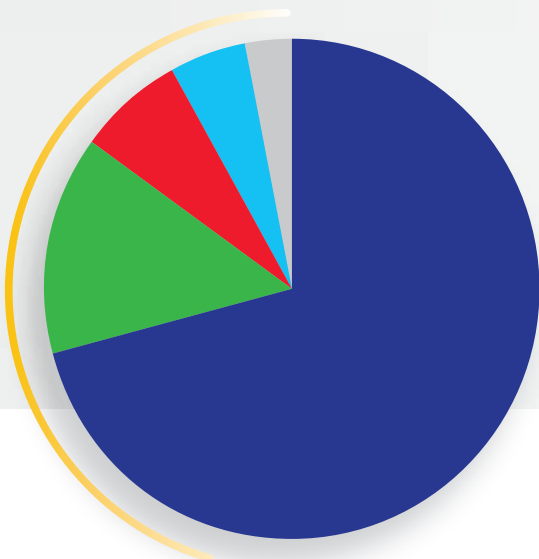
in the same way that addiction affects loved ones, so too should recovery. Our hope is that by encouraging family members to get and stay involved in aftercare, and by creating the safe space for them to do that, they and their loved one can create or rebuild relationships, which will serve to protect everyone's recovery in the future.

Demographics



Addiction presentations as named by the individual

The landscape of presentations for treatment is constantly changing and becoming ever more complex. Over recent years we have noted that few people present with one addiction, or one substance / behaviour of problem.



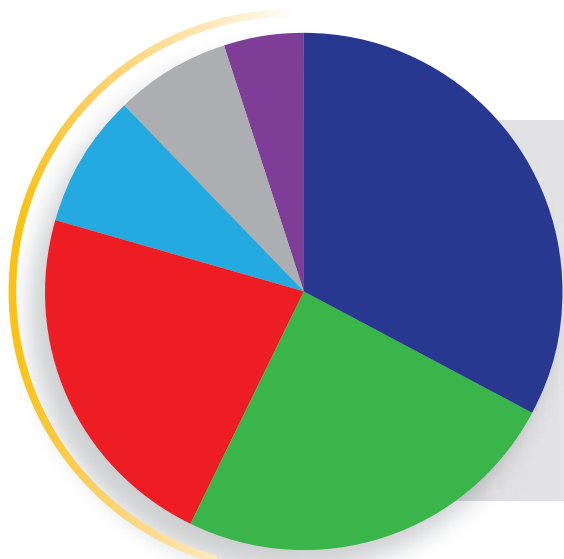
36% of individuals presented with one single addiction

Of these:

- 71% - alcohol**
- 14% - gambling**
- 7% - sex and/or pornography**
- 5% - cocaine**
- 3% - other substances**

Substances and Behaviour Trends

These figures reflect all admissions to both the residential and the outpatient program, and these are the number of people who reported the substance or behaviour as being problematic for them.



64% Of individuals presented with two or more addictions

37% of these reported three or more addictions

- 59% - alcohol**
- 44% - other substances**
- 40% - cocaine**
- 15% - gambling**
- 13% - sex and/or pornography**
- 9% - food / eating**

Continuing Care Outputs



19
ACTIVE
AFTERCARE
GROUPS

3
CP SPECIFIC
GROUPS

11,390
TOTAL ATTENDANCES
AT AFTERCARE
GROUPS

2,081
ATTENDANCES
AT CP SPECIFIC
GROUPS

**Bed Nights
Delivered**



5545 2025

5275 2024

4959 2023

Meals



16,635

**Telephone
calls answered**



16,345

Other Outputs

● **6** full day CP Workshops

● **82** CP Workshop attendees

● **33** family Intervention and Access sessions

75 Family Intervention and access session attendees ●

50 Family CP lectures ●

● **9** Full day psychoeducation workshops for service users in treatment

● **9** Peer support sessions for volunteer aftercare facilitators

VOICES OF RECOVERY

MY RUTLAND TESTIMONIAL

Client Story 1

In August 2022, at 24 years of age, I entered the Rutland Centre a completely broken man. My mental health was slowly but surely deteriorating, obsessive suicidal ideations, attempts and very dark times of talking to myself in and out of psychotic state of being.

I had been unemployed for five years leading up to my admission and had isolated myself in my room for almost three years. I had no real relationships or friendships, and I had lost all integrity, morals, and respect for both myself and others. I was ashamed of the person I had become and even ashamed of my appearance. physically, I had let myself go completely, yellow tint face and spiritually & mentally exhausted.

From the moment I arrived, I was greeted with open arms by both the staff and the other clients. The counselling and therapy were incredible. Tom, Teresa, and the entire team created an environment where I felt safe, supported, and understood for the first time in years. The therapy was intense, but it was exactly what I needed. Over the five weeks, the programme broke everything down into manageable steps and helped me begin reconnecting with myself and with other people.

What truly changed my life was not just the treatment programme itself, but the structure that followed through the Transition Group and the two-year aftercare programme, which I completed in full. That aftercare became the cornerstone of my recovery and helped me build a solid foundation for life outside the facility. It taught me how to stay connected, accountable, and continue growing every day in recovery.

Today, 28 years of age, my life is completely different. Through the gift of recovery, I met my partner and am now in a loving relationship. I am fully employed, reliable, honest, and hardworking. I returned to college and look to further my education as time goes on. I am now half the size of the man I was when I first entered treatment. I also give back through charity work for the homeless, helping raise money through events I take part in.

Most importantly, I have healthy and genuine relationships today with my mother, father, and sister. All they ever wanted was their son and brother back — and today, I do my best every single day to be that person for them and for those around me.

It is difficult to fully express the gratitude I have for the Rutland Centre. In just five weeks, they helped me lay the foundation to get clean, reconnect with others, and take a deep internal look at myself. The Transition Programme and the beautiful two-year aftercare journey that followed gave me the tools, support, and belief that recovery was possible. I genuinely believe the Rutland's support, guidance helped shape the life I have today.

I will always be grateful to the Rutland Centre for giving me a second chance at life.

Client Story 2

Completing the inpatient programme in The Rutland centre saved my life.

When I arrived there, I was broken. I had hurt my loved ones and had been destroying myself from the inside out - physically and mentally for decades, despite appearing to function in everyday life. I really did not know or accept I had the disease of addiction.

As a sex addict I was filled with fear entering the house. I was faced with myself for the first time, and I had to be rigorously honest. I learned I am not my disease, and my disease was challenged head on to help me share and accept what had really been going on.

The programme was hard, and it needed to be for me because that's what my disease needed. The centre has a no-frills approach to the programme; it is refreshingly unfiltered and practical. Everyone, no matter who they are, where they are from, or addiction, are treated the same; zero judgement, compassion and made feel safe.

There is one single and aligned purpose in every team member - to help sick people (Clients) get well. They face the disease of addiction in each client how it presents itself and they care and guide each client with kindness, understanding and experience - that's invaluable in the programme. As an addict I thought I was terminally unique. In the house, I learned very quickly that we all have the same disease and we are to identify with our similarities not our differences.

Since leaving the house I have met my counsellors and can now appreciate what wonderfully kind and compassionate people they are. I genuinely believe they are worldclass in their respective fields. The skill and experience they used to help

me see my disease was what I needed and I'm so grateful to have been given that opportunity.

The Rutland centre took care of me from day one and gave me the foundation to start my new life. Having attended the aftercare weekly for 2 years since and I cannot express enough gratitude for having that support. The aftercare programme and team gave me the building blocks to build my new life with honest and unwavering support.

I am 2.5 years in recovery, my family relationships have all improved, I'm in a loving committed long term relationship and have started a family of my own. In the Rutland Centre my counsellor shared that I could have 'A life beyond my wildest dreams' - I now appreciate what that truly is and am living it each day thanks to the amazing people in the Rutland Centre. Thank you.



MARKING THE OCCASION

MEDALLION CEREMONY 2025

In September 2025, we had the privilege of hosting our Medallion Ceremony for the third consecutive year in the John Field Room of the National Concert Hall—a venue that beautifully reflects the importance of the occasion. We are deeply grateful to the National Concert Hall team for their ongoing support and generosity in hosting us in this outstanding space.

This event remains a significant highlight in our calendar, honouring the extraordinary courage and commitment shown by our service users in achieving sustained recovery. On the day, almost 100 individuals received medallions to mark their first full year in recovery from addiction, surrounded by the support of family, friends, and the wider Rutland Centre community. The ceremony also celebrated those in sustained long-term recovery, with special acknowledgements for individuals marking 5, 21, and an incredible 34 years of sobriety. The stories shared throughout the event were a moving reflection of the courage, resilience, and hope that underpin the recovery journey.

The award recipients generously shared their personal experiences, speaking candidly about both the challenges and triumphs of recovery in a deeply moving and heartfelt way. It was an emotional and uplifting morning that left all in attendance feeling grateful for the progress achieved, while also mindful of those still finding their path towards recovery.

We extend our heartfelt thanks to every individual and family member who joined us, and especially to our guest speakers. Your courage, openness, and honesty made the occasion



CHAIRPERSON STATEMENT

The pervasiveness of addiction in our history, our culture, our society and our lives seem unending. Whether it's historic figures whose lives were cut short by addiction, or ancestors similarly afflicted in our own family stories, their narratives of chaos, anguish and loss converge. Previously, this was most apparent in addiction to alcohol, but more recently drugs, particularly

In its more shocking forms, addiction is manifest in violent assaults, deaths, road fatalities, the tragic taking of one's own life, or utter destitution — in its more insidious form, addiction asserts its presence through loss of hopes and happiness, the destruction of relationships, the normalisation of deceit, deception and the callous neglect of dependents.

Yet so much in our culture and subcultures tends to minimise, if not accept or celebrate behaviours and pathways that for many lead to addiction.

Against this background of chaos and cultural ambiguity, the work of the Rutland Centre is absolutely vital. For close to half a century when we first opened our doors, we have worked to support the recovery of individuals, the rebuilding of relationships and the restoration of lives.

The year just past, 2025, has been remarkably positive for us at many levels. The numbers coming through our doors has grown while recovery rates for our clients remain exceptionally strong. Alongside this, our financial performance for the year has further improved with a net excess of income over costs of over €90k. These positive developments have led us to reach towards the expansion of our range of services to help tackle addiction. Quite significantly, the year saw the



opening of our Detox service. Separately, plans are also afoot to extend our Outpatients service across provincial locations.

All of this is only made possible by the support of our funders and particularly the Health Service Executive, our donors, and other grant-giving bodies. Their investment in the Rutland is critical and transformative for our services and our clients. Thank you for your trust and tremendous support.

Everything that is being achieved by the Rutland is a reflection of the exceptional capabilities of our CEO Maebh Mullany and her remarkable team, who are tireless in their commitment, compassion and professionalism.

On behalf of board colleagues and myself our sincerest thanks to this great team.

Gerry Kearney
Chairman

MISSION, VISION & VALUES



OUR VISION

Leading the way in helping our society to recognise, understand and tackle addiction.



OUR MISSION

To help individuals and families to recover from addiction through the provision of treatment services and supports.

To advance awareness, education and advocacy in relation to addiction.



OUR VALUES

Consistent with our culture, our core values are built around respect and support for the individual and their wider circle of family/close friends, as well as inclusiveness and equality. We resolutely challenge addiction, and we work to enable our clients to find the space, strength and renewal so as to build a new life free from addiction.

OUR OBJECTIVES

To optimise recovery outcomes for clients by:

- Rigorously managing, sustaining and independently validating our existing programmes;
- Expanding the range of services provided by the Rutland so as to provide Detox, Residential, Outpatient, Aftercare and Secondary Care
- Developing and improving physical facilities and accommodation
- Strengthening our financial performance and renewing our reserves
- Having the best team in place in the Rutland so as to deliver for clients

OUR STRENGTHS

- Non medical treatment model which delivers exceptional impacts for the lives of our clients
- Leadership and professional expertise of the rutland gained over almost half a century
- The Rutland brand
- Passion and commitment of our staff and management



OUR COMMITMENT TO ACCESS AND INCLUSION

We know that addiction crosses all social barriers and can and does affect people from all walks of life. However, it is fair to say that people from socially disadvantaged backgrounds can be disproportionately affected, and that their timely access to quality, effective treatment can be limited. In Rutland we strongly believe that everyone deserves access to high quality addiction treatment. We have been pleased to be able to work so closely with our HSE Social Inclusion partners over the past number of years to make Rutland services more and more accessible for people from a variety of different backgrounds. Over the past 5 years Rutland has doubled the number of client's treated under the National Tier 4 beds, working off a zero base a decade ago.

Holding an awareness of socially inclusive principles is something we pride ourselves on in Rutland. We know that recovering from addiction is not just about stopping substance use but is also about addressing issues that perpetuated use in the first instance. Sometime these issues exist outside of the person, and in the systems that they live in or are excluded from. As such, some of work with we do with clients involves assisting

then build up recovery capital, or resources in areas such as; social welfare, housing, employment, family relationship repair, etc. Our dedicated Project Worker has been a fantastic resource for our clients in this important work. We also believe that collaboration between services is vital in breaking down access barriers that can dissuade clients from accessing services that they need. In this vein, in 2025 we hosted a referrer's event onsite here in Rutland. We invited many of our HSE community partners and other services providers to visit our centre, hear about our programs, and facilitated discussions about how we could work together to support clients from the community accessing services in Rutland. The learnings for the Rutland team were invaluable, and we hope we were able to reciprocate with our peers in attendance.

Further cementing our commitment to social inclusion, Our Head of Clinical Services, Emma Kavanagh, is pleased also to represent the centre on the Tallaght Drug and Alcohol Task Force Treatment and Rehabilitation Subcommittee, as well as the NVDAS East Coast Cluster.

2025 REFERRALS VIA HSE TIER 4 ADDICTION SERVICES (FULLY FUNDED)





SUPPORT SERVICES JAN/FEB 2025



Concerned Persons Workshops

4th January & 8th February 9.45am - 3.45pm

Family Intervention & Access Program

-Drop in sessions

Every Wednesday

Free and Confidential Addiction Screening Clinic -Drop in sessions

16th January & 23rd January
1.30-4:30pm



FAMILY INTERVENTION & ACCESS

DROP-IN SESSION



COME FOR A FREE CONFIDENTIAL CHAT

Every Wednesday | 4:30PM

Rutland Centre, Knocklyon Rd, Dublin

CEO STATEMENT

As we sign-off on another year of service at the Rutland Centre, I am pleased to pause and reflect on 2025 as a year of stability and growth for the organisation. I believe that we have executed our mission — to support individuals and families affected by addiction — to the best of our abilities in everything we achieved, and I am deeply grateful to everyone who contributed to making this year such a meaningful success.

At the heart of our work is the care we provide to every individual who comes through our doors. Each person brings their own story, challenges, and hopes for recovery, and our team's unwavering commitment to compassionate, evidence-based treatment continues to ensure that recovery is not only possible, but sustainable.

Throughout 2025, we continued to experience increasing complexity in the needs of those seeking support, yet we have continued to respond to these new needs and our outcomes remained strong. This is a reflection of the professionalism, expertise, empathy, and dedication shown every day by our staff and volunteers. We have seen meaningful improvements in areas such as outpatient progression to aftercare, and we have identified some areas where we can aim to do better such as the integration of our new detox service.

One of the most significant milestones this year was the opening of the new detox unit. This development marks a major step forward in our ability to provide safe, accessible, and high-quality care for people at the earliest and often most vulnerable stage of recovery. Detoxification can be a critical first step towards healing, and having a dedicated, therapeutic space allows us to



support individuals with dignity, compassion, and clinical excellence from the very beginning of their recovery journey. I am immensely grateful to our donors and supporters whose generosity helped make this vision a reality. I also want to acknowledge our exceptional team, whose hard work, commitment, and belief in the importance of this service brought the project to life. The opening of this unit represents hope for many individuals and families who may now access the support they need at the right time.

To our staff team, thank you for your resilience, expertise, and wholehearted care. The work you do changes lives, often in ways that cannot be fully measured. Your compassion and commitment continue to make the Rutland Centre a place of safety and hope for so many others.

To our volunteers, thank you for your generosity of spirit and your time. Your contribution enriches the lives of those we serve and strengthens the sense of community that is so important in recovery.

I would also like to acknowledge the families and loved ones of those in treatment and recovery. Your encouragement, understanding, and continued support play a vital role in the recovery process. We recognise the far-reaching impact addiction can have on families, and we deeply appreciate the courage and resilience it takes to stand beside someone on their journey towards recovery. Your wellbeing matters too, and it is my hope that you receive the support, compassion, and care needed to recover and move forward in peace.

To our Board of Directors, thank you for your leadership, stewardship, and strategic guidance. Your continued belief in our mission enables us to grow, innovate, and respond to the evolving needs of those affected by addiction.

To the Health Service Executive, our donors, and our grant-giving bodies, thank you for your continued financial and moral support. Your investment enables us to sustain and develop our services during times of both challenge and opportunity. More importantly, your support is an investment in people, families, recovery, and brighter futures.

Looking ahead, we are optimistic about the future. Plans are already underway to further develop innovative services that respond to emerging needs in addiction. As I write this, we are about to launch a new outpatient program in Athlone, with a further program to be launched later in the year. We remain committed to expanding accessibility, enhancing our therapeutic programmes, and strengthening the supports available not only to clients, but also to their families and wider support networks.

The Rutland Centre remains unwavering in its commitment to supporting individuals and families affected by addiction. There is much to be grateful for and hopeful of at the centre, and I personally am grateful to be part of this team and look forward to further developing and strengthening our centre.

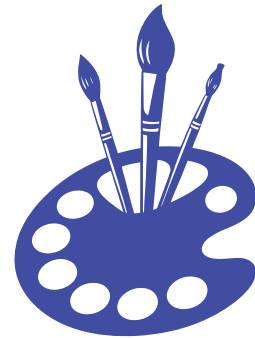
Maebh Mullany
Chief Executive



CREATIVE ART THERAPY

For the past 21 years, Mary Lacey (MIACP, Dip. Art Therapy) has been facilitating weekly Art Therapy Sessions for all Residential Clients at Rutland Centre. These sessions treasure the uniqueness of each client while also validating and respecting the group of which the client is a member.

Through creativity the client is afforded an opportunity to explore areas of their lives which are sometimes difficult to put words on. This exploration makes for new and deeper awareness and in turn enhances, compliments and nurtures client's overall experience throughout their Five Week Journey on the Program. Frequently clients express huge personal satisfaction/calming from the actual process of "making" separately and in addition to the exploration of their finished creation.



"When art and psychotherapy are joined, the scope and depth of each can be expanded, and when working together, they are tied to the continuities of humanity's history of healing."

Shaun McNiff

The Arts and Psychotherapy



END OF AN ERA

DR JOHN O'CONNOR RETIRES

2025 marked the real end of an era here in Rutland, as we said a fond goodbye to our long standing Medical Director, Dr. John O'Connor. Dr O'Connor first joined the Rutland team in 2004 and has been instrumental in ensuring the high standards of care and the core ethos of Rutland's program have been maintained across the decades.

During his time at Rutland, Dr O'Connor has seen countless clients, offering medical and psychiatric support, a kind ear, and compassionate words of encouragement to each of them. Not only have our clients benefited enormously from Dr O'Connors

expertise and wisdom, but so too have our entire staff team. His calm presence offered collegial support, guidance and expert insight.

In making the decision to retire from Rutland, Dr O'Connor conscientiously worked closely with both Rutland's board and executive team to ensure that client care would be uncompromised and as robust, quality focused and clinical sound as ever. We owe a sincere and heartfelt thank you to Dr O'Connor not only for his enormous contributions to Rutland over the years, but also for the practices he leaves in his wake. We wish Dr O'Connor and his family health and happiness in his so very well deserved retirement!



HELPING US MAKE AN IMPACT

We are so grateful to all our funders who assist us during the year in delivering services to the people who need us. Two such funders in 2025 were the Learning and Development Institute of Ireland.

The Learning and Development Institute (L&DI) is proud to support The Rutland Centre as our nominated charity partner. This partnership reflects our deep commitment to creating opportunities for people to grow, develop and realise their potential, regardless of the challenges they may face.

At L&DI, we believe fundamentally in the transformative power of learning. Learning enables individuals to progress, to rebuild, and to re-engage with life in meaningful ways. It is for this reason that we recognise and value the essential role that organisations such as The Rutland Centre play in supporting individuals and families through recovery. Their work is not only life-changing for those directly impacted by addiction, but also for the wider communities and workplaces to which people return.

The Rutland Centre has consistently demonstrated a holistic approach to recovery, recognising that addiction affects not only the individual but the entire family. Their commitment to supporting families during treatment and throughout

the extended aftercare period reflects a deep understanding of what sustainable recovery requires.

From an L&DI perspective, there is a powerful and often under-recognised connection between learning, development and recovery. Recovery itself is a process of learning; learning new behaviours, developing resilience, rebuilding relationships and re-establishing identity and purpose. The work of learning and development professionals, both within organisations and in partnership with services such as The Rutland Centre, plays a critical role in supporting individuals to successfully reintegrate into the workplace and wider society.

It is also important to acknowledge that many individuals experiencing addiction are active participants in the workforce. They are colleagues, leaders, professionals and business owners. This underscores the importance of creating workplaces that are informed, compassionate and equipped to respond appropriately. Through their outreach, education and engagement with organisations, The Rutland Centre is helping to break down stigma and create more open, supportive conversations around addiction in the workplace.

As a professional body, L&DI is committed to supporting this dialogue. We see a clear role for learning and development in enabling organisa-

tions to better understand addiction, to reduce barriers to seeking help, and to create pathways both into treatment and back into meaningful work. In doing so, we can collectively contribute to more inclusive, supportive and resilient workplaces.

We are particularly proud to support The Rutland Centre through our flagship events, including fundraising at the Excellence in Learning Awards and

facilitating engagement with industry through our National Learning and Development Conference. These platforms allow us to bring their important work to a wider audience and to encourage meaningful connections between the professional community and the services that support recovery.



RUTLAND CENTRE OUT AND ABOUT

Throughout 2025, we were incredibly grateful for the support and generosity shown to the Rutland Centre. Every contribution played an important role in helping us provide the highest standard of care and treatment to each individual who came through our doors.

We remain committed to delivering safe, compassionate, and effective support to individuals and families affected by addiction, and this would not be possible without the encouragement and commitment of our wider community. Through donations, partnerships, advocacy, and ongoing collaboration, your support enables us to continue our mission and expand the impact of our work.

We were also delighted to engage with so many organisations throughout the year — whether by visiting workplaces and schools, welcoming groups to the Centre, or attending events and exhibitions across 2025. These opportunities allowed us to connect with members of the recovery community, share knowledge, and strengthen meaningful relationships along the way.

To everyone who supported us, worked alongside us, or welcomed us into your communities, we extend our sincere thanks. Your support continues to make a lasting difference, and we are deeply appreciative of all who have been part of this journey.









ADELAIDE
HEALTH
FOUNDATION



Monkstown Hospital Foundation



mcevoy
ELECTRICAL



VHI WOMEN'S MINI MARATHON 2025

Thanks so much to everyone who walked or ran the mini marathon on the June bank holiday weekend for the Rutland Centre! It is fantastic to see the Rutland t-shirts growing in number each year!

Sincere thanks for your fundraising and for helping us get our name out there!



SUNRISE ON SUGARLOAF 2025

What an incredible morning we had at Sunrise on Sugarloaf on September 21st 2025! The weather forecast certainly kept us on our toes in the week leading up to the hike, but to arrive under a clear star-filled sky, and descent with the sun beaming down upon us was truly breathtaking!

A massive thanks to all 60 early bird friends of the Rutland who joined us for the trek, and sincere thanks to all those who supported us and donated. A particular thank you to OSS for their sponsorship of the event and to adventure.ie for leading us safely up and down the Sugarloaf!

Sunrise on Sugarloaf will take place on September 20th 2026 — register by emailing maebhmullany@rutlandcentre.ie



ABOUT OSS – OUR PEOPLE, YOUR TEAM

OSS was a proud sponsor of the Rutland Centre's annual Sugarloaf Walk in 2025. Founded in Dublin in 2010, OSS is a specialist recruitment agency placing skilled workers across construction, events, and industrial sectors throughout Ireland and the UK. Over fifteen years the business has grown into one of Ireland's most trusted workforce partners, with crews working on some of the country's most demanding and high-profile projects – from Dublin Airport and major pharmaceutical facilities to Croke Park, the Aviva Stadium, and international touring productions. Today, OSS employs a core team with over 50 years of combined industry experience and maintains one of the most extensive databases of vetted, qualified workers in the country.

But behind the scale of the operation is a business built on people. That has always been the founding principle – that if you look after your workforce, everything else follows. It is a philosophy that extends beyond the sites and venues OSS crews work on, and into the wider community.

The construction and events industries employ a significant cross-section of Irish society. Skilled tradespeople, site managers, event crew, production staff – working people at every level, in every part of the country. Addiction does not discriminate by sector or profession, and the need for accessible, high-quality treatment has never been greater. Supporting the Rutland Centre is something OSS is genuinely honoured to be part of.

OSS is proud to play even a small part in supporting that mission, and extends its congratulations to Maebh and her entire team on another year of truly outstanding work. The dedication, compassion, and professionalism they



ESB ENERGY FOR GENERATIONS PATHWAYS PROGRAM

OUT OF THE BLUE

Out of the Blue Training Ltd. was formed by Stephen Moore, a former Garda, to assist members of the emergency services and military as they transition from service into a second career. Many members have taken part in our highly successful Transition from Service course, alongside our interview skills training and CV preparation support. In addition to delivering training for service communities, Out of the Blue has also been asked to create and facilitate programmes for South Dublin County Council, Public Affairs Ireland, Gambling Regulatory Authority of Ireland, and the Houses of the Oireachtas.

We were delighted to be invited to create and facilitate the new Pathways Programme for The Rutland Centre. Our relationship with the Rutland Centre has grown over the years, including their presence at several Emergency Services & Military Expos hosted by Out of the Blue. The Rutland Centre is a valued partner, and Pathways is an important next step in that collaboration. Stephen Moore, Founder of Out of the Blue, said:



We're very much looking forward to starting the Pathways Programme. We believe this is a fantastic initiative and a wonderful opportunity for clients of the Centre to receive purposeful one-to-one training in interview techniques and CV preparation—giving them the best possible start on their journey towards further employment.



OUT OF THE BLUE
TRAINING AND EMPLOYMENT SERVICES



MILESTONE DEVELOPMENT

OPENING OF THE NEW MEDICAL DETOXIFICATION UNIT

The opening of our new medical alcohol and cocaine detox unit in October 2025 represents a milestone achievement in the ongoing effort to strengthen our treatment services, improve our treatment outcomes, and broaden our reach. This development is not merely an expansion of clinical capacity; it is a direct, strategic response to a clearly identified need for safe, medically supervised detoxification supports.

Over recent years, individuals and families highlighted gaps in access to structured treatment pathways — they told us that they were caught in a cycle whereby they desperately needed addiction treatment services but could not meet the entry threshold to access these services. The need for a safe and supported route to abstinence was clearly being called for. We believed that we could and should do more to find a practical solution to meet this need.

With the help of several donors and grantors including The Smurfit Westrock Foundation, the Hospital Saturday Fund, The Monkstown Hospital

Foundation and Bill Whelan, among others, we researched, developed and opened the new 5 bed medical detox unit in late 2025. This unit provides people with a clinically safe and supportive environment to cease alcohol and/ or cocaine use, thus assisting them meet the threshold to progress on to abstinence-based treatment and long term recovery.

Our objectives for this new unit are clearly defined, and will be evaluated throughout 2026;

- Greater reach to previously underserved cohorts
- Improved outcomes for individuals and families
- Increased treatment engagement
- Longer term recovery
- Reduced relapse
- Cost effectiveness
- Faster access to treatment for individuals and families

The establishment of this unit demonstrates a commitment to improving accessibility to our treatment programs, and to expanding our suite of services. We look forward to seeing this unit develop and evolve in 2026, and to planning for further expansion.



Launched by Minister of State Jennifer Murnane O Connor on 21st April 2026.

QUALITY IMPROVEMENT

We are proud to hold external accreditation with CHKS for over a decade. These accreditations provide independent validation of our ongoing commitment to delivering safe, effective, and evidence-based treatment programmes for all who access our services.

In 2025, we successfully achieved full compliance in our CHKS on-site surveillance survey. This outcome demonstrates the strength of our governance and our organisation-wide focus on continuous quality improvement. It also reflects the dedication and professionalism of our team, providing a strong platform for the year ahead.

We are very grateful for our continued partnership with CHKS and would like to acknowledge the support and guidance of our now former Surveyor Manager, Kirstie Oliver, throughout the accreditation process. Her expertise has been invaluable in helping us meet and exceed the required standards. We wish Kirstie every success in her new role. We welcome and look forward to working with our new manager Ms Taniya Hussain in the period ahead and to introducing her to the Rutland Centre and our team.

In 2025 we took part in the new CHKS "Accreditation Plus" programme, which has further strengthened our ongoing commitment to quality improvement.

Some feedback from CHKS contained in the 2025 final report

The organisation is to be commended for:

- The very good process of the project manager gaining consent at multiple points through the treatment pathway. (Criterion: 9.6)
- The pre risk assessment which helps to determine risks before clients enter the treatment pathway. This enables more information to be available to safeguard clients and staff. (Criterion: 9.9)
- The importance attributed to all individuals involved with the service, including clients, staff and families of service users and the ways in which their dignity is preserved. (Criterion: 15.1)
- The lived experiences of maintenance of standards of confidentiality. Particularly impressed with the support that staff are given to empower them to resist external pressures to provide information about clients. (Criterion: 15.3)
- The commitment of the staff to the work of the centre and the ways in which they go beyond expectations to support clients along their journeys.





The Rutland Centre

has been awarded

Accreditation

To CHKS Health and Care Accreditation Standards

This award covers systems and processes supporting
the delivery of the services detailed as appropriate
on the addendum to this certificate.

CHKS Standards for Health and Care Organisations, 2023

Date of issue: **6 May 2026**

Valid until: **31 May 2028**

Certificate Number: **1219**



Signed

Chair
Accreditation Awards Panel

Signed

Director
CHKS Ltd

FUTURE FOCUS

NATIONAL OUTPATIENT PROGRAM 2026

The Rutland Centre outpatient program is the only one of its kind in Ireland. It has a completion rate of 81% (2025) with 85% of those who completed, progressing to the aftercare program. Of this cohort, 93% are still engaged and in active recovery.

A common misconception of the outpatient program is that it is 'easier' than the five week residential program, or that it is for people with addictions that are 'not that bad'. This is not the case; like the residential program, the outpatient program is a primary treatment program meaning that it provides participants with the opportunity, support and tools to undertake the necessary psychological work to build a foundation for their recovery. The outpatient program covers all the same material as the residential program but is delivered at a different pace to account for the fact that clients are still living at home in the community.

There are benefits and challenges to both programs. For the outpatient program, the benefit can be that people are able to recover in their own community, and that their family can be so heavily involved in the treatment plan too. This also means that more often than not clients on the outpatient program can remain in employment/ education and can maintain close relationships with children and other loved ones. However, those in the outpatient program face daily challenges while undertaking treatment that those in residential treatment do not. For example, they are generally still living in the same environment where their addiction first took hold and/ or thrived. As such, they are continuously exposed

to triggers that tempt them to return to use. Everyday they must make a conscious choice to choose recovery, and to keep to the commitments of the program.

The role of family is particularly critical in the outpatient program. Unlike in a residential setting where the staff team take over the primary support function, in the outpatient program family members constitute the bedrock of the support system. Therefore it is essential that they, the family, are robustly supported themselves and that they have ready access to Rutland. Our outpatient team are in continuous communication with outpatient family members, and they are regularly invited to take part in the group therapy sessions, as well as offered supports in their own right.

Entry into the outpatient program is via assessment with one of our skilled assessment officers. This is a robust process that requires meeting with both the individual seeking treatment and a key member of their family. Each client case is that reviewed at a weekly Clinical Review meetings by the MDT and a decision made as regards which program would be therapeutically indicated. This process is thorough, robust and above all else client centred, we pride ourselves in considering each client based on their own unique set of circumstances, history and clinical presentation, and only matching them with the program we think will offer them the best chance of a long-term sustained recovery.



The counsellors and staff were amazing and were a huge support. As hard as group therapy was, I found it very beneficial. The three written pieces of work helped me to have a great understanding of myself and my addiction

Currently, the Rutland outpatient program takes place on site in Knocklyon twice weekly. This effectively rules out any individual who lives outside a reasonable commuting distance from the program. In response to increasing access queries, in 2025 we set about raising funds and developing a national program to provide a full outpatient treatment programme in a provincial setting, with the objective of expanding to multiple national locations in the years ahead.

At the time of writing, the first program outside Dublin will commence in Athlone in June 2026. The team have been busy sourcing a premises, recruiting staff, raising awareness, generating referrals and establishing the building blocks required to create a safe and sustainable program. Meanwhile the board and executive have committed to raising funds and designing the financial model to support this important service expansion. We look forward to updating you further in 2026 as to the progress of this new initiative.



Rutland Centres in Dublin
and in Athlone

KEY GOALS

- ✓ To provide outpatient treatment in an accessible location
- ✓ To make it easier for family members to become involved in outpatient treatment

HEAD OF ADMINISTRATION & OPERATIONS REPORT

In a small charity, much of what sustains the organisation happens quietly in the background. Systems are maintained, buildings are kept safe, staff are supported, meals are prepared, and visitors are welcomed. While this work is not always visible, it is essential to the delivery of our services and underpins everything we do.

This year, my focus has been on creating the conditions that enable our staff to do their best work. This has involved investing time and care in our people through recruitment and induction, strengthening training provision, and ensuring that our HR processes remain fair, transparent, and supportive. In a small team, every role matters, and I continue to be impressed by the commitment, adaptability, and generosity shown by colleagues across the organisation.

A particularly welcome and valued part of my week is meeting with client group leaders from our residential services. These meetings provide valuable feedback on operational areas such as food, housekeeping, and maintenance. In 2025, 49 such meetings were held, supporting a responsive and person centred approach grounded in the voices of those who use our services.

Our listed building is often the first impression people have of our charity and maintaining it to a high standard is a responsibility we take seriously. Significant time and care are devoted to keeping the site safe, compliant, and welcoming. Our gardens are a valued therapeutic space and are frequently commented on positively by clients.



In May 2025, our quality system accreditation body, CHKS, carried out a detailed operational assessment and confirmed full compliance. In the same month, an Environmental Health Officer inspection assessed all relevant areas of compliance, with no actions required.

Our comprehensive health and safety approach encompasses many measures. Examples from the year include, but are not limited to, 133 Portable Appliance Tests (PAT), ten fire drills, and daily emergency evacuation checks.

Behind the scenes, our administrative and IT systems have continued to support flexible, secure, and reliable working. While often unnoticed when functioning well, these systems have been critical in protecting sensitive information and enabling staff to respond confidently to changing demands.

As part of our ongoing commitment to data security, all staff completed mandatory Cybersecurity Awareness Training. This has significantly improved vigilance and reduced risk, with regular simulated phishing tests resulting in an “A” performance rating. The training programme continues to run monthly to maintain this strong position.

Further digital improvements included the rollout of a new electronic incident reporting system, removing the need for manual reporting and reducing paper use.

Environmental sustainability was an important focus throughout the year. Initiatives included the introduction of recycling units for plastic bottles and cans across the organisation, alongside a paper recycling programme supported by staff education on what materials can be placed in green waste bins and the placement of these bins in each office location. The continued rollout of electronic systems also contributed to reduced printing and waste.

In a small organisation, everyday details make a meaningful difference. The welcome at reception, the reliability of shared resources, and a meal prepared in the kitchen all shape how people experience our service. During the year, our reception team handled 16,345 incoming calls, and our kitchen provided 5,545 home cooked, nutritionally balanced dinners to clients. I am grateful to the staff whose care and attention ensure these touchpoints are consistently of a high standard.

Like many charities, we have operated amid tight resources and evolving pressures. Challenges included a 13% increase in waste costs; however, this was balanced by notable achievements such as a 24% reduction in energy usage. Food ingredients costs rose by just 1.3%, an excellent outcome in a year when average food inflation stood at approximately 4%. Despite frequent water outages, rising costs, building issues, and ongoing cyber risks, services continued to operate without interruption.

We also safeguarded our listed building by rebuilding the roof of the outhouse, with support from the Built Heritage Investment Scheme (BHIS) administered by South Dublin County Council. We are very grateful for their continued advice and assistance.

Staff turnover during the year was 7%, reflecting relative stability within the team despite ongoing external pressures.

As we look ahead, our focus remains on strengthening resilient systems, maintaining inclusive and supportive workplaces, and ensuring practical structures are in place to sustain our services. It is a privilege to contribute to the foundations that enable this organisation’s work, and I look forward to continuing this journey alongside such a committed team.

Carol Delaney



AFTERCARE PROGRAMME OVERVIEW

Clive Martin
Aftercare Coordinator



I would like to take this opportunity to express our sincere gratitude and appreciation to my team in aftercare, and to all our individual facilitators and volunteers.

Our team and volunteers in aftercare dedicate their time each week to supporting individuals' post-treatment, ensuring that our clients receive the much-needed support they deserve while navigating early recovery. Without the commitment and dedication of our team of facilitators, aftercare simply would not be possible. Our facilitators show up week in and week out, despite their own busy lifestyles, because they truly believe in the work we do and understand the

significance of aftercare and the positive impact it has on the lives of those we support.

As the coordinator of the Continuing Care team, when I attended our last Medallion Day, I was incredibly proud to see such a large gathering of staff and facilitators there to support recipients and their families as they received their medallions, a milestone that represents a huge achievement in their recovery journey. It became very clear to me just how invested our aftercare team and facilitators are in our clients' recovery and how deeply they want them to succeed.

I am incredibly thankful for the compassion, commitment, and encouragement they continue to provide to our clients and our service.

25

active Aftercare
groups running
from Monday
to Saturday

240

participants engaged
across our
programmes

Transition Groups

We run **2 Transition groups** every **Tuesday and Wednesday (6:00pm–7:30pm)**.

These groups are designed to support individuals moving from our residential programme back into everyday life. They provide a space to:

- Openly share fears and anxieties about reintegration
- Explore challenges associated with returning home
- Allow family members or Concerned Persons (CPs) to express concerns and receive support

Mainstream Aftercare

From **Monday to Friday at 7:00pm**, we host **20 Aftercare groups** for individuals who have completed treatment through either residential or outpatient programmes.

Aftercare provides:

- Ongoing support during early recovery
- A safe, non-judgmental space to discuss post-treatment challenges
- A sense of connection, reducing isolation
- Continued encouragement for growth, accountability, and stability

BREAKDOWN OF GROUPS

3 Online groups
(including 1 CP-only group)

3 Off-site groups
(2 on Dublin Northside, 1 in a local community project)

14 On-site groups
at the Rutland Centre
(including 2 CP-only groups)

Relapse Prevention

Held on **Saturday mornings**, this group is open to:

- Individuals who have completed residential or outpatient treatment
- Those currently engaged in Aftercare or Stabilisation

Attendance: Typically, **30–40 participants**

Why this group matters:

Weekends can present increased risks due to:

- Lack of structure
- Isolation or boredom
- Social pressures or triggers

This group provides essential support to help individuals maintain recovery during these high-risk periods.

Stabilisation Programme

We run Stabilisation sessions:

- **Monday afternoons**
- **Friday mornings**

This programme supports individuals who have experienced relapse following treatment. It typically lasts **4–6 weeks**, depending on individual progress.

Focus areas include:

- Understanding the circumstances leading to relapse
- Identifying triggers, patterns, and warning signs
- Challenging denial and exploring resistance to recovery
- Supporting reintegration into mainstream Aftercare

Facilitators

We currently have **45 volunteer facilitators** supporting our Aftercare programmes.

Each facilitator contributes **3–4 hours per week**.

To support facilitator wellbeing and effectiveness:

- **Peer support sessions** are held every **6 weeks on-site**
- These sessions provide a safe space to:
 - o Share challenges and experiences
 - o Build connections with other facilitators
 - o Address issues such as compassion fatigue, transference, and countertransference

In 2025, the team hosted **9 peer support sessions**, with **10–15 facilitators attending each session**.

MEET THE TEAM

Karl Fitzharris, Treatment Coordinator



What does a normal day at the Rutland look like for you?

No two days are ever the same in my role as Treatment Coordinator, which is one of the things I enjoy most about the work. My day usually begins by checking in with both clients and staff to ensure the smooth running of the Residential Programme and Outpatients services. Throughout the day, I work closely with the multidisciplinary team, support clinical decision-making, coordinate programme delivery, and respond to the evolving needs of clients and staff.

A significant part of my role involves overseeing the Residential Programme, the Outpatients Programme, and our new National Outpatients Programme, ensuring that each service maintains a high standard of care and consistency. I also work closely with the Social Care Team, supporting communication, structure, and collaboration across the service.

Alongside operational responsibilities, I continue to value direct engagement with clients. Having worked across homelessness services and custodial settings, I understand the importance of building trust, creating safety, and meeting people where they are in their recovery journey. Every day brings different challenges, but also opportunities to support meaningful change.

What is the most rewarding part of your role?

The most rewarding part of my role is witnessing transformation in people who may once have believed recovery was impossible for them. Seeing individuals begin to reconnect with themselves, their families, and their sense of purpose is incredibly meaningful.

I have worked with people experiencing addiction across many settings, including homelessness services and within the prison system, and those experiences have reinforced for me how important compassion, consistency, and human connection are in recovery. Often, people arrive carrying shame, hopelessness, or fear, and being part of a team that helps them rediscover hope and self-worth is a privilege.

I also find great fulfilment in supporting staff and helping services evolve to meet the changing needs of clients. Building programmes that are accessible, therapeutic, and person-centred is something I feel deeply passionate about.

What advice would you give to someone considering treatment?

Reaching out for help takes courage, and I would encourage anyone considering treatment to remember that they do not have to face addiction alone. Treatment is not about judgement it is about support, understanding, and creating the opportunity for change.

As a service we have weekly family intervention meetings where family members can come to learn about the service and if it would be the right fit for their loved ones free of charge. We also hold a monthly addiction screening clinic for the person in addiction themselves to attend if they are curious about their own addiction and our service.

One of the most important things is to arrive with honesty and openness. Recovery is a process, and while it can feel challenging at times, it can also be life changing. You do not need to have everything figured out before starting; you simply need a willingness to begin.

I would also encourage people to trust the process and allow themselves to engage fully with the support available to them. Recovery often starts with small steps, but those small steps can lead to profound change over time.

In your opinion, what does recovery mean on a day-to-day basis?

For me, recovery is about far more than abstinence. It is about learning how to live in a healthier, more connected, and meaningful way. On a day-to-day basis, recovery involves honesty,

accountability, self-awareness, and developing the ability to cope with life without returning to destructive patterns and behaviours. I believe recovery is an opportunity to reclaim the parts of your true self that were at a distance because of the addiction and life experiences you may have had.

Recovery can also mean rebuilding relationships, establishing routine and stability, learning to regulate emotions, and finding purpose again. It often involves discovering who you are outside of addiction and beginning to believe that change is possible.

Through my work in addiction services, I have seen that recovery looks different for every individual. However, what remains consistent is the importance of connection, community, and hope. Recovery is not about perfection it is about growth, resilience, and continuing to move forward, one day at a time.



I have worked with people experiencing addiction across many settings, including homelessness services and within the prison system, and those experiences have reinforced for me how important compassion, consistency, and human connection are in recovery.

MEET OUR VOLUNTEERS

Kelly

Tell us a bit about yourself and what you do when you're not facilitating the Rutland Centre aftercare?

My name is Kelly, I'm a mother of four beautiful children, 24,19,15 & 8. Three sons & one daughter, who I'm extremely proud of.

I started aftercare while my husband was attending the Rutland for alcohol & cocaine addiction. Little did I know at the time that my whole world would be completely different four years on from that day.

My husband had got two years recovery under his belt but sadly his mental illness declined and Derek took his own life two years ago.

This had a devastating impact on myself and our four children. My children have experienced pain I've yet to understand & I definitely think because we learned from the Rutland not to keep Derek's addiction a secret from our children that it actually helped us all understand and accept his death. I was able to help myself and my children express our grief because of the aftercare program.

I work as a self-employed private carer, so caring for and supporting others has always been a huge part of my life both personally and professionally. Through my work, I have gained a lot of experience in understanding people, listening without judgement, and showing empathy and patience during difficult times. I feel those qualities naturally support me in my role within aftercare.

Outside of work, I'm very involved in fitness. Competing for Ireland in natural bodybuilding. Health and wellbeing have become extremely important to me, and fitness has played a huge role in my own recovery journey as a CP. It has helped me build confidence, resilience, discipline, and structure in my life, and it continues to have a very positive impact on both my mental and

physical wellbeing. I always say if I'm fit, healthy and happy my children will be too(monkey see monkey do). My four children are also into fitness in various sports.

I also enjoy spending time with family and friends. I'm very outgoing & always up for the banter, let it be cheering on my daughter at her dance competitions or sports day or having the craic with my sons in the gym over who got the best PB.

Life is good.

I definitely lost that part of myself during my husband's addiction.

My family will always come first and I love watching and encouraging my four children to chase they're dreams. They are my "why" in life.

Do you enjoy volunteering in aftercare? If so, why?

Yes, I really enjoy volunteering in aftercare. It is incredibly rewarding to be part of a supportive environment where people can connect honestly and feel understood. Seeing people grow in confidence and continue progressing in their recovery journey is very inspiring, and it is a privilege to give back in some small way.

I will always be grateful to the aftercare I received when I was a CP because it really made me look at my own situation and want to change. I know the impact great aftercare has had on myself. I always wanted to give back & hopefully pass on some knowledge to help others.

Have you learned anything new about people and/or addiction since you started with us?

I have learned that addiction can affect anyone, regardless of background, and that recovery looks different for every person.

I have also seen how important connection, support, and feeling heard can be in helping people move forward. I've also learned recovery is not just five weeks in the Rutland, it's a lifetime of commitment to making the right decisions and that the client is responsible for their own recovery.

What's the best advice anyone has ever given you in life?

"Take things one day at a time." It is simple advice, but it has helped me through challenging situations and reminded me not to become overwhelmed by the bigger picture.

What one piece of advice would you give a person starting aftercare now?

Be patient with yourself and keep showing up. Recovery is a process, and there is real strength in asking for support and staying connected to others who understand what you are going through. You're not alone in this journey. We are here to help & support you through the good days & the bad.

How has the Rutland Centre supported you in your work as a facilitator?

The Rutland Centre has created a very supportive and welcoming environment. The guidance, encouragement, and sense of community have helped me grow in confidence as a facilitator and allowed me to continue learning. I've honestly learned so much from my own co-facilitator & from peer support. This is the part I better mention the main man Clive & of course Teresa. They have both been brilliant and I'd like to thank them both for always supporting me and encouraging me to be a better person. I appreciate you guys. Thank you.

Would you recommend becoming an aftercare facilitator to others? Why?

Absolutely. It is a very meaningful role that allows you to support others while also learning and growing yourself. Being part of a community that encourages honesty, understanding, and recovery is incredibly rewarding.



Mark

Tell us a bit about yourself and what you do when you're not facilitating the Rutland Centre aftercare?

I love to travel with my wife trying to go to some unusual destinations. I am also an avid runner and enjoy running in groups where the social interaction and connection with others is as important as the running. I am a very big fan of comedy, watching on TV as well as going to many live performances.

I am also in recovery where I am very actively involved in my home group which gives me the support that I require to stay in recovery on a daily basis.

Do you enjoy volunteering in aftercare? If so, why?

I absolutely love volunteering in aftercare as it really allows me to give back to others what was given to me. It is fantastic to be trusted to work with others who are just in the early stages of their own recovery journeys, I sat in their chair and know what it's like.

It is also amazing to watch the progress of clients and to see how they navigate through the first year or two of recovery and it can be a massive difference to how life was before they came to the Rutland.

To witness the rebirth of the dignity of the client and to see relationships that were previously at an all-time low come back to a place of trust and forgiving. To witness engagements, weddings and even new lives coming into the world as part of the client's recovery journey is just another dimension to the volunteering.

Have you learned anything new about people and/or addiction since you started with us?

Yes — I've learned a great deal. Through the training we receive and through working with clients and concerned persons. The specific substance matters far less than the underlying hurt someone was trying to soothe in addiction.

What has really struck me is how similar the patterns are across different addictions. The behaviours, the emotions, the shame, the attempts to cope all repeat.

By working in a group setting the clients can see that their problems or issues are not terminally unique as there is always someone in the group that has gone through a similar thing.

What's best advice anyone has ever given you in life?

'I'm good enough today!'. Since I first heard this I have made it a daily mantra that I live my own life by telling myself that each morning. It is so important to me I now have it tattooed on my arm as I have built in forgetters.

What one piece of advice would you give a person starting aftercare now?

Build a routine and structure you can actually live with — and protect it like your life depends on it.

It's about non negotiables such as consistent meeting attendance, a predictable weekly structure (same meetings, aftercare sessions).

Predictability builds safety, and safety builds trust — both internally and with loved ones.

Over time this routine just becomes part of your life now and everything else becomes easier. Willpower fails; structure holds.

How has the Rutland Centre supported you in your work as a facilitator?

There is a very good training programme for the facilitators, that includes ongoing refresher courses. There is an enormous amount of supports through peer support on a regular ongoing basis. There is also access to the aftercare team should any issues arise. In the event of something coming up personally for me there is also the availability of 1 to 1's with one of the aftercare team.

Would you recommend becoming an aftercare facilitator to others? Why?

I would highly recommend it as it has personally enriched my own recovery by being able to support others who are in early recovery. To witness a client or concerned person leave the group after their time and see the enormous change in them, give me a desire to keep going. It demonstrates to me that recovery works when you work it.

It can be difficult to see people who don't make it however the success stories outweigh the negatives.



DIRECTOR'S REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025



FINANCIAL REPORT

EXTRACT FROM 2025 FINANCIAL STATEMENTS

Income and Expenditure Account for the year ended 31 December 2025

	Note	2025 €	2024 €
Turnover	4	2,297,478	2,161,031
Administrative expenses		(2,204,267)	(2,104,334)
Operating profit	6	93,211	56,697
Profit for the financial year		93,211	56,697

Statement of Comprehensive Income for the year ended 31 December 2025

	Note	2025 €	2024 €
Profit for the financial year		93,211	56,697
Total comprehensive income for the financial year		93,211	56,697

Balance Sheet as at 31 December 2025

	Note	2025 €	2024 €
Fixed assets			
Intangible assets	8	8,916	14,080
Tangible fixed assets	9	113,425	117,463
		<u>122,341</u>	<u>131,543</u>
Current assets			
Debtors: amounts falling due within one year	11	258,148	248,169
Cash at bank and in hand	12	704,265	466,355
		<u>962,413</u>	<u>714,524</u>
Creditors: amounts falling due within one year	13	<u>(635,283)</u>	<u>(489,807)</u>
Net current assets		<u>327,130</u>	<u>224,717</u>
Total assets less current liabilities		<u>449,471</u>	<u>356,260</u>
Net assets		<u>449,471</u>	<u>356,260</u>
Capital and reserves			
Called up share capital presented as equity	14	3	3
Income and Expenditure account		449,468	356,257
Shareholders' funds		<u>449,471</u>	<u>356,260</u>

Statement of cash flows for the year ended 31 December 2025

	2025 €	2024 €
Cash flows from operating activities		
Profit for the financial year	93,211	56,697
Adjustments for:		
Amortisation of intangible assets	5,164	5,341
Depreciation of tangible assets	33,917	31,459
(Increase)/decrease in debtors	(9,979)	30,222
Increase/(decrease) in creditors	145,476	(11,800)
Net cash generated from / (used in) operating activities	267,789	111,919
Cash flows from investing activities		
Purchase of intangible fixed assets	-	(19,419)
Purchase of tangible fixed assets	(29,879)	(6,990)
Net cash from / (used in) investing activities	(29,879)	(26,409)
Net increase in cash and cash equivalents	237,910	85,510
Cash and cash equivalents at beginning of year	466,355	380,845
Cash and cash equivalents at the end of year	704,265	466,355
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	704,265	466,355
	704,265	466,355

GOVERNANCE REPORT

ANNUAL REPORT 2025

Strong and effective governance remains central to the Rutland Centre's ability to deliver safe, high-quality, and person-centred care. Throughout 2025, the Board and Executive continued to uphold the highest standards of accountability, transparency, and oversight, recognising that robust governance is fundamental to maintaining public trust and ensuring positive outcomes for clients and families.

Quality, Accreditation and Continuous Improvement

The Rutland Centre remains committed to a culture of continuous quality improvement, supported through both external accreditation and internal assurance processes. Independent assessment by CHKS continues to provide valuable external validation of our standards, while also supporting organisational learning, reflection, and service enhancement.

During 2025, the organisation progressed to CHKS's enhanced Accreditation Plus programme, reflecting our ongoing commitment to embedding best practice and driving continuous improvement across all areas of service delivery. Feedback mechanisms, evidence-informed practice, and evolving quality standards continue to inform our approach to care and operational excellence.

Audit, Risk and Oversight

Comprehensive audit and oversight processes form a core component of the Centre's governance framework. Throughout the year, regular audits were undertaken across clinical, operational, financial, and regulatory functions to ensure compliance, strengthen internal controls, and identify opportunities for improvement.

These processes support effective risk management, reinforce organisational accountability, and provide assurance to the Board and stakeholders regarding the quality, safety, and integrity of services delivered by the Centre.

Board Governance and Committee Structures

The Board of Directors continues to provide strategic leadership and stewardship to the organisation. The effectiveness of the Board is strengthened through a well-established committee structure, enabling focused oversight and informed governance across key operational and strategic areas.

The Board's sub-committees — including Finance, Governance, and Fundraising & Communications — play an important role in supporting robust decision-making, monitoring organisational performance, and ensuring alignment with the Centre's strategic objectives and mission.

The Board acknowledges the significant contribution, expertise, and commitment of committee members and senior leadership in supporting strong governance throughout the year.

Regulatory Compliance and Accountability

The Rutland Centre remains fully committed to meeting its statutory, regulatory, and contractual obligations. During 2025, the organisation maintained compliance with the requirements of the Charities Regulatory Authority and continued to adhere to the principles and standards outlined in the Charities Governance Code.

The Centre also continued to work closely with the HSE to ensure alignment with national health policy priorities, funding arrangements, and service expectations. In addition, all reporting and compliance obligations with health insurers and funding partners were fulfilled in a timely and transparent manner, reflecting the organisation's commitment to accountability and effective partnership management.

Governance in Support of Recovery

At its core, the governance framework of the Rutland Centre exists to support the delivery of ethical, effective, and compassionate services for individuals and families affected by addiction.

The Board recognises the profound responsibility entrusted to the organisation by clients and their families, many of whom engage with our services during periods of significant vulnerability. Accordingly, every aspect of governance is directed towards ensuring that care is delivered with integrity, professionalism, dignity, and respect.

As the organisation continues to evolve, the Board remains committed to strengthening governance arrangements, supporting innovation, and ensuring that the Rutland Centre continues to respond effectively to the changing needs of the communities it serves.

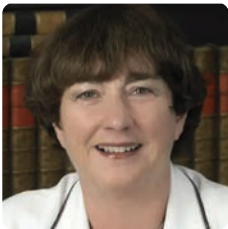


OUR BOARD



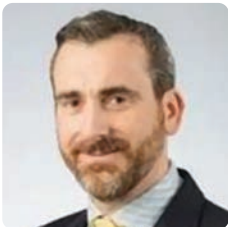
Gerry Kearney
Chairperson

Gerry Kearney is a former Secretary General of a Government Department and former board Chairman of organisations including the National Concert Hall and Social Entrepreneurs Ireland. He has also chaired the Mother & Babies Collaborative Forum, the Moore St Advisory Group, and the Boundary Electoral Committee.



Melanie Pine
Secretary

Melanie Pine worked for some years in the private sector while also running her own arts promotion company. She then transferred to the civil service where her career centred mainly on employment issues, culminating in her appointment in 1999 as Director of the Equality Tribunal. She stepped down from that in 2010.



Noel Garvey
Board Director

Noel is a partner in Deloitte Ireland's Actuarial Practice and provides advisory support to numerous clients including actuarial and risk transformation, capital and solvency, model risk governance, pricing, data quality and regulatory compliance.



David Sneddon
Board Director

David Sneddon is an executive employed by Google Ireland, based in Ireland and responsible for all technical support and customer care for the EMEA region for Google. He is a member of the Google EMEA management team (25 ppl), representing the c. 21k Google employees in EMEA.



Brian Lynch
Board Director

Brian Lynch is Operations Manager and Deputy Head of School - Partnerships with the School of Population Health, RCSI. He is Chair of Health Research Charities Ireland and represents HRCI on the Irish Health Research Forum Steering Group. Prior to joining RCSI, Brian was Head of Communications and Advocacy with Arthritis Ireland.



Moling Ryan

Board Director

Moling served for 10 years as Chief Executive of the Legal Aid Board. He has also served as Interim Director, Irish Museum of Modern Art, Change Advisor in the National Concert Hall and in a number of Government Departments and Offices. Has undertaken a number of reviews of Government Bodies and functions including topics of governance and performance.



Mary Kirwan

Board Director

Mary Kirwan is lawyer on three continents and a Fellow of the American Bar Foundation. She lived in Canada for many years where she specialised in commercial, healthcare and mental health law. She was also a Canadian Federal money laundering/narcotics prosecutor and obtained one of the only convictions in Canada for conspiracy to commit money laundering. She has experience as a Managing Director in charge of managing financial crime risk in large financial institutions, a regulated role with extensive interaction with regulators. She also has a strong cyber security background having worked in start-ups and Nasdaq listed entities in the field. Mary has primary degrees in Modern Languages and Law and a master's degree in Business and Management Information Systems (MIS) from the UCD Smurfit Business School and an MSc in Healthcare Ethics and Law from the Royal College of Physicians in Ireland (RCSI). She also has professional qualifications in cyber security and Data Protection Law and Management.

THE GUEST HOUSE

— • —
This being human is a guest house.
Every morning a new arrival.

A joy, a depression, a meanness,
some momentary awareness comes
as an unexpected visitor.

Welcome and entertain them all!
Even if they are a crowd of sorrows,
who violently sweep your house
empty of its furniture,
still, treat each guest honorably.
He may be clearing you out
for some new delight.

The dark thought, the shame, the malice.
meet them at the door laughing and
invite them in.

Be grateful for whatever comes.
because each has been sent
as a guide from beyond.

Rumi

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Charities Regulatory Authority number 20031411