



ANNUAL REPORT

2023 / 2024



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Introduction

It is with great pride that I present this report, reflecting on a year of creativity, connection, and growth at RADE. Over the past twelve months, our community has come together to explore artistic expression, build skills and nurture wellbeing. We have created a vibrant environment where participants, staff, and artists can thrive together.

It was a joy to start the year with the launch of our inner-city garden, Ó Liath Go Glas in partnership with socially engaged artist Louis Haugh and the Project Arts Centre. This was a community event filled with sunshine and celebration in which funders, supporters, and local services joined together with participants to mark the creation of this urban green space. The project and launch were captured in a beautiful short documentary film by Louis Haugh, now available on our website. Supported by the Project Arts Centre, CDETB (Central Dublin Education and Training Board), and BAMM Community Fund the garden continues to serve as a gathering place, offering a space for reflection, creativity, and connection with nature – a true sanctuary for grounding ourselves in the outdoors.



Podcasting was upfront and central at RADE this year in a project led by CE Support Worker Thomas McCarthy with funding from CREATE, the National Development Agency for Collaborative Arts. The project was captured in an evocative and powerful short film, *Recording is Winning* in which participants reflected on the process of the project.

We were also proud to start a year-long Create Your Rights project, funded by IHREC, inspired by the 1948 UN Declaration of Human Rights. Visits to IMMA and other cultural outings further deepened participants' understanding of the arts and creative practice.

A major milestone of the year was the launch of our new Artist-in-Residence programme, developed in partnership with Dublin City Council and Project Arts Centre and supported by the DCC Neighbourhood Grant. Dance and multi-media artist Tara Nixon O'Neill was selected through an open call, bringing contemporary arts practice into RADE and creating a safe, vibrant space for participants to engage directly with professional artistic processes.

We were particularly excited to see the start of two new partnerships: a 3-year partnership with Dublin Community Television (DCTV) and a collaboration with the RHA Academy of Arts with plans for an exhibition in 2025.

Creativity flourished across many disciplines including creative writing which culminated in public readings on RADE's new stage. Visual arts workshops, led by staff member and CE Support worker Dermot Byrne, also remained popular and constant in the RADE weekly activities. Film-making and storytelling also featured alongside the beautiful and therapeutic handwork practice of quilling.

Other creative highlights included ceramics with CDETB and Playback Theatre workshops, both designed to support skill-building, confidence, and collaboration. Regular nature outings and engagement with the garden have continued to support wellbeing and provide inspiration for artistic projects.



This year has been marked by steady progress across RADE's programmes and operations, despite ongoing challenges in areas such as premises management and funding competition. We secured clarity on our licence with Dublin City Council, enabling us to move forward with greater security, and significant improvements were made to our building, including attic insulation and ongoing plans for toilet repairs and energy upgrades. Careful financial management, alongside successful grant applications, has helped us to maintain stability while expanding opportunities for participants, including outings, creative workshops and training.

Throughout the year, RADE has continued to align its work with the National Standards for Safer Better Healthcare and the National Drugs Strategy. We have strengthened our governance, policies, and risk management to ensure a safe, high-quality service environment, while expanding trauma-informed practice, wellbeing activities, and outreach that support recovery and inclusion. Our creative programmes, health-focused initiatives, and partnerships with community and women's services reflect our strategic goals of prevention, treatment, and social reintegration, ensuring that participants are supported not just in overcoming addiction but in building healthier, more connected lives.

As we celebrate the accomplishments of the past year, we recognise that RADE's strength lies in its people: our dedicated staff, inspiring artists, committed Board members, and, most importantly, our participants. Their courage, creativity, and engagement continue to shape RADE as a space of connection, learning, and artistic exploration. The projects, collaborations, and milestones highlighted in this report are not only achievements to celebrate – they are foundations for an even more ambitious and inclusive future.

Gill McCaw

Project Director, RADE



Vision, Mission and Structure

Our Vision

Our vision is that creativity is open to all.

Creativity opens the mind and soul and shows us a different side to ourselves. It can bring us together and connect us to the world. It can give us back our voice and help us contribute to society and the world at large.

Our Mission

Our mission is to engage people who use drugs, and those in recovery with the arts and therapeutic supports and to provide a platform for their artistic expression.

Our Purpose

Our purpose is to provide an addiction service in Dublin 8 that represents our belief in the transformative power of the arts to positively affect people's lives. To do so in a way that maintains high standards of service as determined by our main stakeholders.

Our Strategy

- Grow RADE's reputation as an innovative alternative to drug use and as a stimulating, well-run, effective and welcoming service.
- Build a sense of community and engage with participants, stakeholders, intra-agency partnerships and the wider community.
- Continue to build a programme of stimulating, professional-led arts workshops.
- Build equality, diversity and inclusion at RADE.
- Provide a safe and healthy workplace environment for all staff, volunteers and participants.

Our Methods

RADE works with people in recovery from drug use as well as those managing or moving away from active use. We harness creativity as a tool for positive change, building confidence, self-esteem, and new skills. Through theatre, film, art, and writing, participants experience teamwork, responsibility, and achievement. Public showcases of work provide motivation and pride, while also challenging stigma and changing how society views people who use drugs.



Our Structure

RADE is incorporated as a company limited by guarantee and is a registered charity. Overall oversight and strategic management is provided by a voluntary Board of Directors who give guidance to the Project Director. The Project Director manages a team of Task Force (SICDATF) Vote funded project workers and DSP community employment supervisors, who in turn support CE workers and participants.

The RADE Board of Management as of August 2023:

Geoff Power Chairperson, **Matthew DeCourcy** Secretary, **Lorcan Claffey** Treasurer, **Dominique Cleary** Director, **Jane O’Hanlon** Director, **Maureen Penrose** Director, **Eoin Ryan** Director.

Two new directors **Carol Casey** and **Úna Lowry** joined the Board in May 2024.

Participants and Therapeutic Supports

RADE's capacity for the period August 2023 – August 2024 was 21 (16 participants, 4 support workers and 1 cleaner/housekeeper) on the Community Employment scheme funded by The Department of Social Protection, in addition to places funded by the HSE via the South Inner City Drug and Alcohol Task Force Vote (SICDATF).

The following represent statistics for the year Aug 2023 - Aug 2024 and reflect numbers at the end of that period:

- 11 participants are currently on the CE scheme
- 6 participants are currently on the HSE/ CE pre-entry scheme
- RADE currently has 3 CE Support Staff - Rehab team
- RADE currently has 2 Task Force Vote funded Project workers – Rehab team
- 1 participant is engaged in follow-up support
- Current average gender breakdown in RADE: Male 15: Female 2

Therapeutic Supports offered include recovery supports through weekly Relapse Prevention sessions, key working, counselling and referrals to other agencies and medical teams.



Referrals:

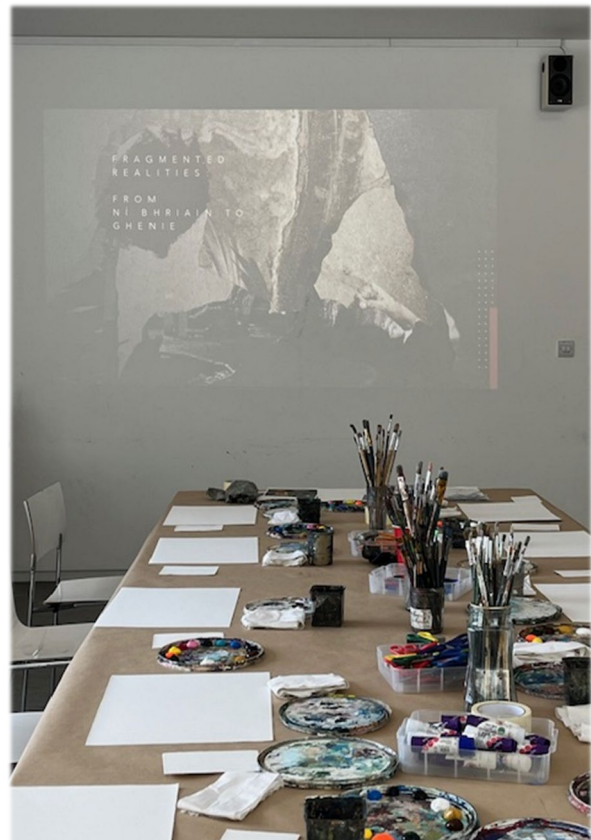
87 people were referred to RADE over the last 12 months showing a 17% increase on the previous 12-month period.

The average age is 43.5, with 37% women, 63% men, 52% homeless or hostel living, 48% independent living, and 42% on disability allowance.

Presenting issues are drug and alcohol addiction with mental health. A majority are on a methadone/Saboxone programme. Benzodiazepans, cannabis, crack cocaine are most commonly used drugs.

Referrals from:

- Addiction Response Crumlin
- Amien Street Clinic
- Ana Liffey
- Beaumont Hospital
- Chrysalis
- DePaul
- Dr Steven's Treatment Centre
- Gateway Mental Health
- GP
- Grangegorman Primary Care
- Haven House
- Hazelwood House
- HSE Addiction Services
- HSE Drimnagh Treatment Centre
- Miriam Finnegan
- Mountjoy Probation Services
- NDTC
- NOVAS
- North West Inner City Task Force
- PMVT
- Scoil Tresa NAOA
- Spellman Centre
- Stanhope Centre Grangegorman
- The Bridge Project
- The Loft
- TUS



Training and Education

External Training Courses Undertaken by RADE Participants (Sept 2023 – July 2024)

| Accredited Training | |
|--|------------------|
| <i>Minor Awards Undertaken</i> | Number |
| QQI Level 6 Keyworking and Case Management Training | 2 |
| QQI Level 6 Group Facilitation | 1 |
| QQI Level 6 Community Representative Training | 2 |
| CRA Training | 1 |
| Art Therapy Foundation Skills | 1 |
| | Total: 7 |
| <i>Major Awards Undertaken</i> | Number |
| Art Portfolio Design and Mixed Media (QQI Level 5 Major) | 1 |
| QQI Level 6 Group Facilitation (Ongoing) | 1 |
| QQI Level 7 Addiction Studies | 1 |
| | Total: 3 |
| Industry Standard Training | |
| Mindfulness Based Stress Reduction (MBSR) | 1 |
| Attachment Based Approach in Social Care | 1 |
| Group Facilitation Training (Meitheal) | 1 |
| Gaiety Part-Time Acting Suite | 1 |
| Barista Training (Part 1) | 1 |
| DBT Training | 1 |
| Gaiety Acting for Camera 1 | 1 |
| RYT 300 Yoga Teacher Training | 1 |
| Motivational Interviewing | 1 |
| Coffee Laboratory – Barista Skills Licence to Work | 1 |
| | Total: 10 |
| Health and Safety Training | |
| Children First Mandatory Reporting Training | 11 |
| HSA Safe Management of Chemicals in the Workplace | 1 |
| Trauma Informed Care | 1 |
| First Aid Responder | 1 |
| Resonance Factor Training | 1 |
| Naloxone Training | 2 |
| | Total: 17 |
| Non-Accredited Training | |
| DCU Create Connect Participate | 1 |
| Chair Yoga (Warrenmount) | 1 |
| Beginners Computers (Foundations Project) | 3 |
| Ana Liffey (Circle Programme) | 5 |
| Cervantes Spanish Lessons | 1 |
| Art Therapy (Foundations) | 1 |
| Intro to Train the Trainer | 5 |
| Intro to Keyworking, Care Planning & Case Management | 5 |
| | Total: 22 |

Staff Training 2023–2024

Accredited / Professional

- QQI Level 6 Keyworking and Case Management – **2 staff**
- QQI Level 7 Addiction Studies – **1 staff**
- Art Therapy (Foundations) – **1 staff**
- CRA Training – **1 staff**

Industry Standard

- Motivational Interviewing – **1 staff**
- Train the Trainer – **1 staff**
- Dialectical Behaviour Therapy (DBT) – **1 staff**
- Resonance Factor Training – **1 staff**

Health & Safety

- Children First Mandatory Reporting – **3 staff**
- Naloxone Administration – **2 staff**
- First Aid Responder – **1 staff**
- HSA Safe Management of Chemicals – **1 staff**
- National Standards for Safer Better Healthcare – **1 staff**
- Trauma Informed Care – **1 staff**

Total staff training engagements: 17 (with some individuals attending more than one).



This year, RADE participants engaged in a broad range of training opportunities that combined accredited qualifications, industry-standard skills, health and safety certifications, and personal development courses. In total, participants completed over 60 training engagements, ranging from QQI-accredited awards at Levels 5–7, to specialised programmes such as Motivational Interviewing, Barista Skills, and Yoga Teacher Training. Health and safety remained a strong focus, with extensive participation in *Children First*, *Naloxone Administration*, and *First Aid Responder* training. Alongside accredited pathways, participants also benefited from non-accredited opportunities in creative arts, language learning, digital literacy, and wellbeing.

Staff continued to strengthen their professional expertise through advanced training in *Dialectical Behaviour Therapy*, *CRA methods*, *Train the Trainer*, and *National Standards for Safer Better Healthcare*. This commitment to continuous learning not only enhances the quality and safety of the service but also models lifelong learning for participants. Together, these investments reflect RADE's belief in the power of education, creativity, and professional development to support recovery and build resilience.

Training Highlights 2023–2024

- **60+ training engagements** completed by participants
- **Accredited awards:** QQI Levels 5–7 in Addiction Studies, Group Facilitation, and Keyworking
- **Industry-standard skills:** Barista Training, Acting for Camera, Yoga Teacher Training, Motivational Interviewing
- **Health & Safety:** Widespread uptake of *Children First*, *Naloxone Administration*, *First Aid Responder*, and *Trauma-Informed Care*
- **Non-accredited learning:** Digital literacy, Spanish language, Art Therapy, Circle Programme (Ana Liffey)
- **Staff development:** Advanced training in DBT, CRA, Train the Trainer, and National Standards for Safer Better Healthcare

Employment/Work Experience:

- **Work Placement Outcomes (Sept 2023 – July 2024)**
 - **CE Participants:**
 - Croke Park Stewarding (1)
 - Celtic Casting (1)
 - Gaiety Theatre (1)
 - Hot Box Catering (1)
 - Ana Liffey – Peer Worker/Tai Chi Facilitator (1)
 - **HSE Participant:** 1 individual
 - DCU Recovery College – Peer Worker (1)
 - **CE Support Workers:** 1 individual (2 roles)
 - De Paul Homeless Service (1) – relief worker
 - Coolmine Drop-In Centre (1) – relief worker

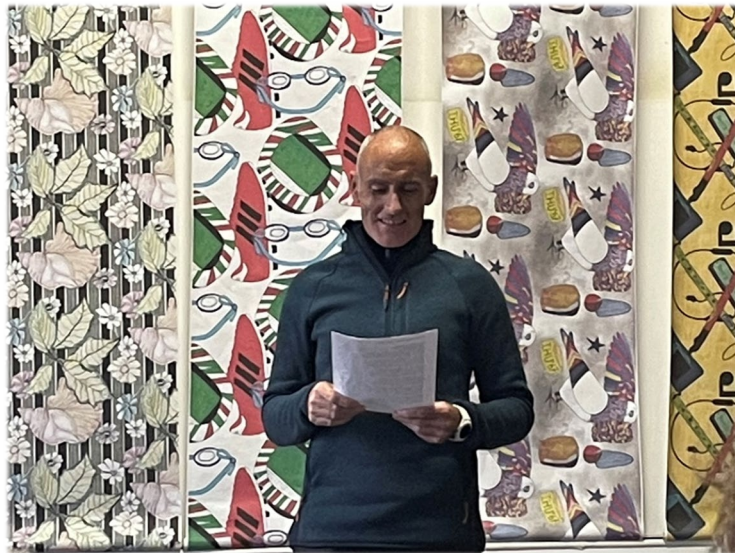
Totals

- **CE Participants:** 5
- **HSE Participants:** 1
- **CE Support Workers:** 1

Overall: 7 individuals actively engaged in employment or work placements

Counselling Services:

The RADE Counselling Service has provided steady one-to-one therapeutic support throughout the year, engaging up to five participants at different points between September 2023 and July 2024. Kelly Hudson joined as a volunteer counsellor in September 2023 and initially worked with three participants, later continuing to support one participant between May and July 2024. In October 2023, Brian Murtagh returned as a volunteer counsellor, working weekly with two participants; he has recently taken a short summer break but remains engaged with the service and continues under regular professional supervision. Together, our volunteer counsellors have offered participants a safe, supportive and confidential space, complementing RADE's creative and therapeutic programmes and strengthening individual recovery journeys.



Artistic Achievements

The year began on a high with the launch of our inner-city garden, celebrated at a community event filled with sunshine, wood-fired pizza, and the presentation of framed photographs of participants' work at the Project Arts Centre earlier in the year. Supported by the Project Arts Centre, the CDETB, and BAMM Community Fund, the launch also featured in a short documentary film by artist Louis Haugh which focussed on the importance of socially engaged art. The garden continues to serve as a gathering place throughout the year.



Building on our reputation for socially engaged art, staff member and CE Support Worker Thomas McCarthy secured funding from CREATE National Development Agency for Collaborative Arts. Over three months, participants explored podcasting, experimenting with interviews, satire, fake news stories, jingles, and horoscopes. Topics ranged from childhood memories to life-changing art. This emphasis on process created the foundation for a future RADE podcast. Thomas also produced *Recording is Winning*, a short documentary screened at the Cork Film Festival.

Another highlight was the ambitious Create Your Rights project, funded by IHREC and inspired by the 1948 UN Declaration of Human Rights. Participants explored human rights through the lens of Irish and international social movements, from women's rights to Traveller and LGBTQ+ activism. The aim is to compile their creative responses into a professionally printed booklet, while a participant-designed project brand will feature on badges and t-shirts to be presented at a launch event in late 2024.

Our regular outings included a visit to IMMA, where participants met artist-in-residence Rachel Fallon and explored the influence of formal gardens in her work, followed by a guided tour of the gallery and grounds. Participants also attended *Magic Play* at Bewley's Café Theatre, performed by Liam Wilson Smyth, offering them the opportunity to see a former collaborator in his professional setting. Both experiences were inspiring and reinforced RADE's mission of using creativity to support recovery and community connection.

A new Artist-in-Residence programme was launched in partnership with Dublin City Council and Project Arts Centre, supported by the DCC Neighbourhood Grant. Following an open call, dance artist Tara Nixon O'Neill was selected for the residency. Her work created a safe, vibrant space for participants while embedding contemporary arts practice within RADE. Tara noted:



“An open call is imperative to sustaining a culture of contemporary and current arts practice in RADE and also serves to inform the ecology of Dublin City artists and the reality of socially engaged arts practice.”

Creative writing flourished under visiting writer Karl Parkinson, whose workshops culminated in a public reading on RADE's new stage, where participants showed great courage and creativity in sharing their work.



Visual arts remained central, with staff member Dermot Byrne leading weekly workshops. Participants created a large collaborative cardboard sculpture based on childhood memories, later transformed into permanent wall panels that brighten our centre. The year also included a short film project, led by Liam Wilson Smyth, combining acting for camera with hands-on film production.

A new partnership with the Royal Hibernian Academy (RHA) was another milestone. Together with Learning and Public Engagement Curator Ciara Harrison, we launched collaborative workshops, including a project led by artist Dorothy Smith, and began discussions around a potential joint exhibition at the RHA gallery in 2025.

Workshops brought variety and innovation. Storyteller Senem Donatn Mohan led a six-week storytelling series on Irish and international mythologies, encouraging participants to frame their own narratives through mythological themes. A particularly cherished achievement was the quilled Phoenix artwork, created collaboratively from hundreds of coloured paper coils. This striking piece now greets visitors in our lobby and has become a symbol of resilience and creativity — so much so that we declined an offer from local radio station Phoenix FM to purchase it.

We also began a three-year partnership with Dublin Community Television (DCTV), opening opportunities for participants to gain media and broadcasting skills while showcasing RADE's work to a wider audience. This collaboration gives a platform to participant voices and builds connections beyond our walls, reflecting RADE's commitment to inclusive, socially engaged arts.

Additional creative highlights included:

- Playback Theatre workshops during the summer, where participants improvised performances inspired by personal stories, fostering empathy and group connection
- Ceramics workshops with the CDETB, giving participants the chance to experiment with form and texture while building confidence through tactile art.

Together, these achievements highlight a year of growth, innovation, and deepened collaboration. By embracing new art forms, strengthening partnerships, and creating space for participants' voices and talents, RADE has continued to demonstrate its commitment to the transformative power of creativity. The work produced has not only enriched participants' recovery journeys but also contributed meaningfully to the cultural life of the wider community.

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Partnerships and Interagency Work

Rehabilitation Partnerships

Addiction Response Crumlin; Amien Street Clinic; Ana Liffey; Beaumont Hospital; Casadh; Chrysalis Community Drug Project; Citywide Network; CrossCare; Coolmine Therapeutic Community; DePaul; Community Response; Dr Steven's Treatment Centre; First Fortnight; Focus Ireland; Gateway Mental Health; GP; Grangeegorman Primary Care; Haven House; Hazelwood House; Kelly Hudson; HSE Addiction Services; HSE Drimnagh Treatment Centre; Jane's Place; Lorgan Village; Merchant's Quay; Mountjoy Probation Services; Brian Murtagh; SICDATF; NDTC; NOVAS; North West Inner City Task Force; PMVT; Rape Crisis Centre; Ruhama; Scoil Tresa NAOA; Sli; Spellman Centre; Stanhope Centre; Grangeegorman; Tiglin; The Bridge Project; The Loft; and TUS.

Artistic Partnerships

Bewley's Café Theatre; Brian Greene; Cathy Coughlan; Ciara Harrison; Culture Night Dublin; Dorothy Smith; Dublin City Council Arts Office; Gaiety School of Acting; Karl Parkinson; IMMA; Liam Wilson Smyth; Lou Van Laak; Louis Haugh; Project Arts Centre; Rachel Fallon; Senem Donatn Mohan; Susan Jackson; and Tara Nixon O'Neill.

Educational Partnerships

Ana Liffey Drug Project; Aontas; Art Therapy Foundation; Carmichael Centre; Casadh; CDETb; Cervantes Cultural Centre; Coffee Laboratory; DALC; DCU; DCM Training; Dublin Adult Learning Centre; Dublin Business School; Epilepsy Ireland; First Aid for Everyone; Foundations Project; Fusion Training and Development; GSA; Mindfulness Ireland; NALA; PsyCare Ireland; Quality Matters; RR Consultant Services; Ruhama; Sure Skills; The Learning Curve Institute; Túsla; Uisce; and Warrenmount Community Education Centre

Funders

Core Funders

RADE acknowledges the vital support of its core funders: the Department of Employment and Social Protection (DEASP) and the Health Service Executive (HSE) via the South Inner City Drug & Alcohol Task Force (SICDATF) Vote. This core funding underpins the delivery of our programmes and ensures the continuity and stability of our services.

Grants

Alongside core funding, RADE has secured additional grant support from a range of valued partners, including CDETb REACH, Cork Street Fund, Dublin City Council (Community Support Fund and Neighbourhood Grant), the HSE National Lottery, the Irish Human Rights & Equality Commission (IHREC), the NALA Student Development Fund, and the National Children's Hospital Community Development Fund (BAM). These grants enhance our capacity to deliver high-quality programmes and to further develop innovative responses for our participants. RADE extends its sincere gratitude to all funders for their continued commitment and belief in our work.

Annual Audited Accounts

RADE COMPANY LIMITED BY GUARANTEE

**INCOME AND EXPENDITURE ACCOUNT
PERIOD ENDED 2ND AUGUST 2024**

| | | Period ended 02/08/24 € | Period ended 04/08/23 € |
|---------------------------------------|-------------|--|--|
| | Note | | |
| Income | | 478,485 | 428,965 |
| Gross income | | <u>478,485</u> | <u>428,965</u> |
| HSE expenses | | (147,763) | (140,434) |
| Administrative expenses | | <u>(316,421)</u> | <u>(277,272)</u> |
| Surplus for the financial year | 6 | <u>14,301</u> | <u>11,259</u> |

All the activities of the company are from continuing operations.

The company has no other recognised items of income and expenses other than the results for the period as set out above.

The financial statements were approved by the board of directors on 5th December 2024 and signed on behalf of the board by:

Geoff Power
Director



Lorcan Claffey
Director



The notes on pages 11 to 20 form part of these financial statements.

RADE COMPANY LIMITED BY GUARANTEE

BALANCE SHEET 2ND AUGUST 2024

| | Note | 02/08/24 € | € | 04/08/23 € | € |
|---|------|---------------|--------|---------------|--------|
| Fixed assets | | | | | |
| Tangible assets | 9 | 1,509 | | 3,019 | |
| | | | 1,509 | | 3,019 |
| Current assets | | | | | |
| Debtors | 10 | 29,384 | | 29,605 | |
| Cash at bank and in hand | | 113,164 | | 89,202 | |
| | | 142,548 | | 118,807 | |
| Creditors: amounts falling due within one year | 11 | (88,263) | | (80,333) | |
| Net current assets | | | 54,285 | | 38,474 |
| Total assets less current liabilities | | | 55,794 | | 41,493 |
| Net assets | | | 55,794 | | 41,493 |
| Reserves | | | | | |
| Income and Expenditure account | | | 55,794 | | 41,493 |
| Members funds | | | 55,794 | | 41,493 |

These financial statements were approved by the board of directors on 5th December 2024 and signed on behalf of the board by:

Geoff Power
Director



Lorcan Claffey
Director



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RADE COMPANY LIMITED BY GUARANTEE

**STATEMENT OF CHANGES IN RESERVES
PERIOD ENDED 2ND AUGUST 2024**

| | Income and Expenditure account € | Total € |
|---|---|-----------------------|
| At 5th August 2022 | 30,234 | 30,234 |
| Surplus for the period | 11,259 | 11,259 |
| Total comprehensive results for the period | <u>11,259</u> | <u>11,259</u> |
| At 4th August 2023 | <u>41,493</u> | <u>41,493</u> |
| Surplus for the period | 14,301 | 14,301 |
| Total comprehensive results for the period | <u>14,301</u> | <u>14,301</u> |
| At 2nd August 2024 | <u><u>55,794</u></u> | <u><u>55,794</u></u> |