2025

ANNUAL REPORT

tasc





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The present report does not represent the collective views of TASC, but only of the respective authors. The responsibility of TASC is limited to approving its publication as worthy of consideration of the global progressive movement.



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Think-tank for action on social change

ANNUAL REPORT 2025

Contents

Forewords by TASC's Acting Chair and Executive Director 1
Testimonials 3

1. TASC – at a glance 4
1.1 TASC's Core Mission 5
Vision: 5
Mission: 5
Values: 5
1.2 Brief History 6
1.3 Our Strategy for Impact 7
1.4 Core Workstreams 7
1.5 Strategic Focus 8
1.6 Key Learnings 9

2. TASC's Work and Impact 9
2.1 TASC's work in 2025 9
2.2 Highlights of TASC's work in 2025 10
2.3 Theme 1: Structural Inequality & Marginalisation 11
2.3.1 Research Insights on Structural Inequality & Marginalisation 11
2.3.2 Reflections from work published in 2025 14
2.4 Theme 2: Community Led Action16
2.4.1 Research Insights on Community Led Action 16
2.4.2 Case Studies 18
2.5 Theme 3: Services & Policy - Review and Innovation 26
2.5.1 Research Insights on Services & Policy - Review and Innovation 27
2.5.2 Voices from the community 33
2.6 Looking Ahead 33
2.6 Events 36
2.7 Financial Resilience Trainings 38
2.8 Oireachtas Mentions 40
2.9 TASC in Media 41
2.10 List of Partners 41
2.11 List of all Publications 45

3. Governance Structures and Management 46
3.1 Company Information 46
3.2 Board Members 47
3.3 Board Composition 53
3.4 Decision Making 54
3.5 TASC Sub Committees 54
3.6 Key Policies of the Company 56
3.7 Board Recruitment and Induction 58
3.8 Staff Movements in 2025 59
3.9 Performance Management 59

4. Financial Review 59
4.1 Financial Outcome 59
4.2 Funders, income sources and sustainability 60

Forewords by TASC's Acting Chair and Executive Director

Mike Jennings

It is a real pleasure to introduce TASC's annual report for the year 2025. We hope that you will find the report interesting and informative.

As you read through the following pages you will, I think, be impressed, not only by the amount of work which has been done over the past year but also by the variety and diversity of that work.

There is a reason for this diversity. It is the grim reality that the fight against inequality and for fairness is one that must be waged not only continuously and doggedly but in multiple settings and in a huge variety of circumstances.

In the pages that follow, you will see examples of the work that TASC does in the areas of Social Inclusion, Economic Equality, Climate Justice, Health, and the enhancement and deepening of Democracy. Our team has also continued to enhance and expand our work in the achievement of a Just Transition so that our society can cope fairly and inclusively with the challenges presented to our planet by climate change.

In 2025 our team was also required to pay more attention to the effects of AI on working conditions and labour markets.

A sizeable percentage of our work is conducted for other charities which share our values but lack the professional expertise which we bring to projects. Naturally, we accept only those commissions which are in harmony with our values and objectives.

We also work with state agencies and businesses to enhance their social and environmental impact, and we facilitate beneficial collaboration between civil society and government.

I will conclude this introduction by emphasising the simple fact that, for TASC to remain independent we cannot and will not accept contracts or funds from entities which do not share our values. Thus, we are obliged to spend a huge amount of our time and energy seeking financial support from individuals and bodies which respect our independence and do not try to influence our core beliefs.

It is in light of this statement that I will conclude by expressing TASC's deep gratitude to those individuals and bodies who supported us financially in 2025. It is only through your support and belief in our work that TASC is able to continue to make the impact it has had in Ireland and wider Europe.



Mike Jennings

Mike Jennings
Board Chair, TASC

Shana Cohen

For TASC, 2025 confirmed not just that our work as an organisation is important, but also exactly why it is important,[IA5.1] and that TASC, despite challenges, is resilient and robust. In an era characterised by polarisation, disinformation, and growing distrust in democracy and the institutions that sustain it as a political system, TASC succeeds in bringing together stakeholders with diverse, sometimes conflicting, perspectives, to discuss urgent issues. TASC identifies problems in policy agendas and implementation, and conducts research that both informs policy responses and practical initiatives. In short, increasingly, we offer ambitious, optimistic, and effective alternatives in how to think and act in ways that increase public trust in the potential of positive change and address global, national, and local issues. As a think tank, we can operate quickly, developing research and coordinating with local and national partners to design and deliver evidence-based, high impact, projects based on the research.

TASC's work over the past five years has responded to challenges like climate change; lack of access to housing, diagnostics, and other services; and the integration of AI into everyday work. We have conducted research for trade unions, like the Financial Services Union, on the use of AI and how workers are responding that has been used in negotiations with employers. We are also increasingly invested in projects that highlight the effect of disinformation, extremist politics, and inequality on minorities, including migrants. Without addressing structural inequality, democratic values and citizen engagement will continue to be under threat. For this reason, we continue to publish our signature annual inequality report, The State We Are In.

In 2025, we finished the second phase of our People's Transition project, which emerged originally from a 2020 report published with the Foundation for European Progressive Studies. The first and second phases were funded by AIB, for which we are very grateful. We are now in the third phase, with generous support from SSE's Generation Green funding. The People's Transition focuses on developing climate-led initiatives that respond to community concerns and aspirations, for instance, depopulation and lack of jobs for young people. We continued to deliver our financial resilience training, which was based on a report on non-mortgage household debt funded by JP Morgan Chase Foundation and published in 2019. We were funded by Aviva for a multi-year project to deliver Financial Resilience Training (FRT) nationally, in cooperation with Local Development Companies, and have continued to partner with Irish Banking and Culture Board (IBCB) to target specific groups, such as youth workers and Youthreach instructors, in corporation with Education and Training Boards (ETBs).

The People's Transition and our democracy research have informed the newest public education initiative, called Young Changemakers, which has been funded by multiple sources, including St Stephen's

Green Trust, Community Foundation of Ireland, and Deloitte. This project aims to cultivate leadership skills amongst young people living in some of the most disadvantaged areas of Ireland through participating in community development and climate action. The project brings together local organisations and businesses to provide a sustainable foundation for young leaders, who are given the tools and support to assume responsibility and experience and promote a sense of local belonging.

Finally, in 2025, we reviewed our five year strategy and extended it until 2029. Our activities continue to be conducting policy and applied research and translating research into practice. Building upon the People's Transition and Financial Resilience Training, we will also continue to design and deliver in partnership with other charities, business, and government in Ireland, cutting-edge initiatives that build local capacity to lead on community development, civic engagement, and climate action. We want our research and public education to show ways to generate positive, constructive social change and thereby, be optimistic about the future.



Shana Cohen

Dr Shana Cohen
Executive Director, TASC

Testimonials

"Working with TASC has been an incredibly positive experience from start to finish. Their commitment to understanding not just what we did, but how and why it worked, has helped capture the wider lessons from the Belmayne Social Inclusion Voting Campaign. The independent research has given credibility to a community-led initiative and created an opportunity for the learning to extend far beyond Belmayne. We hope this report encourages more organisations, housing providers and public bodies to work together in finding innovative ways to strengthen civic participation and remove barriers to engagement. We hope that this report isn't the end of the conversation, but the beginning of many more conversations, partnerships and actions that can help build a democracy where everyone's voice is heard."

- Michelle McGoldrick, Belmayne Community Group

"We have partnered with TASC on several projects over the past four years and will continue to do so over the next four years, in a new project funded by the Creative Climate Action Fund. Through this ongoing partnership, we have developed a better understanding of the challenges facing communities in the areas we serve because of climate change, and the opportunities climate action offers."

- Padraig Casey, CEO of Ballyhoura Development.

1.

TASC - At a Glance

In 2025, TASC continued its longstanding commitment to evidence-based, community-informed research across economic equality, social inclusion, democracy, climate justice, and health. At a time of growing social and political polarisation, with far-right and extremist narratives continuing to gain traction in Ireland and globally, the need for rigorous research that strengthens progressive, informed public discourse has never been greater. TASC's work remains focused on advancing inclusive policy solutions that promote equality, social justice, and a more democratic society.



The Think Tank for Action on Social Change (TASC) is an independent think-tank based in Dublin, Ireland turning research into action to tackle inequality and strengthen democracy. As a public education charity (CHY 14778), TASC focuses on economic and social policy, climate justice, and participative, inclusive society-building across Ireland and the EU.



Guided by its Constitution, TASC works to:

Promote education for public benefit

Foster a more inclusive and participatory society

Conduct and share research that serves the public interest

Using rigorous mixed-method research -statistical analysis, surveys, interviews, and focus groups - TASC evaluates policies and programs affecting vulnerable and marginalised groups. These insights shape evidence-based recommendations and practical interventions for government, civil society, and other organisations, ensuring research drives real-world impact and positive social change.



1.1 TASC's Core Mission

Vision: A sustainable, flourishing society characterised by economic equality, with strong public engagement in politics and an accountable government.

Mission: To develop policies and solutions using evidence- based research and catalyse momentum for progressive change.

Values: We believe that greater economic equality is unequivocally positive for society as a whole as it improves wellbeing for everyone.

1.2 Brief History

2001

- In June 2001, TASC was formally incorporated as a not-for-profit limited company. The original name for TASC was The Foundation for Policy Alternatives. In 2002, it changed to TASC – the Think Tank for Action on Social Change.

- In 2001, think tanks were few in Ireland and orthodox economics was dominant in public discourse. Political engagement was low, with little debate on progressive socio-economic policies. Despite 1990s economic growth, inequality persisted, highlighting the need for a counter-narrative.

- From the outset, TASC chose independence from political parties and partisan ties. Its mission was to foster informed public debate and challenge dominant policy assumptions. In 2003, TASC published 'After the Ball' by Fintan O'Toole, a critical analysis of Irish society.

- In 2008, Atlantic Philanthropies provided TASC with a grant to cover our core costs for a five-year period, a grant which was renewed for three further terms of three years taking the organisation to the end of 2019. With this funding, TASC was able to put in place a more formal structure with expert policy staff and much enhanced communications, funding, governance, and administration.

- After Atlantic Philanthropies ceased funding in Ireland, TASC deliberately moved away from reliance on project- based funding and began seeking core funding opportunities. The first year of COVID-19 presented financial challenges, including a significant loss as the organisation transitioned away from its previous funding model. However, this period motivated a new strategic approach, leveraging stronger partnerships in Dublin and beyond to sustain and expand TASC's work.

2020

- In 2021, TASC hired a dedicated fundraiser, which has since allowed the organisation to consistently break new ground in securing sustainable funding. This support has enabled TASC to expand its reach through tenders, commissioned research, and significant public education projects that deliver tangible outcomes for communities—from training programs to on-the-ground initiatives addressing social and economic inequality.

- In 2024, TASC further grew its reputation as a trusted provider of evidence-based research and policy advice, continuing its commitment to informing public decision- making, fostering public debate, and creating meaningful social change across Ireland.

- In 2025, TASC expanded its climate justice work to include a much more prominent participatory democracy dimension, secured funding for further climate justice work, and developed its technology research to address the rapidly changing work environment. TASC continued to work with a range of partners, making a strategic decision to support research with smaller civil society organisations, in order to strengthen the sector at a moment when it is under increasing political and financial pressure.

2026

1.3 Our Strategy for Impact

To address complex and interconnected social challenges, TASC focuses on three strategic objectives that strengthen our research, deepen our influence, and expand our collective impact.

1. Conducting robust research that includes diverse perspectives and is grounded in participatory and equitable methodologies; ensuring the evidence addresses the complex nature of existing social and economic inequalities.

2. Producing outputs that help shape progressive policy in Ireland and Europe by sharing our research through publications and events and/or translating our research into public education initiatives.

3. Building partnerships to amplify impact and drive change by working closely with civil society organisations, trade unions, businesses, government bodies, and communities to co-develop ideas, share expertise, and strengthen collective responses.







1.4 Core Workstreams



Economic Inequality: TASC's work on economic equality focuses on reducing income and wealth disparities and promoting fair access to resources. Through research and policy analysis, TASC examines issues such as poverty, social protection, and labour market inequalities, providing evidence-based recommendations to create a more just and inclusive economy.



Social Inclusion: means ensuring that all individuals and communities can fully participate in society, by addressing unequal access to housing, healthcare, education, employment, public services, and decision-making. TASC works with communities and policymakers to understand these inequalities and develop evidence-based solutions.



Technology: Rapid technological change is creating a new range of considerations for equality and inclusion today. TASC's technology research explores how digital technologies and artificial intelligence are reshaping society, with a focus on ensuring the benefits of the digital economy are shared more broadly across Ireland, particularly for workers and the communities hosting digital infrastructure. Through independent, evidence-based research and collaboration with communities, policymakers, civil society, and private enterprise, we develop practical solutions for a more inclusive digital future.



Democracy: TASC's democracy work strengthens civic participation and political participation, government accountability and engagement with citizens, and public awareness of the process of policymaking. TASC also designs and implements initiatives integrating social and climate action with civic and political leadership, especially among young people.



Health Inequality: The health inequalities stream focuses on improving public health and wellbeing, particularly amongst vulnerabilised groups. We promote co- produced, trauma informed and peer-supported approaches that empower families and service users, while identifying gaps and recommending policies to make health services more accessible and effective.



Climate Justice: TASC's climate justice work links environmental sustainability with social equity. It supports community-led transitions to a zero-carbon society, ensuring that climate action creates opportunities for economic development, addresses inequality, and builds broad public support for environmental initiatives. The People's Transition (PT) – one of TASC's flagship projects – is a key component of our climate justice work.

1.5 Strategic Focus

TASC's 5 Year Strategy from 2022-2027 was revised in late 2025 to extend to 2029. We continue to focus our work around **three core priorities** that guide our mission and strengthen our impact:

1. Advance Evidence-Based Policy Research

2. Strengthen Public Understanding and Impact of Policy

3. Deepen Strategic Partnerships and Engagement at a Local, National & European Level

These core priorities are delivered through four interconnected areas of strategic focus that shape TASC's work in practice:

1. Conduct independent and commissioned research on issues relating to social, economic, and climate justice.

2. Lead and contribute to public discussion on key policy and societal challenges.

3. Influence policy through evidence-based analysis and advocacy.

4. Support meaningful change through partnerships with diverse organisations, communities of interest, and individuals.

Together, these strategic focus areas enable TASC to generate robust evidence, foster informed public debate, influence progressive policy, and strengthen collective action towards a more equitable and sustainable society.

1.6 Key Learnings

How TASC's 2025 Findings Further Refine our Focus:

- Policymaking should be more focused on a comprehensive, constructive, and integrated vision of Irish society over the next 25 years
- Climate action must increasingly include resilience, biodiversity, and adaptation, particularly at a local level
- Structural inequality influences trust in democracy, and therefore reducing inequality is fundamental to protecting and strengthening democracy
- Though TASC has work streams, in line with the learnings above, our researchers collaborate, addressing the complexity of inequality and its consequences.









2.

TASC's Work and Impact

TASC increasingly focuses on partnership so that its research can be translated into direct impact. In 2025, we furthered this goal, for instance, partnering with Cairde to understand better the maternal healthcare needs of new migrants, and partnering with unions to assess morale among frontline workers or examine the impact of AI on work itself in specific sectors.

2.1 TASC's Work in 2025

For this Annual Report, TASC is presenting its work under **three overarching themes** crossing its five Research streams:

1 **Structural Inequality & Marginalisation**

2 **Community-Led Approaches & Education**

3 **Services & Policy – Review and Innovation**

This structure moves beyond reporting by individual workstreams or strategic priorities. It allows us to demonstrate more clearly how TASC's research, public engagement, and policy initiatives intersect and reinforce one another. By highlighting community-driven action for social change, we can show not only how communities are directly affected, but also how these changes create ripple effects across wider society - illustrating how local action contributes to systemic transformation.

Referencing the United Nations Sustainable Development Goals (SDGs) situates TASC's work within a global framework for change. It communicates the broader relevance of our research and policy work, showing how local efforts contribute to international goals such as reducing inequality, strengthening education, and reforming public systems. By positioning TASC's work locally, nationally, and internationally, we enhance accountability, attract diverse partnerships.









2.2 Highlights of TASC's work in 2025

- In 2025, TASC's technology stream released its first major reports examining the impact of AI on Irish labour conditions. TASC also undertook work reconsidering definitions of AI 'success' as part of the FORSEE consortium, funded by an EU Horizon grant led by UCD, and received EAISF funding to investigate the impact of data centres on local communities in West Dublin.

- Securing SSE Generation Green funding for the Communities in Communities project in 2025, which is commencing in 2026 to bring communities involved in People's Transition across Ireland together.

- Launching the Annual Inequality Report, uncovering how short-term gains have obscured the poverty and structural inequality present in Ireland.

- Securing MSD for Mothers funding in 2025 to begin our project on the examination of maternal mental health, which will commence in 2026.

- Continued partnership with the Department of Children, Equality, Disability, Integration and Youth.

- Delivering the Young Changemaker initiative to further empower young people in Poppintree while also creating a scalable model for inclusive climate justice across Ireland. This project was funded by St Stephens Green Trust, Community Foundation of Ireland, and several individual donors including Dermot Desmond and Mark Little.

- We successfully concluded the delivery of our Financial Resilience Training project, funded by Aviva, positively impacting over 13,000 beneficiaries.









2.3 Theme 1: Structural Inequality & Marginalisation

Structural inequality continues to shape the lived experiences of individuals and communities across Ireland, creating deep-rooted social, economic, and institutional barriers to equal opportunity. TASC's research in 2025 highlighted how these inequalities persist across areas including housing, health, education, gender, ethnicity, and employment. By exposing systemic disparities, centring the perspectives of those most affected, and advancing evidence-based policy recommendations, this work supports TASC's strategic focus on independent research and contributes to driving structural change towards a more just and equitable society.



2.3.1 Research Insights on Structural Inequality & Marginalisation

The State We Are In – Inequality in Ireland 2025

The report examines economic inequality in Ireland in 2025, focusing on income, poverty, deprivation and living standards. It shows that recent cost-of-living supports helped reduce poverty and deprivation, but argues that these gains are fragile because they rely heavily on temporary measures rather than structural change. The report also includes a special focus on health inequality, loneliness and social isolation, showing how economic disadvantage can worsen well-being and limit people's participation in society.

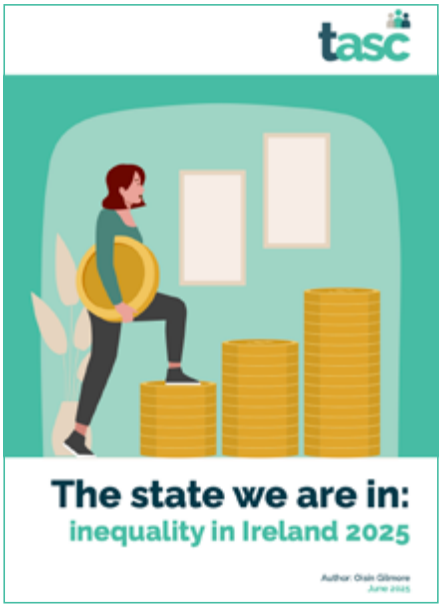
Sustainable Development Goals











Addressing inequality in Ireland means addressing the full spectrum of exclusion, from material hardship to social disconnection. The tools are available. What is needed is the political commitment to use them.

Future of the Irish State: 2025 and Beyond

The Future of the Irish State 2025 report examined the key challenges shaping Ireland's future, focusing on the cost-of living crisis, climate action and artificial intelligence. It argues that strong interventionist public policy is needed to improve living standards, support workers, and rebuild trust in government.

The report recommends measures to make housing, transport, energy, and essential goods more affordable, while promoting sustainable communities and flexible work practices. It also recommends investment in green jobs, skills development, and a just transition to a low-carbon economy, with responsible AI adoption that protects workers through upskilling and transparent governance.

Sustainable Development Goals







If she had not been fearful and had accessed services, her cancer would have been caught at an earlier treatable stage.

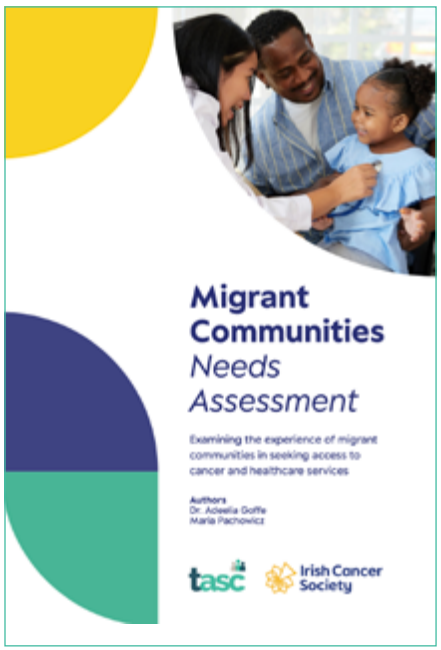
Migrant Communities Needs Assessment

The Migrant Communities Needs Assessment, commissioned by the Irish Cancer Society, found that many immigrants in Ireland face significant barriers to healthcare and cancer services. Key challenges identified included language difficulties, limited awareness of services, long waiting times, high costs, transport issues, and disruptions to care for people in Direct Proviision, seeking international protection or in receipt of temporary protection.

The report recommends improving cancer awareness, simplifying healthcare access, expanding interpretation services, enhancing cultural competence among healthcare staff, and strengthening support systems to ensure equitable healthcare access for immigrant communities.

Sustainable Development Goals







Loneliness Among Older Men in Western and Eastern Europe

The report Loneliness Among Older Men in Western and Eastern Europe, funded by Friends of the Elderly Ireland, examines how social, economic, cultural and health factors contribute to loneliness among older men in Ireland, Poland and Romania. It highlights the role of social networks, accessible transport, digital inclusion and financial security in supporting wellbeing and social connectedness in later life. The findings also illustrate how structural inequalities and marginalisation can increase vulnerability to loneliness by limiting access to services, social support and financial resources. The report calls for policies and community-based actions that enable older men to remain connected, active and engaged in their communities.

Sustainable Development Goals







Working with TASC on their research into Loneliness Among Older Men in Western and Eastern Europe gave us powerful insights into the realities of ageing and isolation.

Shifting Landscapes & Language: Democratic volatility and the evolving political discourse in Ireland

The Shifting Landscapes & Languages report examines how far-right rhetoric is influencing political discourse in Ireland, even without significant electoral success. To explore how language shapes public attitudes on issues, it draws on discourse analysis of political communications, ethnographic research with young-right leaning Irish men, and interviews with political, media, and civil society stakeholders. The findings show that economic insecurity, social isolation, and declining trust in institutions can increase susceptibility to exclusionary narratives. The report highlights the importance of responsible political communication and inclusive public discourse in strengthening democratic resilience and preventing the normalization of extremist rhetoric within mainstream politics.



Sustainable Development Goals











Reflections from work published in 2025

1.



Tiarnán McDonough

The relationship between inequality and democracy is central to TASC's work. We understand democracy as more than giving people the opportunity to vote in elections every few years; it's about giving people a say in the things that matter most to them.

Throughout 2025, the Democracy stream has focused on engaging with innovative deliberative and participatory approaches that can strengthen democratic participation in Ireland. Conducting research with workers, ordinary voters, and civil society representatives, our work contributes to a deeper understanding of the socio-economic barriers and challenges, and explores people-driven solutions to creating a more inclusive politics and society.

> With anti-democratic sentiment on the rise across Europe and around the world, our research shows how more inclusive and participatory forms of democratic engagement can strengthen responses to major policy challenges and help rebuild declining trust.

2.



Adeelia Goffe

TASC's work on health inequalities continues to examine the structural and social determinants that shape health outcomes and access to care across Ireland. In 2025, we continued our work on migrant health, access to community diagnostics tests, the integration of mental health and homelessness services, and place-based inequalities affecting children, young people, and families. In addition, this work expanded to including hygiene inequality, disability, ageing and the health and care workforce.

Across these projects, TASC highlighted how factors such as income, housing, ethnicity, nationality, disability, geography, and service fragmentation intersect to produce unequal health outcomes. We have and continue to emphasise the importance of integrated, person-centred services, culturally responsive healthcare, stronger community engagement, and evidence-informed policy to improve equity across the health system. The findings also informed The State We Are In: Inequality in Ireland 2025, reinforcing that health inequalities are both a consequence and a driver of wider social and economic inequality.

> The Health Programme continues to take a human rights-based approach to healthcare, recognising that equitable access to timely, appropriate, and affordable services is fundamental to social justice. By combining robust evidence with the lived experiences of affected communities, TASC develops practical policy recommendations that support a more inclusive, coordinated, and equitable health system for everyone in Ireland.



2.4 Theme 2: Community Led Action

TASC recognises that meaningful community participation is essential to effective policymaking and inclusive social change, particularly for communities that have historically been excluded from decision-making processes. While participatory approaches are sometimes viewed as time-intensive, TASC sees public engagement as fundamental to building trust in institutions, strengthening democratic participation, and addressing structural inequality. By embedding community perspectives and lived experience into policy discussions, TASC ensures that responses are grounded in the realities of everyday life and shaped by the needs of those most affected.

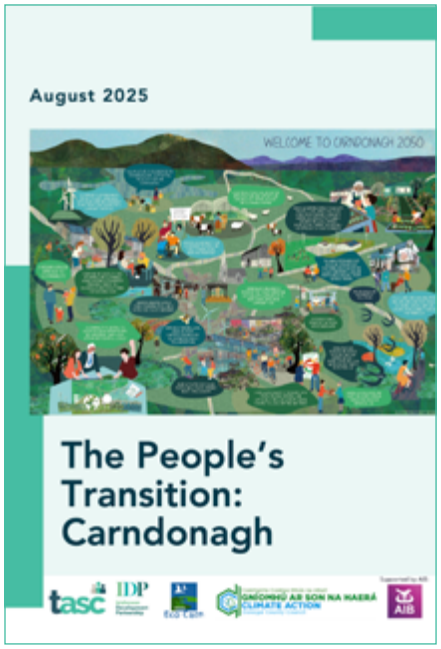
Community-led approaches place lived experience at the centre of research, policy development, and service design. Through participatory and collaborative methodologies, TASC works alongside communities to identify challenges, co-develop solutions, and assess outcomes. In 2025, this work continued to demonstrate how local knowledge and collective action can drive meaningful and lasting change. By supporting community voices and fostering inclusive engagement, TASC advances its strategic focus on leading public discussion, influencing policy, and supporting change through partnership.

In 2025, we continued our People's Transition across Ireland, with a total number of 511 people engaging in conversations and activities focusing on community-led local development for climate justice.

2.4.1 Research Insights on Community Led Action

People's Transition: Carndonagh

The People's Transition for Carndonagh, Co. Donegal, was published in September 2025. The project worked with residents to identify community priorities and climate challenges. Key concerns included the cost of climate action for individuals, perceptions of nationally imposed policies, and the need for greater employment opportunities. Through the process, three community-led solutions were developed: creating green skills training and apprenticeship opportunities, using public spaces for community food growing, and strengthening awareness of Carndonagh's rivers through education on local heritage and biodiversity alongside actions to support their protection.32



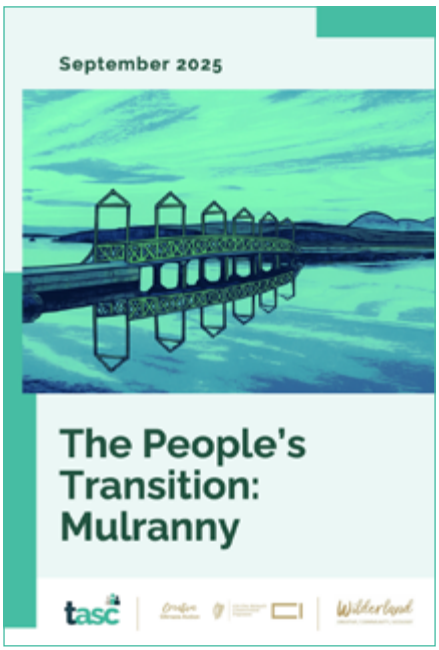
Sustainable Development Goals



> *If you wanted to engage with environmental change in an area like this, you can't look at it from isolation…when you have a situation where people feel let down in some areas then it's going to be more difficult for them to engage with central government policies in another area, where it's going to mean difficulty for them*

The People's Transition: Mulranny

The People's Transition for Mulranny, Co. Mayo, was published in September 2025 as part of the Wilderland public art and community ecology project, funded through the Creative Climate Action Fund. The project engaged residents to identify community priorities and climate-related challenges. Key issues included threats to natural assets such as light pollution and invasive species, limited investment in community-led initiatives, and emigration due to a lack of local opportunities. Community members co-created two main solutions: a "Share, Care & Repair" programme to support circular economy activities and a proposal to recognise the area as a UNESCO Biosphere Reserve.



Sustainable Development Goals





2.4.2 Case Studies



CASE STUDY 1

Accounting for Workers in the Age of AI

Researching Worker Sentiment and Bargaining for a Fair AI Transition in Ireland's Financial Services Sector.

TASC has worked with the Financial Services Union (FSU) to produce the first major worker-perspective research into the impact of artificial intelligence on Ireland's financial services sector. The project surveyed over 600 workers, informed a landmark AI collective agreement with Bank of Ireland, and set out a roadmap for a transparent, collaborative transition.

Website: www.frtdv.ie

How the Project Came About

The financial services sector has long been affected by the advent of new technologies – and AI was no exception. As AI tools became embedded across banking, insurance, and financial services operations, members of the Financial Services Union (FSU) began raising concerns about job security, surveillance, and the fairness of AI-driven decisions. To ground the union's response in evidence rather than anecdote, the FSU commissioned TASC to lead one of the first pieces of research examining AI's impact on workers from their own perspective.

Over 113 days in the summer and autumn of 2024, the FSU surveyed more than 600 financial services workers across Ireland, Northern Ireland, and Great Britain. TASC combined this survey data with a review of existing research to examine how exposed different roles are to AI disruption, how prepared workers feel for the transition, and what employers and government could do to support a fair transition.

From Research to Action

TASC led the research design and analysis, considering roles' exposure to AI and the extent to which AI complements their work, to identify which financial services roles are most at risk of displacement and which stand to benefit from AI augmentation. This analysis showed that administrative and clerical roles, disproportionately held by women and younger workers, face the greatest risk, while managerial and highly skilled roles are more likely to be complemented by AI rather than replaced.

Alongside the research, the FSU translated the sector's concerns into concrete workplace change. The union concluded an AI agreement with Bank of Ireland – the first of its kind in the Irish retail banking sector, committing the bank to collectively bargain any changes arising from the expansion of AI, and to prioritise training and reskilling for affected staff.

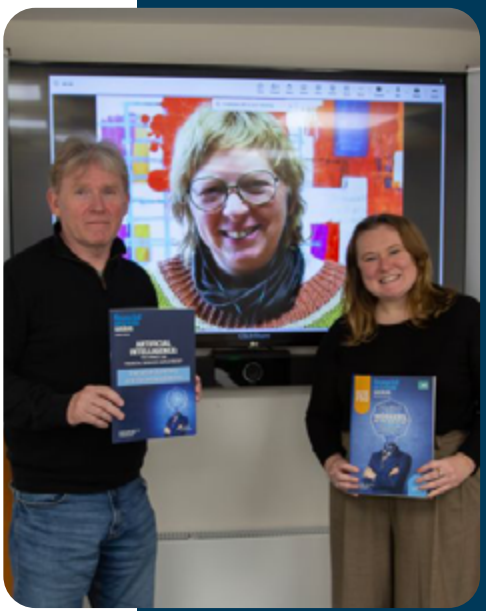
Project Title: Accounting for Workers in the Age of AI: Understanding the Impact of Artificial Intelligence on Financial Services Employment in Ireland

Commissioning Organisation: Financial Services Union (FSU)

Survey Period: Summer-Autumn 2024

Locations: Ireland, Northern Ireland, Great Britain

Focus Area: AI Governance, Financial Services, Workers' Rights



The research is indicative of the concerns the FSU are hearing on a weekly basis from workers across the sector… A collaborative approach will not only help mitigate job displacement risks but also create opportunities for innovation, career growth, and economic stability."

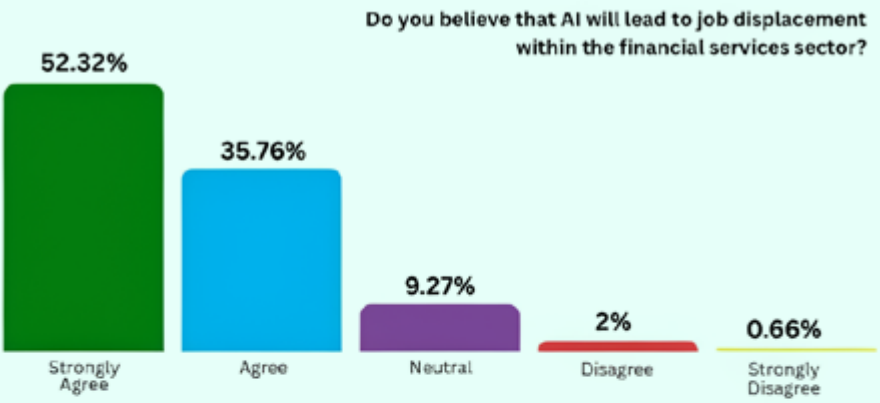
- John O'Connell,
General Secretary, Financial Services Union

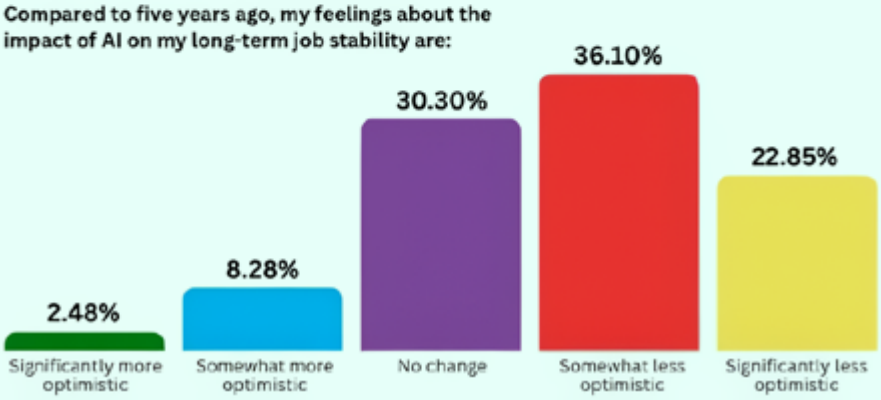
The Findings:Understanding Workers' Voices

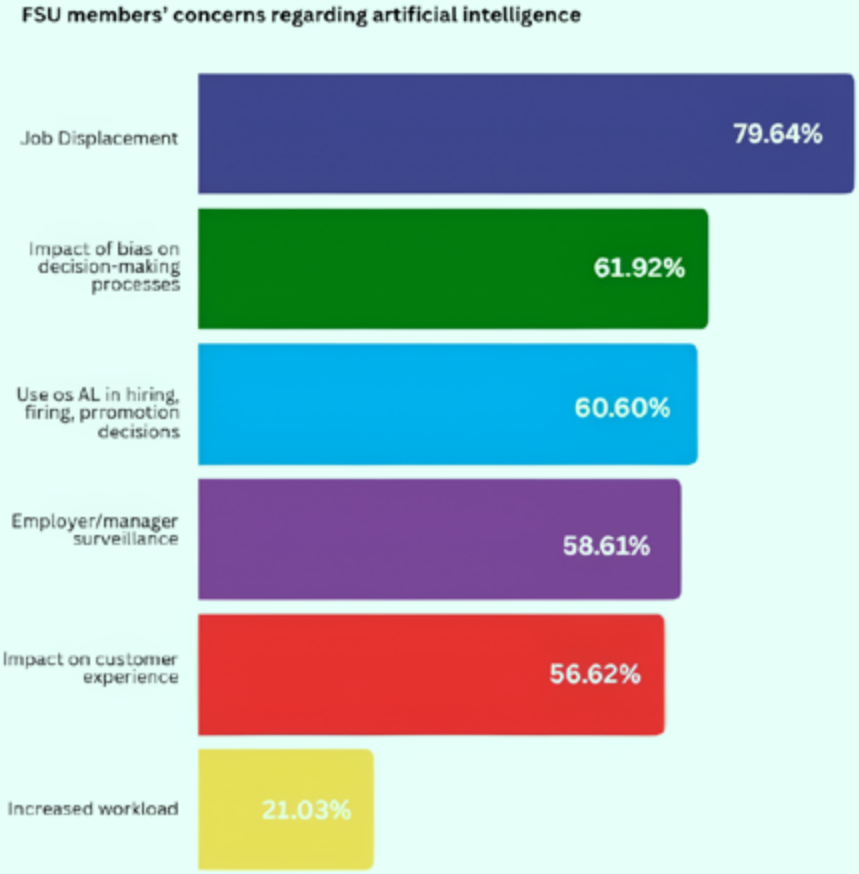
The research produced a clear, evidence-based picture of how financial services workers feel about AI and gave the FSU a mandate to pursue stronger protections at both company and sector levels.

- 88% of respondents believe AI will lead to job displacement in financial services.
- Nearly 60% report feeling less secure in their roles than they did five years ago.
- 61% are uneasy about AI being used in hiring, firing, or promotion decisions.
- 59% are concerned about increased managerial oversight and surveillance through AI.
- 79% of regular AI users report that it has improved their job performance, though these gains are unevenly distributed.




Do you believe that AI will lead to job displacement within the financial services sector?
52.32%
35.76%
9.27%
2%
0.66%
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree


Compared to five years ago, my feelings about the impact of AI on my long-term job stability are:
2.48%
8.28%
30.30%
36.10%
22.85%
Significantly more optimistic
Somewhat more optimistic
No change
Somewhat less optimistic
Significantly less optimistic


FSU members' concerns regarding artificial intelligence
Job Displacement
79.64%
Impact of bias on decision-making processes
61.92%
Use os AL in hiring, firing, prromotion decisions
60.60%
Employer/manager surveillance
58.61%
Impact on customer experience
56.62%
Increased workload
21.03%

Importance of Cross-Sector Collaboration

The research findings were designed to speak to three audiences at once: employers, trade unions, and government. For employers, TASC and the FSU recommended AI transparency policies, meaningful worker consultation, and collectively bargained job security and reskilling commitments - an approach that was reflected in the BOI agreement. For government, the recommendations called for a robust policy framework mandating transparency in AI decision-making, ethical safeguards in hiring and firing, and dedicated research into high-exposure sectors like financial services.

This cross-sector approach reflects a wider principle: that a fair AI transition cannot be delivered by any single stakeholder acting alone. TASC's ongoing work with unions – including through the EU funded FORSEE project – continues to demonstrate this commitment to incorporating diverse viewpoints into technical and policy analysis.



> *"A just transition means placing workers at the heart of decision-making. That includes ensuring collective bargaining, preventing bias and intrusive surveillance by employers, and providing meaningful upskilling opportunities."*
>
> - Molly Newell,
> Technology Researcher, TASC Final Thoughts

Ireland's financial services sector sits at a pivotal moment: AI could either entrench existing inequalities or, if guided by evidence and collaboration, deliver a genuinely fairer labour market. With 88% of financial service workers believing AI will lead to job displacement and only 28% feeling prepared to use AI tools, the stakes for getting this transition right are high. This report, and the collective agreement it helped inform, show what that fairer path can look like in practice: transparent AI use, meaningful worker consultation, and reskilling commitments negotiated between employers and unions rather than imposed unilaterally.

As AI adoption accelerates across the sector, the FSU and TASC continue to advocate for this worker-centred model to be adopted more widely, both across other financial institutions and through government policy.

Sustainable Development Goals



> *Financial Services are a key player in the Irish economy - so how can we keep workers from bearing undue harms from the integration of artificial intelligence?*

Final Thoughts

By bringing together the expertise of TASC, the sector knowledge of Safe Ireland, the financial guidance of MABS and the commitment of IBCB's member banks, the programme has strengthened the ability of frontline staff to support survivors of financial abuse.

This collaboration underlines the role that financial services can play in addressing the impacts of domestic violence, and IBCB looks forward to continuing this work as the programme enters its next phase.





CASE STUDY 2

The People's Transition, Poppintree, Ballymun, Dublin and Young Changemakers

The Poppintree People's Transition project began in summer 2024 and ran until summer 2025. The intention of the project was to listen to and learn from the community's needs and abilities, and then design climate solutions that would benefit the community and address the main local development priorities. Young Changemakers, a separately funded youth project, took those findings into delivery and ran until December 2025.

Website:
www.peoplestransition.ie

Background

Ballymun has long experienced higher levels of deprivation than national averages, and Poppintree sits within that context. Local-authority housing accounts for 47% of homes against 8% nationally, more than a third of households have no access to a car, and only 9% of residents hold a third-level qualification. These conditions shape not only material life but the capacity to take part in it, and they shape how climate action is heard: framed in policy language, it can feel remote from daily concerns about cost of living, housing and safety.

The People's Transition was supported by AIB, with further support from St Stephen's Green Trust to develop a participatory democracy dimension. Young Changemakers was funded by Community Foundation Ireland, Deloitte, Mark Little, Dermot Desmond and several private donors who wish to remain anonymous and was delivered in partnership with Poppintree Youth Project and Muck & Magic City Farm.

The People's Transition in Poppintree

The mapping phase drew on Census 2022 data, the Pobal Deprivation Index and local Ballymun profiles to build a picture of the community, identify its anchor institutions, and anticipate who was most at risk of being left out: young people, lone-parent families, migrant and Traveller communities, and households without cars. Interviews began in June 2024 and continued over the following year with schools, youth services, further education, environmental groups, and drug and rehabilitation services, alongside a focus group with young men connected to Poppintree Youth Project.

The themes recurred consistently: food poverty, the pull of the drug economy on young people, the loss of shared spaces, energy poverty and housing conditions, unmet trauma and mental health needs, and misinformation straining cohesion. Running beneath all of it was consultation fatigue, a well-founded scepticism after repeated area plans that engagement leads anywhere. What people described wanting was to live with dignity rather than survive: affordable food, safe housing, places to meet, visible alternatives for young people, greener public space, and decision-making whose results they could see.

Project Title: Accounting for Workers in the Age of AI: Understanding the Impact of Artificial Intelligence on Financial Services Employment in Ireland

Partnering Organisations: Poppintree Youth Project and Muck & Magic City Farm

Funding for The People's Transition: AIB and St Stephens Green Trust

Funding for the Young Changemakers: Community Foundation Ireland, Deloitte, Mark Little, Dermot Desmond and several private donors

Locations: Poppintree, Dublin, Ireland

Focus Area: Climate Justice, Community Action, Youth Empowerment

Young Changemakers

Rather than ending at recommendations, the process moved into delivery. Young Changemakers was designed in direct response to what the listening phase surfaced, with three aims: to deepen civic engagement among young people, to support food security through the community farm, and to build a youth-led media presence able to carry the work beyond the pilot. TASC brought together two organisations already embedded in the area, so the project grew out of existing relationships rather than arriving from outside.







> Being part of this project gave me a chance to act like a mentor and support other young people in getting involved with farming. Sharing this experience with others has been really rewarding.
>
> - Youth participant, Muck & Magic City Farm, Ballymun

Participants learned about food growing and sustainable land use at the farm, using the site as a living classroom. They renovated a disused outbuilding, now the farm's learning room, and helped build an accessibility ramp. Working with filmmaker Robert Fitzhugh, they made a reflective film about their own journey. At the annual Harvest Festival they took part as facilitators rather than attendees, and seven travelled on exchange visits to West Belfast and Liverpool.



The impact we achieved together

1. Engaged **13 young people** directly and reached **370 people** indirectly, including **278** at the Harvest Festival
2. Delivered **six workshops** in sustainable farming skills, community space improvement and storytelling
3. **Renovated a disused outbuilding** into the farm's learning room and built an accessibility ramp

Participants gained practical skills in planting, farming and infrastructure work, alongside teamwork and leadership experience. Just as significantly, the project changed how they were positioned: instead of participants in the background, they became facilitators, mentors and storytellers with visible roles in a shared community space.

> *Before this project, I just thought of it as trees and grass, but being out on the farm made me see nature in a completely different way. I hope others can see what I saw and take care of the farm as well as their own community spaces.*

- Youth participant, Muck & Magic City Farm, Ballymun



Unexpected positive outcomes

Locally, Poppintree Youth Project and Muck & Magic City Farm, introduced to one another through this project, have since established a three-year partnership and begun applying jointly for further funding. A short pilot has become a standing relationship between two local organisations, with climate and food work now embedded in the ordinary rhythms of youth provision rather than dependent on external delivery.

Beyond Poppintree, Young Changemakers is emerging as a flagship initiative for TASC. We are now exploring how to replicate it in other communities across Ireland, in rural as well as urban settings, working with local development companies, youth services and community organisations that already hold local trust. The model travels well because it depends less on any particular site than on a structure that can be rebuilt elsewhere: a trusted youth partner, a shared green space, practical work with visible results, and young people given real roles rather than passive ones. Each new location would adapt the approach to its own priorities rather than importing a fixed programme, which is what made the work credible in Poppintree in the first place.

Sustainable Development Goals







CASE STUDY 3

Football for Climate Justice Case Study

The Football for Climate Justice Project was a three-year international collaboration involving TASC, Bohemian FC, Club Brugge KV, FC St. Pauli, FC Twente, Ferencvárosi TC, FUNDACIÓN LaLiga, Real Betis Balompié, SV Werder Bremen, and the European Football for Development Network (EFDN). The aim of the Football for Climate Justice project was to explore how football clubs can support climate action that is good for fans, their communities, and the planet.

The Football for Climate Justice project was funded by Erasmus+.

Website

Year 1

During the first year, TASC worked with project partners to research and produce the Football for Climate Justice Community and Fan Survey Report. This report presents the findings of a survey of 1,432 football fans and their neighbours across seven European football clubs. It examined the environmental and climate justice challenges that fans are experiencing across themes, including energy, transport, and access to green space, and clean air. The findings provided the foundation for exploring how football clubs can support inclusive, community-led climate action.

Year 2

Based on the outputs of the fan survey, project partners identified opportunities for clubs and leagues to work with their local communities to drive and support climate action, community cohesion and equitable development. TASC collaborated with each partner to develop a series of case studies showcasing the initiatives undertaken by participating clubs. These case studies provide an insight into each club's approach, key lessons learned, and practical recommendations for others seeking to undertake similar work. Each case study is available to the public on the Football for Climate Justice website.

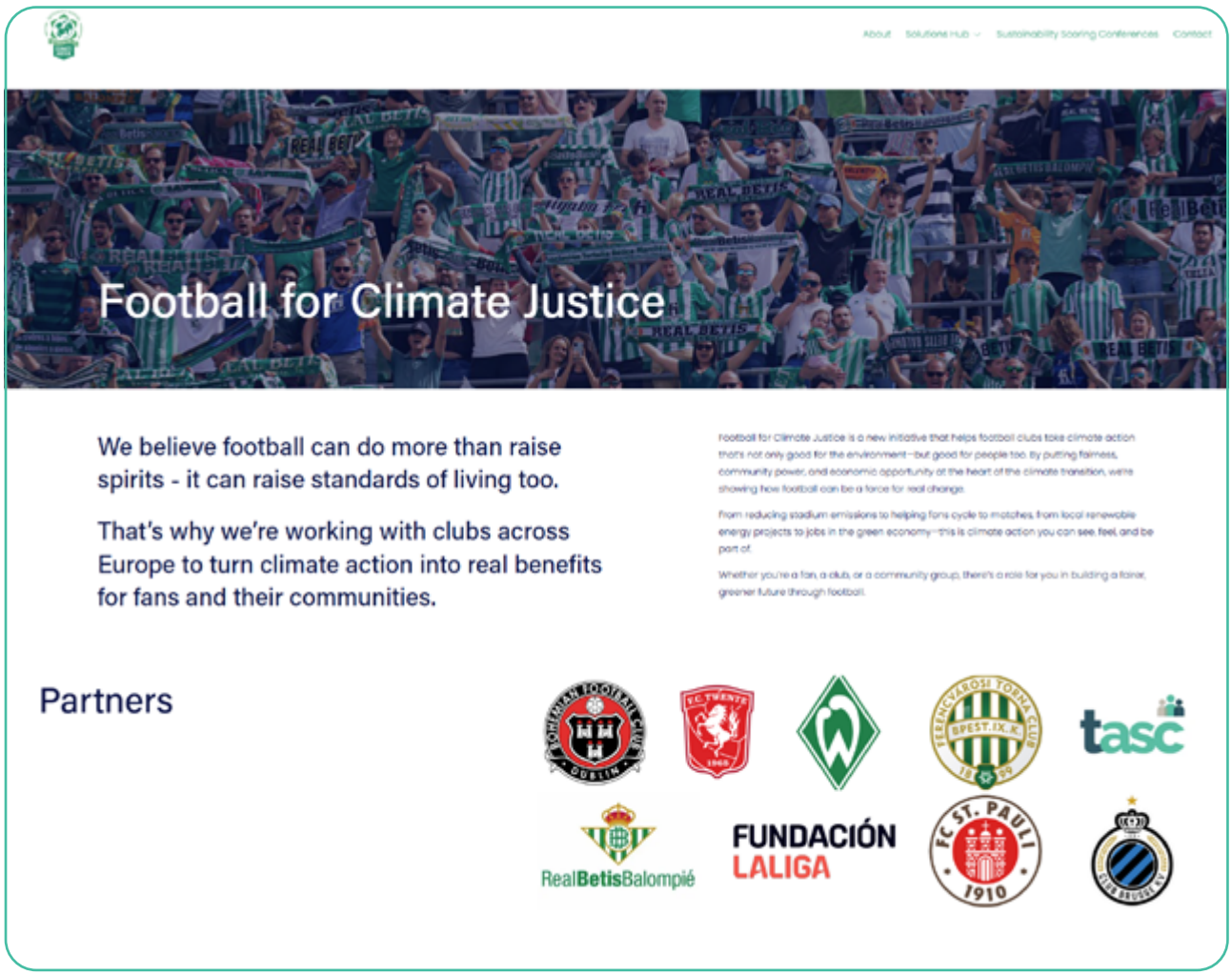
Project Title:
Football for Climate Justice

Participating Organisation:
Bohemian FC, Club Brugge KV, FC St. Pauli, FC Twente, Ferencvárosi TC, FUNDACIÓN LaLiga, Real Betis Balompié, SV Werder Bremen, and the European Football for Development Network (EFDN).

Locations:
Ireland, Belgium, Germany, Netherlands, Hungary, Spain

Focus Area: Climate Justice, Community Action, Sustainability[





Year 3 and beyond

In the final year, the project's insights and experience were brought together into a practical framework and set of resources to support football clubs across Europe and beyond in embedding climate justice into their community engagement work. These resources are also available on the Football for Climate Justice website.

Sustainable Development Goals





TASC embeds equality and community voice across sectors, co-creating inclusive solutions in climate action, education, mental health, and community health.



2.5 Theme 3: Services & Policy - Review and Innovation

Review and innovation in services and policy remain central to TASC's work across social, economic, health, and climate justice research. In an increasingly complex and rapidly changing environment, TASC evaluates public services and policy responses through the lenses of accessibility, equity, inclusion, and effectiveness. Our research continues to highlight the importance of systems that are responsive to community needs and capable of addressing persistent structural inequalities.

Under this theme, TASC examines where public systems and policy frameworks fall short, whether in areas such as healthcare access, housing, education, social protection, or the societal impact of emerging technologies. By centering the experiences of service users, practitioners, and affected communities, we generate evidence-based recommendations that support meaningful reform and innovation. This work strengthens TASC's strategic focus on conducting independent research, influencing policy, and supporting systemic change through collaborative engagement.



2.5.1 Research Insights on Services & Policy - Review and Innovation

Educators' Perspectives on the Challenges, Successes, and Opportunities of the DEIS Programme

The report examined teachers' and school leaders' perspectives on the DEIS programme and its support for both educators and students. DEIS has improved educational outcomes, social mobility, and access to further and higher education for disadvantaged students. These findings highlight the vital role DEIS schools play in addressing educational inequality. Despite these successes, the research also identified challenges including resource shortages, stigma, and unsustainable teacher workloads. Research also revealed disparities depending on the DEIS schools' location, size, and student composition. This report makes recommendations to address the identified challenges, including a tiered funding model and increased investment to strengthen support for disadvantaged communities and promote greater educational equity.

Sustainable Development Goals





'Schools in Ireland, particularly those within the DEIS framework, play a pivotal role in addressing the deep-rooted inequalities present in Irish society.

Breaking the Cycle: Addressing Mental Health and Homelessness through Integrated Care

The report finds that people experiencing homelessness in Ireland face significantly higher rates of mental health and substance misuse difficulties than the general population, while existing services are often fragmented and difficult to access. It highlights underreporting of mental health needs, insufficient funding, staff shortages, and poor coordination between homelessness, mental health and addiction services. The report recommends person-centred, trauma-informed care, stronger multidisciplinary teams, improved data collection, expanded Housing First programmes, co-located services, and greater investment in training and resources to provide more effective and integrated support.

Sustainable Development Goals





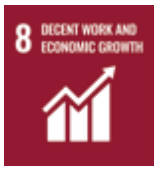


People who are experiencing homelessness often face higher rates of mental health difficulties and addiction, and these difficulties are being underreported in administrative databases.

The EU Minimum Wage Directive and the Battle for Social Europe

The report examines the EU Adequate Minimum Wages Directive as a key part of the renewed Social Europe agenda. It explains what the directive requires on minimum wage adequacy and collective bargaining, assesses its early impact across the EU and in Ireland, and critically analyses Denmark's ECJ case and Advocate General Emiliou's opinion recommending annulment. It argues that the case matters not only for wage policy, but for the EU's wider capacity to protect workers and maintain democratic legitimacy.

Sustainable Development Goals









> *At stake is far more than one directive. The ECJ's upcoming decision will determine whether Social Europe remains a meaningful pillar of European integration or becomes an empty promise.*

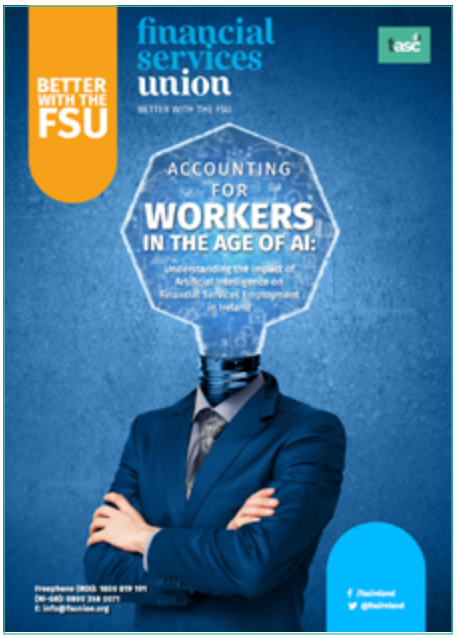
Accounting for Workers in the Age of AI

This report examines how artificial intelligence is reshaping Ireland's financial services sector, one of the country's largest employers and a key driver of economic growth. A survey was carried out with over 600 FSU workers across Ireland, Northern Ireland, and Great Britain. It explores the opportunities AI presents alongside the growing concerns about job security, workplace surveillance, skills gaps and inequality. The report identifies the workers and roles most exposed to disruption and sets out practical recommendations for employers, trade unions and policymakers to ensure AI adoption supports fair work, strengthens worker protections, and delivers a just and inclusive digital transition.

Sustainable Development Goals



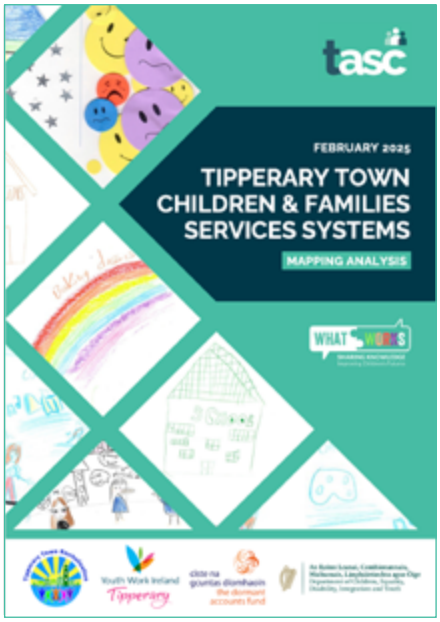




Approximately 63% of Irish jobs are exposed to AI disruption, with financial services emerging as one of the most affected sectors.

Tipperary Town: Children & Families Services Systems

The report maps services for children, young people and families in Tipperary Town and identifies significant gaps in provision. It finds that the town experiences higher levels of disadvantage, deprivation and diversity than both County Tipperary and the State overall. Stakeholders highlighted shortages in mental health, addiction, disability and childcare services, alongside long waiting lists, transport difficulties and poor coordination between providers. The report recommends increased funding, improved access to health and mental health services, enhanced transport and school supports, greater community coordination, inclusive youth spaces, and a more integrated, flexible approach to meeting local needs.



Sustainable Development Goals



Common issues raised included a lack of facilities and activities for young people, difficulties engaging groups such as young parents and marginalized populations, and limitations in funding and staffing. Notably, ongoing recruitment challenges and staffing shortages in the childcare and mental health sectors were highlighted. These, coupled with restricted funding, create barriers that hinder providers from fully addressing the diverse needs of the community.

Paying the Price – The cost and impact of imprisonment on families in Ireland

The report examines the financial, social, and emotional impacts of imprisonment on families in Ireland. It draws on interviews with individuals who have a family member in prison, survey data, and national and international evidence, it shows how imprisonment can lead to income loss, increased living costs, poverty, and significant challenges for children and caregivers. The report highlights policy gaps, including barriers to social welfare support, inadequate visiting arrangements, and limited recognition of children with an imprisoned parent. This research sets out a path towards fairer and more effective support for those most affected. It recommends a coordinated, child-centred approach, including improved welfare supports, better data collection, child-friendly prison visits, assistance with travel costs, and greater use of non-custodial sentencing where dependent children would be adversely affected.

Sustainable Development Goals







People look at you like you must have done something too. It is as if the whole family is guilty

Northern Ireland Civic Initiative Evaluation Report

This report presents the findings of an evaluation by TASC of the Northern Ireland Civic Initiative (NICI). The NICI was a deliberative democracy project which convened civil society representative workshops culminating in a citizens' assembly that made recommendations related to housing policy in Northern Ireland and border counties. TASC's democracy stream is interested in democratic innovations and supporting initiatives that advance a more participative society. This evaluation fed into both of those aims, conducting research with stakeholders and participants to understand what went well and how the model could be refined in future iterations.



Sustainable Development Goals






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2.5.2 Voices from the community

Across our projects and reports, TASC researchers engaged with educators, healthcare professionals, and service providers. Their testimonies and insights underscore the potential of Ireland's public services and policies, as well as highlighting the persistent barriers that limit them.



It wasn't about those people who have already actively engaged in their communities. It was about giving an opportunity to people who perhaps weren't actively engaged. And that's really getting down to another level of participative democracy."

- Northern Ireland Civic Initiative Evaluation Report

Once one person in the family is in prison, the rest of us are serving a sentence too."

Paying the Price –
The cost and impact of imprisonment on families in Ireland



I found very difficult to come off the medication. [...]. So you have a plan with Dr A, and then Dr B takes over, and Dr B wants a new plan, so you accept the new plan, and then Dr C takes over, and Dr C doesn't believe that Dr B made the right call, so you're not coming off the medication, but Dr A said you can come off the medication. So bouncing around, no communication between them, you know."

- Breaking the Cycle: Addressing Mental Health and Homelessness through Integrated Care


tasc
THE EU MINIMUM WAGE DIRECTIVE AND THE BATTLE FOR A SOCIAL EUROPE
Politicising Commodification
Politicising Commodification

2.6 Looking Ahead

Health

Findings from TASC's recent work on health inequalities highlight ongoing challenges in Ireland's health and social care system: fragmented provision, severe workforce shortages, and limited access to essential supports—particularly in mental health, disability services, and underage care. These gaps disproportionately impact marginalised communities, deepening inequalities in health outcomes and wellbeing.

Our trauma-informed, peer-led research underpins recommendations for joined-up, place-based solutions that strengthen local infrastructure and adapt services to real needs. This evidence supports integrated care models, better coordination between providers, and policies prioritising prevention and early intervention.

Moving forward, we call for systematic responsiveness to changing community needs, shifting from reactive care to proactive, community-driven systems that embed inclusion, equity, dignity, and sustainability. Addressing these issues demands cross-sector collaboration, sustained investment, and long-term systemic change.



Dr Adeelia Goffe, Health Stream



Maria Pachowicz, Health Stream

Technology

Looking ahead, TASC's technology research will continue to examine how rapid advances in artificial intelligence and the digital economy shape inequality, work, democracy, sustainability, and community wellbeing in Ireland. Building on recent research, the stream will continue to focus on ensuring the benefits of technological change are shared more broadly, particularly for workers and the communities hosting digital infrastructure. Greater attention will also be given to groups for whom emerging technologies present additional challenges, including young people and workers in occupations with high exposure to AI. Through interdisciplinary research, participatory methods, and partnerships with civil society, business, trade unions, policymakers, and academic institutions, TASC will develop practical, evidence-based solutions that promote inclusive and democratic approaches to technological change.



Molly Newell, Technology Stream

Climate Justice

TASC's climate justice stream works to ensure that climate action delivers tangible benefits for communities. Over the next 12 months, a key priority will be strengthening community participation in climate decision-making through the launch of the Community of Communities network, bringing together communities that have participated in the People's Transition to share knowledge and develop collaborative approaches to climate action. The stream will also undertake the People's Transition with three new communities, supporting residents to identify local priorities and co-create practical climate solutions. Alongside this, TASC will contribute to the GEMINI and FORSEE projects while continuing research on just transition and climate policy. Building new partnerships and strengthening the evidence base for community-led climate action will remain central priorities, ensuring that climate policy is both environmentally effective and socially just.



Róisín Greaney,
Climate Justice Stream



Kieran Harrahill,
Climate Justice Stream

Economic inequality

TASC's work on economic inequality seeks to challenge the disconnect between Ireland's high national income and the lived reality of the many people who continue to face financial hardship. Through research, policy analysis and public engagement, we examine how inequality is embedded in Ireland's economic structures, from the labour market to the tax and welfare system, and how it affects working households and those outside the labour force, including lone parents, carers, pensioners and disabled people. We also highlight the limitations of Ireland's current model of economic development and the urgent need for increased, planned public investment in housing, care and infrastructure. Our aim is to develop evidence-based proposals for a fairer and more sustainable economy in which everyone can enjoy a decent standard of living. This year, TASC its annual flagship inequality report, as well as working on commercial-to-residential conversions, teachers' pensions, migration and the labour market, youth unemployment and sugar taxation. We hope to publish this research over the coming months. We also plan to undertake further work on income inequality, the political economy of generational justice and basic income. By engaging directly with policymakers, civil society and the wider public, we aim to shift public debate and build political support for policies that reduce inequality and advance economic justice for all.



Aditi Saxena,
Climate Justice Stream



Oisín Gilmore,
Economic Inequality Stream

Democracy

Our Democracy Stream is exploring ways of developing and strengthening Ireland's democratic institutions; deepening participation, especially among young people and marginalised groups, through local initiatives; and exploring ways for civil society, business, and government to work better together. Our reports in 2025 likewise focused on government procurement practices for civil society organisations, an evaluation of the DRCDG pilot Empowering Communities Programme, and the evaluation of a voter registration programme funded by Cluidh in Belmayne, North Dublin. Our future work will focus more on engaging marginalised communities, young people, and single parents, or groups traditionally distant from the political process in democratic participation; exploring ways to build trust in democratic institutions and values; and building capacity within civil society for strategic planning, advocacy, and collaboration.



Tiarnán McDonough

Social Inclusion

TASC's Social Inclusion work highlights how exclusion in Ireland is experienced through limited access to decent housing, healthcare, secure work, education, and increasingly to digital public services, alongside barriers to meaningful participation in public decision-making.

Our research this year emphasised the cumulative effects of these inequalities, particularly for groups whose needs are not fully recognised in policy. Recommendations have centred on evaluating whether policies and services are achieving their intended outcomes, improving accessibility, and reducing the structural barriers that reinforce poverty and exclusion while strengthening participation, trust, and wellbeing. Our findings also underscore the importance of listening to those directly affected, ensuring their voices shape solutions.

Looking ahead, this stream will deepen its focus on inclusive policy design, democratic participation, and more responsive, integrated, and equitable services. By working closely with communities, civil society, and policymakers, we aim to develop evidence-based solutions that reduce inequality, strengthen social cohesion, support community-led action, and ensure Ireland's public institutions remain fair, accessible, and responsive to an increasingly diverse society.



Dr Sara Singleton, Head of Public Education and Social Inclusion Stream



Dr Dana Guy, Public Education and Research Officer

2.7 List of Events



30th of January 2025: TOCHAIL Artists' Residencies in the Uíbh Ráthach Gaeltacht: Identify Housing Challenges and Solutions.
Location: An Dromaid, South Kerry Gaeltacht.



10th of February 2025: Insights on the DEIS Programme and Educational Equality.
Location: The Alex Hotel, Dublin.



4th of March 2025: Carndonagh People's Transition Action Planning Workshop.
Location: Carndonagh, Donegal.

13th of March 2025: In person launch of "Breaking the Cycle: Addressing Mental Health and Homelessness through Integrated Care".
Location: Trinity College Dublin.



28th of April 2025: "Impact of AI on Irelands Health Ecosystem" presentation at AI Horizons Ireland 2025.
Location: Griffith College.



- **29th of April 2025:** Climate Justice Roundtable.
  Location: TASC.

- **29th of April 2025:** In person launch of "The EU Minimum Wage Directive and the Battle for Social Europe".
  Location: Europe House.

- **15th of May 2025:** "The Impact of AI on Ireland's Workforce: Healthcare & Beyond" presentation at Fórsa's Health and Welfare Conference 2025.
  Location: Letterkenny.



- **20th of May 2025:** Technology Roundtable – Perspectives on AI: Ensuring Innovation Serves Society.
  Location: TASC.

- **27th of May 2025:** Annual Lecture – Beyond the Backlash: Rebuilding Progressive Values and the Left.
  Location: The Royal Irish Academy.

2.6 List of Events (continued)



24th of June 2025: In person launch of "The State We Are In: Inequality in Ireland 2025".
Location: Irish Architectural Archive.

17th of July 2025: Online launch of "Migrant Communities Needs Assessment".
Location: Online.



19th of July 2025: Farm and Film Initiative Launch.
Location: Ballymun City Farm.

31st of July 2025: Online launch of "Tipperary town: Children & Families Services Systems".
Location: Online.



12th of August 2025: Newsdesk Radio Interview for "Tipperary Town: Children & Families Services Systems".
Location: Radio Interview.



16th of September 2025: In person launch of "The People's Transition Carndonagh".
Location: Carndonagh, Donegal.

18th of September 2025: FORSEE Workshop with Small and Medium Enterprises.
Location: TASC.



18th of September 2025: Panel Discussion "The digital front door: Your GP, your hospital, your health in your pocket" at the Smart Health Summit 2025.
Location: Croke Park.



1st of October 2025: In person launch of "Loneliness Among Older Men in Western and Eastern Europe".
Location: Mansion House

21st of November 2025: Football for Climate Justice Conference.
Location: Dalymount Park.



26th of November 2025: In person launch of "People's Transition Mulranny".
Location: Mulranny, Mayo.

2.7 Financial Resilience Trainings

In 2025, we continued working in collaboration with Aviva to support and build the financial resilience of people in Ireland in the face of deepening cost-of-living crisis, through the delivery of free Financial Resilience Training. In 2025, we trained an additional 103 participants through online and in-person Financial Resilience Training, impacting 464 individuals and their households. Through short introductory sessions, we engaged with a further 73 individuals.



We trained an additional 86 charity staff, each engaged with at least 50 beneficiaries, impacting at least 3 individuals per household. This totals over 12,900 beneficiaries.



Website

Over the three-year project, we partnered with over 15 partners to carry out the Financial Resilience Training. These include:

- Dublin South City Partnership
- Dublin Northwest City Partnership
- Carlow County Development partnership
- Galway City Partnership
- University of Galway
- Kerry College of Further Education and Training
- Multiple Sclerosis Ireland
- Donegal Local Development CLG
- Family Resource Centre
- Nasc Migrant and Refugee Rights
- Dublin Simon Community
- Cork Equal and Sustainable Communities Alliance (CESCA)
- Rehab Galway Group
- Ballyhoura Development CLG
- Cope Galway

- **22nd of January 2025:** An introduction to Financial Resilience at Kerry College (online)
- **22nd January 2025:** An Introduction to Financial Resilience at University of Galway (online)
- **28th of January 2025:** Empowering Youth Through Financial Resilience – A Training for Youth Workers (online)
- **6th of February 2025:** Empowering Youth Through Financial Resilience – A Training for Youth Workers (in-person)
- **27th of February 2025:** Helping Youth Build Financial Resilience: A Training for Youth Workers (in-person)
- **13th of March 2025:** Empowering Youth Through Financial Resilience – A Training for Youth Workers (online)
- **19th of March 2025:** Empowering Youth Through Financial Resilience – A Training for Youth Workers (in-person)
- **9th of May 2025:** Empowering Youth Through Financial Resilience – A Training for Youth Workers (online)
- **13th of May 2025:** Empowering Youth Through Financial Resilience – A Training for Youth Workers (online)
- **15th of May 2025:** Empowering Youth Through Financial Resilience – A Training for Youth Workers (online)
- **30th of June 2025:** Financial Resilience Training for Frontline Charity Staff and Volunteers (online)
- **13th of August 2025:** Financial Resilience Training for Frontline Charity Staff and Volunteers (online)
- **8th of September 2025:** Financial Resilience Training for Frontline Charity Staff and Volunteers (online)
- **15th of October 2025:** An Introduction to Financial Resilience at University of Galway 2025 (online)

2.8 Oireachtas Mentions

The Think-Tank for Action on Social Change, TASC, published its annual report today. It found that the temporary cost-of-living supports such as the pandemic unemployment payment, energy credits and lump-sum welfare payments played a critical role in reducing poverty risk among vulnerable households and that without those interventions Ireland's at-risk-of-poverty rate would have increased to 13% in 2022 and 14% in 2023. Instead, it fell to 10.6% and 11.7%, respectively."

- The Taoiseach, Micheál Martin. 24th of June 2025.

Our Department of Rural and Community Development and the Gaeltacht is currently working to develop that new strategy. A review of the approach taken in the first strategy has been commissioned from TASC, the Think-tank for Action on Social Change. That work is ongoing and is focused on consultation with the community and voluntary sector and other stakeholders. That is well under way."

- Deputy Jerry Buttimer. 11th of December 2025.

TASC was the independent organisation which ran that survey or the research project. What it reported was the investment in DEIS schools where teachers had smaller classes, extra budgets, and the home school liaison made a difference"

- Mr. Michael Gillespie,
General Secretary of the Teachers Union of Ireland. 22nd of October 2025.

Findings from research conducted by the TUI and TASC found that 10% of school teachers in DEIS schools rated classroom facilities as very poor, compared with 2.8% of teachers in non-DEIS schools."

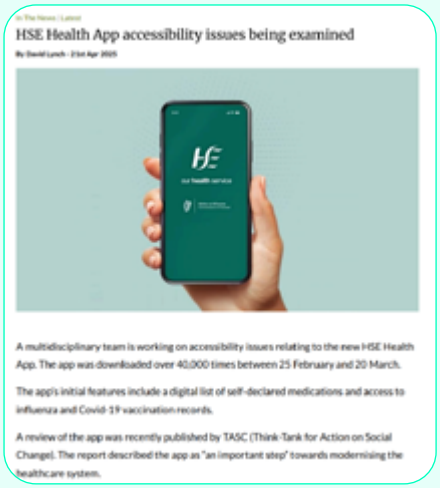
- Deputy Darren O'Rourke. 22nd of May 2025.

Earlier this week, my colleague Deputy Guirke and I, along with ICTU and other representatives, participated in a panel discussion hosted by TASC. The conference focused on the EU's adequate minimum wage directive, a critical directive for the Irish trade union movement. It is all about the State taking on an active role in the promotion of collective bargaining."

- Deputy Rose Conway-Walsh. 1st of May 2025.

2.9 TASC in the media



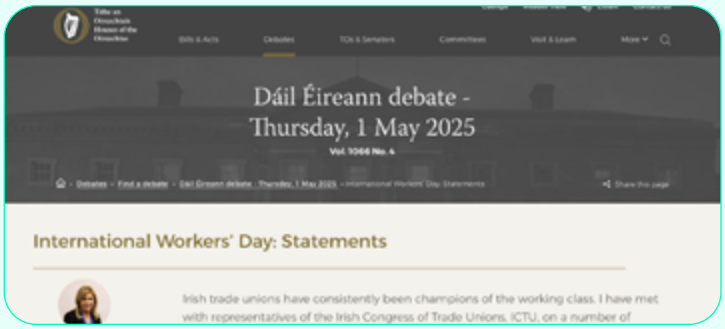












Widespread concerns among bank staff over AI - survey



The research was conducted by the Financial Services Union and the think tank TASC

There is widespread concern among staff in the financial services sector over the possible effects of artificial intelligence (AI), according to a new survey.

The research was conducted by the Financial Services Union (FSU) and the think tank TASC.

It shows that job displacement, lack of reskilling opportunities and bias in decision-making are among the top concerns for workers.

Research Report - Shifting Landscapes and Language: Democratic volatility and the evolving political discourse in Ireland



This project is collaboration by Bassline Strategy and Frameshift with the German foundation, the Friedrich Ebert Stiftung and the Irish organisation TASC - Think-tank for Action on Social Change as part of their respective Democracy streams.

To read the short report, click **HERE**

While there has, hitherto, been a degree of complacency among political actors and media about the prospect of an insurgent far right in Ireland, the increased intensity and violence of far right protest has brought the phenomenon into sharper focus. Electoral contests only provide part of the picture, and there is also the potential for far right rhetoric and positioning to influence established parties. Comparative examples from elsewhere in Europe, and indeed from Ireland's past, speak to the greater success

Gathering the evidence on social prescribing models



The case study of Clondalkin

TASC (Think-Tank for Action on Social Change) recently published an evaluation of the South Dublin County Partnership social prescribing service in Clondalkin, Dublin.

Link workers within this service offer social prescriptions tailored to participants' needs and goals and connect them with appropriate sources of support within their communities, according to TASC.

The report evaluated the service over its first year. The findings suggest that by

THE IRISH TIMES

Education

Stigma persists that disadvantaged students 'low-achieving' or 'non-academic'

Many poorer schools saddled with sub-standard classroom facilities, research finds



THE IRISH TIMES

Work

ECJ rejection of Minimum Wages Directive would deal blow to social Europe programme – Tasc

Denmark says EU exceeding its power to influence the setting of wage levels in member states



CLIMATE ACTION AND HOUSING

ARTS PROJECT IN SOUTH KERRY GAELTACHT REFRAMES THE DEBATE AROUND HOUSING

BY AILEN MEAGHER



Here's why one artist focused on forestry



Participants founds solutions via meditation, feedback loops, postcards from the future, and clay modelling





HRB National Drugs Library

Home | Key Irish data | Practitioner portal | Research evidence | Course directory | Services map | Search

Home > Breaking the cycle: addressing mental health and homelessness through integrated care.

TASC, Gofts, Adeola (2025) Breaking the cycle: addressing mental health and homelessness through integrated care. Dublin: Depaul and Mental Health Ireland.

PDF (Breaking the cycle)
4MB

This report from Depaul and Mental Health Reform highlights the severe mental health crisis among Ireland's homeless population. While 1 in 5 Irish individuals experience mental health challenges, this figure dramatically increases for those experiencing homelessness. The report reveals that at least 1 in 2 residents in Depaul services are struggling with depression, anxiety, and suicidal thoughts – a crisis hidden in plain sight. The report's findings are based on Depaul's administrative data of 4,504 individuals and self-reported experiences, but given the barriers to self-reporting and the limitations of data collection, the actual figure is likely even higher.

Ireland ranks 3rd highest in Europe for mental health difficulties, with 19% of the population affected (European Commission, 2018). However, within Depaul's services, 36.9% of residents (2018-2023) reported enduring mental health difficulties, requiring intervention – nearly twice the national rate.

FÓRSA

Fórsa members' news bulletin

Local Authorities

Friday 10th January 2025

« back to cover page

New report warns auto-enrolment could widen pay and pension gender gap

by Brendan Kinsella



A new report released by the National Women's Council (NWC) and TASC has raised concerns over the new auto-enrolment pension system. According to the *'Still Stuck in the Gap'* report, the system due to be rolled out later this year, will likely extend the gender pension gap.

Orla O'Connor, Director of the NWC, has welcomed the new auto-enrolment pensions system, and has said that the report's intention was to provide "constructive recommendations to build a better more equal system".

Though strides have been made in the reduction of the gender pay gap when it comes to hourly pay, however, the gender pension gap is much higher. CSO figures from June 2023 show males earn on average 8.2% more than women per hour, while Jennifer Okeke, NWC Chairperson, has placed the gender pension gap figure at 35%. She warned "the pay gap becomes exacerbated in older age" which means "many women have to deal with inadequate pensions."

The report cites a lack of valuing of care work as one of the bigger contributing factors for the gender pension gap. According to the report the burden of caring responsibilities falls more on women than on men. In section 6, the report states, "Women on average do 21.3 hours per week of care work, more than twice as much as men, who on average do 10.6 hours per week."

2.10 List of Partners

TASC's work over the past five years has increasingly been in partnership, whether through research, the delivery of People's Transition and Financial Resilience Training projects, or events. These partnerships increase TASC's impact, expand our network, and contribute to a stronger, independent, dynamic civil society. We are very grateful for these partnerships and what they have given to TASC as an organisation, both in terms of the value of our own work and the opportunity to learn from others.

TASC's 2025 partners:

Akidwa

AIB

ArenaGruppen

Aviva

Ballyhoura Development

Bloomin Crumlin

Cairde

Carnegie UK

Centrum im. Ignacego Daszyńskiego

Charities Institute Ireland

Chartered Institute of Building (CIOB)

Clúid Housing

Community Law & Mediation

Community Platform

Compass

Creative Climate Action

Cumas Ceantar

Department of Children, Equality, Disability, Integration and Youth (Ireland)

Department of Health (Ireland)

Depaul

Donegal County Council

Dormant Accounts Fund

Dublin City Community Co-op

Dublin North East Inner City (NEIC)

Dublin South City Partnership

Eco Carn

European Parliament

European Pillar of Social Rights

Financial Services Union (FSU)

Fondation Jean-Jaurès

Fórsa

FEPS - Foundation for European Progressive

Studies

Friedrich Ebert Stiftung (FES)

Friends of the Elderly Ireland

Fundación Alternativas

Fundación Felipe González

Galway Traveller Movement

Health Education England (HE)

Health Service Foundation (HSF) Health Plan

Healthy Ireland

Housing Agency

HSE Mental Health Engagement & Recovery

Inishowen Development Partnership (IDP)

Irish Cancer Society

Irish Research Council (IRC)

J.P. Morgan

Local Government Ireland

Mental Health Reform

MSD (Merck Sharp & Dohme)

My Legacy

National Adult Literacy Agency (NALA)

National Economic and Social Council (NESC)

National Women's Council (NWC)

National Youth Council of Ireland (NYCI)

Niciodată Singur – Prietenii Vârstnicilor

Northside Partnership

Outhouse LGBTQ+ Centre

Pobal

RCSI

Respond

Safe Ireland

ShoutOut

SIPTU

Sláintecare Healthy Communities

South Dublin County Partnership

SSE

Szociális Demokráciáért Intézet (Institute for Social Democracy)

Tascfhórsa Uíbh Ráthaigh

Teachers' Union of Ireland (TUI)

The Atlantic Philanthropies

The Rowan Trust

Tipperary Town Revitalisation

Trinity College Dublin

Tuath Housing

Uplift

Waterford Area Partnership

Youth Work Ireland Tipperary

2.11 List of all Publications

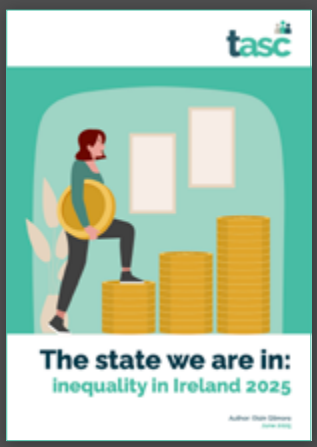




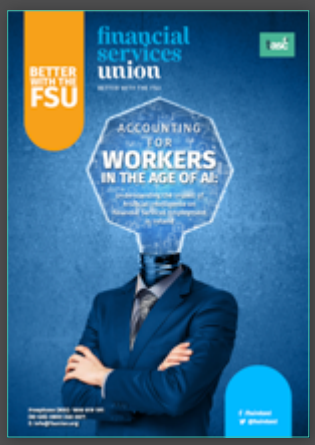




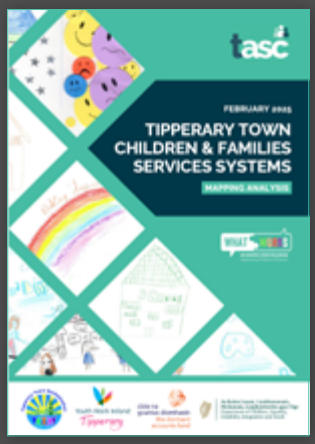




- **6th of January 2025** – Shifting Landscapes & Language: Democratic volatility and the evolving political discourse in Ireland.
  Link to Publication
- **11th of February 2025** – Educators' Perspectives on the Challenges, Successes and Opportunities of the DEIS Programme.
  Link to Publication
- **13th of March 2025** – Breaking the Cycle: Addressing Mental Health and Homelessness through Integrated Care.
  Link to Publication
- **13th of March 2025** – Breaking the Cycle: Addressing Mental Health and Homelessness through Integrated Care Research Brief.
  Link to Research Brief
- **29th of April 2025** – The EU Minimum Wage Directive and the Battle for Social Europe.
  Link to Publication
- **3rd of June 2025** – Future of the Irish State: 2025 and Beyond.
  Link to Publication
- **23rd of June 2025** – The State We Are In – Inequality in Ireland 2025.
  Link to Publication

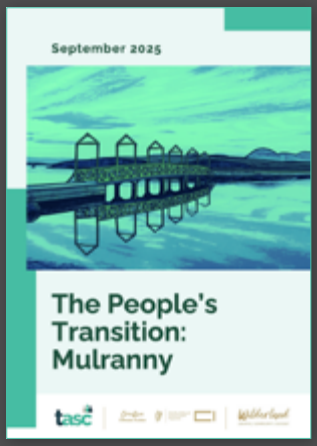














- **26th of June 2025** – Accounting for Workers in the Age of AI.
  Link to Publication
- **17th of July 2025** – Migrant Communities Needs Assessment.
  Link to Publication
- **17th of July 2025** – Migrant Communities Needs Assessment Policy Brief.
  Link to Policy Brief
- **31st of July 2025** – Tipperary Town: Children & Families Services Systems.
  Link to Publication
- **2nd of September 2025** – People's Transition: Carndonagh.
  Link to Publication
- **1st of October 2025** – Loneliness Among Older Men in Western and Eastern Europe.
  Link to Publication
- **14th of October 2025** – The People's Transition: Mulranny.
  Link to Publication
- **19th of November 2025** – Paying the Price – The cost and impact of imprisonment on families in Ireland.
  Link to Publication
- **2nd of December 2025** – Northern Ireland Civic Initiative Evaluation Report.
  Link to Publication



3.

Governance, Structures and Management

3.1 Company Information

Board of Directors Directors/Trustees

- Proinsias de Rossa
- Mike Jennings (Acting Chair)
- Michelle O'Sullivan
- Patricia Curtin-Kelly
- Jennifer Hughes
- Paul Sweeney
- Joe Saunders
- Ciaran O'Mara
- Keletso Malepe
- Bernard Harbor
- Mathias Urban
- Tim Losty
- Shira Mehlman
- David Geary
- Hazel Gavigan
- Neasa Hourigan

Revenue Number:
CHY 14778

Registered Charity Number:
RCN 20049096

Registered Company Number:
342993

Registered Office:
28 Merrion Square North,
Dublin 2, D02 AW80,

Independent Auditors:
Whelan Dowling E Associates
Chartered Accountants and
Statutory Auditors, Block 1,
Unit 1 E 4, Northwood Court, Santry,
Dublin 9, Ireland

Bankers:
Bank of Ireland, Collinstown Cross,
Co. Dublin

Solicitors:
Ryans Solicitors LLP, 46 Harrington
St, Saint Kevin's, Dublin 8

Legal Name:
TASC Europe Studies a Company
Limited by Guarantee

3.2 Board Members

Mike Jennings
Board Chair



Mike Jennings was General Secretary of the Irish Federation of University Teachers (IFUT) from 2007 to 2017. He is also a former member of the Executive Council of the Irish Congress of Trade Unions.

(Appointed 01.12.2018)
(Reappointed 21.01.2022) 2nd Term

Proinsias De Rossa
Board Member



Proinsias De Rossa founding Board member. Became chair in 2012. Reappointed to Board in 03.04. 2013 and again in 21.01.2022. Formerly, MEP for Dublin (1989-1992, 1999-2012), Member of the Dáil (1982-2002), and Minister for Social Welfare (1994-1997) when he introduced the first ever National Anti-Poverty Strategy in Ireland. Proinsias is also a member of the IIEA and the European Movement.

(Appointed 03.04.2013)
(Reappointed 21.01.2022) 2nd Term

Joe Saunders
Board Member



Joe Saunders is former CEO of Irish Local Development Network. He has spent 35 years working in the community sector as frontline worker, animator, advocate, trainer, researcher, consultant and CEO.

(Appointed 22.05.2018)
(Reappointed 21.01.2022) 2nd Term

Patricia Curtin-Kelly
Board Member



Patricia Curtin-Kelly has over thirty years experience in the development and implementation of labour market policies and is committed to equality and inclusion. Having worked at a senior executive level with the Youth Employment Agency and SOLAS/ FAS, she played a pivotal role in the evolvement of employment services and programme development for unemployed people across Ireland. She holds an MSc in Human Resources Development, from Sheffield Hallam University, and an MA in Art History, from University College Dublin. Currently, she also works as a freelance art historian and has had several books published in this area.

(Appointed 05.04.2025) 1st Term

Michelle O'Sullivan
Board Member



Michelle O'Sullivan is Associate Professor of Industrial Relations at the University of Limerick. She has also researched precarious work, trade unions, employment law, employee voice, and workplace bullying. She is co-author of Industrial Relations in Ireland (2020), and co-editor of Zero Hours and On-call Work in Anglo-Saxon Countries (2019) and Are Trade Unions Still Relevant? Union Recognition One Hundred Years On (2013). She is Chair of the Irish Association for Industrial Relations and is the Irish partner with the International Working Party on Labour Market Segmentation.

(Appointed 04.07.2018) 1st Term
(Reappointed 21.01.2022) 2nd Term
(Reappointed 24.01.2025) 3rd Term

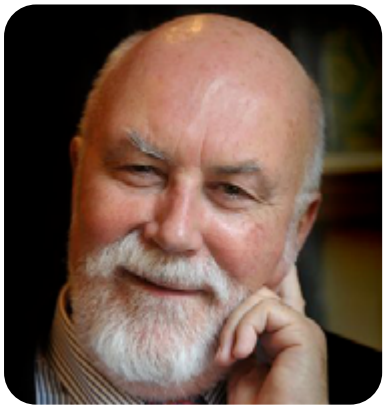
Jennifer Hughes
Board Member



Jennifer has worked in the financial services industry for fifteen years, currently working with a payment services provider. Prior to this, Jennifer worked in Retail Banking with the Irish Banking Culture Board and Ulster Bank. She also spent over ten years working in the IT Sector. She has an MBS in Business Practice and an MA in Ethics and is a Fellow of the Compliance Institute.

(Appointed 05.04.2025) 1st Term

Paul Sweeney
Board Member



Paul Sweeney, former Chief Economist of the Irish Congress of Trade Unions, was President of the Statistical and Social Enquiry Society of Ireland, a member of the National Competitiveness Council of Ireland, the National Statistics Board, the ESB, TUAC (at OECD) and other bodies. He has written books on the Irish economy and on public enterprise, including The Celtic Tiger; Ireland's Economic Miracle Explained and Selling Out: Privatisation in Ireland, chapters in other books and many articles on economics.

(Appointed 15.11.2018) 1st Term
(Reappointed 21.01.2022) 2nd Term
(Reappointed 24.01.2025) 3rd Term

Ciaran O'Mara
Board Member



Ciaran O'Mara is a well-regarded employment and equality lawyer being involved in many major cases to Supreme Court and CJEU level throughout his career. He has written extensively on the European aspects of employment and equality law. He has also served as Programme Manager to the Minister for Finance in the 1990s. Ciaran is also a member of the IIEA.

(Appointed 01.04.2021) 1st Term

Keletso Malepe
Board Member



Keletso Malepe is a Senior Sustainability Consultant and researcher with over 10 years of experience in ESG strategy, responsible business programs, biodiversity policy advocacy, and community-led conservation. She provides guidance and implementation support to corporates across diverse sectors on ESG strategy and reporting, helping organisations embed responsible business practices into core operations. Keletso also co-founded the South African Youth Biodiversity Network (SAYBN), where she leads national biodiversity policy engagement, restoration projects, and youth capacity-building initiatives. She holds a First-Class MSc in Environmental Resource Management from University College Dublin and an Honours Degree in Geology from the University of the Witwatersrand.

(Appointed 31.05.2021) 1st Term

Bernard Harbor
Board Member



Bernard Harbor was for many years head of communications with Fórsa and IMPACT trade unions and has acted as a communications advisor to the European Trade Union Confederation (ETUC). He is currently an expert advisor on strategic communications with Alice PR. He is a Governor of the Irish Times Trust CLG, and a member of the Irish Artificial Intelligence Advisory Council, established in 2024 to provide independent advice to the Government on AI policy. He was Director of Communications and Media for President Michael D Higgins's 2018 re-election campaign, and was a special advisor to Minister for Communications, Energy and Natural Resources, Alex White between 2014 and 2016. He is a life fellow of the Public Relations Institute of Ireland.

(Appointed 20.05.2022) 1st Term

Professor Mathias Urban, PHD
Board Member



Professor Mathias Urban, PhD, is Desmond Chair of Early Childhood Education, and Director of the Early Childhood Research Centre (ECRC) at Dublin City University. He works internationally on integrated early childhood education and care systems, policy and governance. His work is oriented towards diversity, equality and social justice for young children, families and communities in diverse socio-cultural contexts.

Mathias is a member of the European Commission Expert Working Group on Early Childhood Education and Care and a member of the Global Advocacy Group with the global Right to Education initiative.

He is the lead author of the Early Childhood Development, Education and Care policy briefs for the T20/G20 presidencies 2018 (Argentina), 2019 (Japan), 2020 (Saudi Arabia), 2021 (Italy), 2022 (Indonesia), 2024 (Brazil), and 20205 (South Africa).

Appointed (29.09.2023)

Tim Losty
Board Member



Tim Losty is a retired Northern Ireland civil servant with extensive experience in economic development, international relations, and public service. He has held senior roles, including Director of International Relations for the NI Executive and Joint Secretary of the North south Ministerial Council. Tim has contributed to major regional regeneration projects and serves on multiple boards, including Maritime Belfast Trust

Appointed (14.11.2025) 1st Term

Shira Mehlman
Board Member



Shira Mehlman is a retired senior public servant with over forty-five years' experience in working for and with disenfranchised and/or marginalised groups in improving policies and services that increased opportunities to participate in education and employment within Ireland and the United States. She holds an MSc in Management from Trinity College and a PhD in Public Governance from Queen's University, Belfast.

Appointed (05.09.2025) 1st Term

David Geary
Board Member



David Geary brings extensive experience in communications, EU affairs and public policy, having served for many years at the Irish National Teachers' Organisations (INTO) and managed teams in both Dublin and Belfast. He has also held leadership roles in EU and International Affairs for major business groups and nonprofit organisations in London and Brussels, overseeing research and policy initiatives that received notable media attention. From 2022 to 2024, David served as President of the Public Relations Institute of Ireland and completed six years on the board. A committed advocate for equality, he has led significant campaigns and served as Head of Political Engagement for Pride in London during his time in the city.

(Appointed 14.11.2025) 1st Term

Neasa Hourigan
Board Member



Neasa Hourigan is a policy specialist and lecturer in Sustainable Design and Climate Policy. Following a degree in Architecture and a Research Masters in Environmental design, she has lectured in climate design and sustainable communities at TU Dublin, Queen's University Belfast and currently at NCAD. She has been active in policy development, working with the RIAI on policy development and within the Green Party, serving as chair of its Policy Council from 2017 to 2021. She was elected as a Teachta Dála (TD) for Dublin central in 2020, she chaired the Oireachtas Committee on Budgetary Oversight from 2020 to 2023 and sat on the Public Accounts Committee. Hourigan has a professional background in sustainable community design and green procurement, and has worked extensively on housing, urban planning and environmental issues.

(Appointed 14.11.2025) 1st Term

Hazel Gavigan
Board Member



Hazel Gavigan is an accomplished communications professional with a passion for driving positive social change. She currently works in the telecommunications industry and has led successful campaigns across the public, not-for-profit, and private sectors. She holds an MA in Political Communications, a BA in Media and Business Studies, and a Professional Diploma in Human Rights and Equality.

(Appointed 14.11.2025) 1st Term



3.3 Board Composition

The Board of Directors is required to meet at a minimum six times a year, which it did in 2025. The Executive Director prepares a report for each Board meeting, which reports on outcomes and activities against the operational plan.

The Executive Director with the assistance of the Finance and Risk Committee also prepares a financial report for each Board meeting, which is reviewed and approved at a meeting of the Finance and Risk Committee.

Minutes of the Board are drafted and reviewed by the Chairperson and approved as the first order of business at the following Board meeting. The Executive Director and Chair monitor and maintain an attendance record of Board members which are recorded in the meeting minutes.

The principal issues the Board focused on in 2025 were governance, or compliance with charity regulations, and fundraising. The Board continues to prioritise these two issues, as well as ensuring inclusion and diversity on the Board itself.

Members of TASC's Board of Directors regularly do 3 year terms. However there is also consistent retirement and replacement. The chair position is due to be replaced and there is a specific committee dedicated to this task.

Directors sit on the Board on a voluntary basis, receiving no remuneration for their time and contribution. The Board is made up of individuals with experience in law, finance, public affairs, marketing, economics and inequality.

There is a regular engagement on governance with an external consultant, Senan Turnbull.

3.4 Decision Making

The TASC Board has full responsibility for the governance and finances of the organisation. The Board has several matters that are specifically reserved for its decision including strategic plans, annual operational plan, annual budgets, approval of all policies, approval of new staff appointments, performance review of the Executive Director, approval of members, approval of annual reports/accounts, and all governance issues including the composition of sub-committees.

The Board delegates day to day management of the business and its operations including all staff matters to the ED. At each Board Meeting, the ED report gives an overview of finances, operations, HR and staffing, fundraising, services and strategy implementation. The Board monitors the ED and the organisation's progress against its annual operational plan, provides feedback and direction to the ED as the need arises. The Board, represented by the Chairperson, will support the ED in delivering on all aspects of these duties and if necessary, can establish sub committees to assist in or oversee specific tasks.

All spending for goods or services in excess of €10,000 must be referred to the Finance and Risk subcommittee for approval prior to the expenditure being incurred.

3.5 TASC Sub Committees

Finance and Risk committee

The Finance and Risk Committee consists of 4 members including the Chair and the ED, TASC Accountant alongside Ciaran O'Mara. The Finance and Risk Committee plays a vital role in assisting the Board in fulfilling its responsibilities concerning the financial statements of the company as outlined in the Companies Act 2014 and Charities Act 2009.

The committee's duties encompass several key areas. In financial management, they review the adequacy of financial procedures and internal controls while ensuring the company maintains proper accounting records. They also prepare and present an annual budget to the Board for approval, monitor income and expenditure against the budget on a quarterly basis, and oversee the management of the company's cash resources. The committee's duties encompass several key areas. In financial management, they review the adequacy of financial procedures and internal controls while ensuring the company maintains proper accounting records.

Regarding risk management, the committee assesses the company's long-term financing and potential risks, recommending improved controls as necessary. They also focus on compliance with corporate governance best practices for charities in line with the Charity Regulators Governance Code.

Furthermore, the committee is involved in the appointment, review, and removal of external auditors. They meet with the auditors to review the annual financial statements, ensuring compliance with accounting standards, assessing significant audit differences, and verifying adherence to legal requirements. Reporting procedures include regular reports to the Board and the preparation of an annual report on audited financial statements, which includes a review of director's responsibilities and the director's report.





Research and Policy Committee

The Research and Policy Committee consists of 9 members including Chair and the Executive Director. 2025 members included Ciaran O'Mara, Shira Mehlman, Mathias Urban, Maeve O'Sullivan (external), Micheál Collins (external), Michelle O'Sullivan, Mike Jennings, Paul Sweeney and the ED Shana Cohen. Mathias Urban & Shira Mehlman became Joint chairs of the committee in 2025.

The RPC committee's primary responsibilities are to recommend TASC's annual research and policy program for Board adoption and to approve and maintain the program's schedule. They also assist the ED in developing new project ideas and reviewing proposals for the program. The committee reviews and approves ethical reviews conducted by TASC staff and receives updates on research launches and policy engagements. The committee ensures that all final outputs are technically reviewed and incorporates feedback from reviewers into the documents.

Additionally, they make sure that all final output aligns with TASC's mission by having at least one nominated member review it.

Overall, the committee plays a crucial role in shaping TASC's research and policy agenda, monitoring progress, and ensuring the quality and consistency of the organisation's work.

Governance and Compliance Committee

The Governance and Compliance Committee consists of 6 members, including the Chair and the ED. 2025 members included Ciaran O'Mara, Joe Saunders, Mike Jennings, Jennifer Hughes, Proinsias de Rossa and the ED. Joe Saunders remained the chair of the committee during 2025.

The principal objective of the Governance Committee is to ensure good governance and, in particular, to monitor adherence to best practice in this area. This includes adherence to the CRA's Governance Code and other relevant guidelines. The Committee is also responsible for the induction programme for Board appointees.

Fundraising Committee

The Fundraising Committee consists of 6 members, including the Chair, ED, Fundraising and Development Manager. Members in 2025 included Mike Jennings, Neasa Hourigan, Proinsias de Rossa and Patricia Curtin-Kelly.

The Fundraising sub-committee supports TASC by planning, coordinating, and implementing fundraising activities. The committee's objectives include advising the Board on fundraising matters, developing a fundraising strategy, and monitoring its implementation. They maintain a list of donors and potential funders, take the lead in certain fundraising actions, and assist Board members in engaging with sponsors and building relationships.

The sub-committee also reviews upcoming application rounds for suitability. By fulfilling these responsibilities, they play a crucial role in securing financial resources and partnerships to support TASC's programs, projects, and overall organisational activities.

3.6 Key Policies of the Company

Conflicts of Interest

TASC has a Conflicts of Interest Policy. The Board of Directors are required to complete a conflicts of interest declaration when taking up their position on the Board. At the

beginning of each Board meeting, members have the opportunity to disclose any conflicts of interest which may arise before any agenda items are considered by the Board and if any events have arisen which may impact their independence and/or loyalty.

Any instances which may arise are recorded in the minutes. All Board members are reminded that they must update the Company Secretary on any changes in this regard. TASC conflicts of interest policy was reviewed in May 2024.

Risk Management

TASC uses its Risk Register to monitor and mitigate controls arising from the risk across the full range of its activities. All legal, financial, strategic, operational and reputational risks are reviewed by the Board on a bi-monthly basis. The Risk Register is examined by the Finance and Risk Committee at each meeting with a particular focus on any new risks or increases in the likelihood of a risk occurring. The Board are updated at each meeting on proposed changes to the Risk Register

and any updates to internal procedures and policies which will need to be introduced in order to reduce or mitigate new or existing risks.

On joining TASC and prior to carrying out activities on its behalf, all staff members are afforded time to read the organisation's key policies and procedures which sets out the rights, responsibilities and conduct required of employees and of the organisation. All employees are required to sign a Code of Conduct Declaration acknowledging they have read and understood the organisation's policies and procedures.

TASC uses an external lawyer to ensure it remains compliant with employment legislation and ensure remuneration and benefits are benchmarked against industry standard. A consultant was also hired to review salaries.

Reserve Policy

TASC has a Board approved reserves policy as part of its good governance requirements and also to ensure strong financial controls and the internal management of its resources. TASC's reserves policy stipulates that the organisation must hold a minimum of €230,000 or if greater an amount sufficient to discharge all obligations of the organisation, including proper and reasonable provision for staff, in the event of a winding up. In the event that this minimum cash position is likely to be breached, the Board will be convened at an earlier date and will consider its response to the financial situation, with a view to appropriate actions, and the situation will be kept under review by the Board until rectified.

Investment Policy

TASC does not hold any fixed or cash assets for the purposes of investing, therefore the organisation does not have an Investment Policy.

Governance Code Compliance

TASC are in compliance with the Charities Regulators Governance Code and completed our annual return in October 2025. TASC conducts an annual self-assessment against the Code, reviewing and updating its policies accordingly.

3.7 Board Recruitment and Induction

TASC has a comprehensive recruitment and induction plan for all new Directors as set out in the TASC Governance Manual.

There are two Board categories:

1. Member elected Board members which are recruited by way of nomination from all governing members and democratically elected at a Board meeting.

2. Expert Board members which are targeted specifically because of missing skills sets on the board. These board members are recruited using diverse means such as advertising platforms

Prior to initiating the recruitment process the Chairperson will instigate an audit for the Board Directorship, with a view to ensuring that the Board meets the following good practice guidelines:

A. The Board has at least one member with relevant financial experience;

B. The Board has an appropriate mix of experience including both sectoral and corporate, and;

C. The Board has an appropriate gender balance.

New Directors attend an induction meeting with the ED and the Chairperson of the Board prior to attending their first Board meeting and receive coaching on the activities of TASC; its aims, history and success.

Prior to this meeting new Directors will receive; a copy of the TASC Governance Manual; the organisation's Strategic and Operational Plan; minutes of the previous six Board meetings; a copy of the financial procedures and policies manual, and a copy of TASC's Constitution.

Upon joining the Board, new Directors must sign a Code of Conduct and Declaration of Interests acknowledgement form in respect of their role and responsibilities as TASC Board members.

On an annual basis Board members are afforded the opportunity and encouraged to undertake training and development in support of their role as Board members to learn new skills and maintain and grow their specific areas of expertise. A calendar of training dates is circulated at the first Board meeting of the year, and each Board member carries out a self-assessment of their individual needs. Much of this training is offered by The Wheel.

3.8 Staff Movements in 2025

The average number of TASC employees in 2025 was 13, and we also regularly have several paid Internships. TASC did not have any volunteers in 2025. We also regularly had paid internships from third-level students studying in Ireland, Europe and the US.

3.9 Performance Management

One week prior to each Board meeting, the Board of Directors receives a SharePoint link which includes the agenda and supporting documents which will be up for discussion, which allows the Directors to adequately prepare. They also engage in a Board performance review annually which assists in identifying specific development needs of the Board for the forthcoming year.

TASC is committed to providing the right conditions and support for everyone to achieve excellent performance and to achieve their full potential. On an annual basis, TASC's ED and the Board of Directors agree to allocate a budget for training and development activities.

All staff members take part in the organisation performance management process. In order to ensure staff members can perform their roles to the highest of standards, TASC's ED and senior staff carry out regular discussions with members of their team about their development needs and aspirations. This includes ensuring that reviews are scheduled throughout the year to monitor an individual's progress against individual and organisational objectives set and jointly evaluating future training and development needs, with both parties taking the initiative.

4.

Financial Review

4.1 Financial Outcome

The financial outcome for 2025 is set out in the statement of financial activities and balance sheet from page XX[IA129.1][LC129.2] below.

The final outcome for the year was a deficit of expenditure over income of €105,365. The deficit reflected strategic choices on the part of the board and the ED to cultivate new partnerships, provide support to other charities with very limited resources, and develop a new income generation model. Over the past few years, competition for research tenders and decreasing state and European funding has become much more intense. TASC is not the only organisation experiencing these pressures. As a consequence, the board and ED made a decision to bring in additional, external fundraising support to develop a new fundraising strategy, away from reliance on project income. We will continue to work in partnership, however, and as much as possible, provide assistance through research to smaller charities unable to offer the market value for researcher time.

Income in 2025 was €901,404 which was a 13% increase on 2024. Income from donations was €163,486 a 77% increase on 2024 and project activity income was €737,610 a 5% increase on 2024.

Expenditure totalled €1,006,769 an increase of 12% on 2024. Staff related costs accounted for 77% (2024 70%) of total costs.

In December 2025 TASC applied for the Scheme to Support National Organisations (SSNO) from the Department of Rural and Community Development and the Gaeltacht. In June 2026, it was announced that we had been successful in receiving a further 3 years of funding towards staff salaries for the Executive Director and a Communications role.

On the 31st of December 2025, TASC had unrestricted reserves of €408,060 (2024 €513,425). This is represented by cash reserves held in bank accounts and amounts owed to TASC of €520,905 (2024 €672,203) less creditors of €47,398 (2024 €83,778) and deferred income of €65,447 (2024 €75,000).

4.2 Funders, income sources and sustainability

In 2025, TASC continued its work on the EU Commission's Peace Plus funded project entitled 'Gemini' led by Codema. Long-term projects are essential to the sustainability of our organisation, with EU funded initiatives playing a particularly critical role in ensuring financial stability and strategic impact.

TASC secured its third project with The Department of Rural and Community Development and the Gaeltacht (DRCDG). This was a commission to evaluate the Empowering Communities Programme.

TASC was also successful in securing funding from the SSE Generation Green Community Fund in 2025. TASC expanded its collaboration with other nonprofits, including the Irish Heart Foundation and Outhouse LGBTQ+ Centre (IHREC grant). These collaborations highlight our expanding role in strengthening public and charitable services, as well as supporting meaningful policy reform. Aligned with our goal of shaping policies and practical solutions that drive progressive change, we

actively sought partnerships across a diverse range of stakeholders.

For example, we received funding from the Irish Banking and Culture Board (IBCB) and Bank of Ireland/Community Foundation Ireland (CFI) to support Financial Resilience Training for marginalised youth. We also received funding from Deloitte Services Unlimited to match funding from CFI for the Poppintree Young Changemakers project. We continued to collaborate with Local Development Companies, resident associations, and other community-based partners, like Poppintree Youth project and Muck and Magic City Farm in Ballymun. These projects reflect the breath of TASC's project work, while continuing to diversify income streams.

Company Registration Number: 342993
Charities Regulatory Authority Number: 20049496

TASC Europe Studies CLG

Annual Report and Audited Financial Statements

for the financial year ended 31 December 2025

TASC Europe Studies CLG
CONTENTS

	Page
Reference and Administrative Information	3
Directors' Annual Report	4 - 9
Directors' Responsibilities Statement	10
Independent Auditor's Report	11 - 13
Statement of Financial Activities	14
Balance Sheet	15
Statement of Cash Flows	16
Notes to the Financial Statements	17 - 22

TASC Europe Studies CLG
REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Micheál Collins (Resigned 1 January 2025) Proinsias De Rossa (Resigned 27 March 2026) Mike Jennings Kelesto Malepe Ciaran O'Mara Michelle O'Sullivan Donald Storrie (Resigned 4 April 2025) Joe Saunders Elaine Stephen (Resigned 1 January 2025) Paul Sweeney David Geary (Appointed 14 November 2025) Tim Losty (Appointed 14 November 2025) Neasa Hourigan (Appointed 14 November 2025) Hazel Gavigan (Appointed 14 November 2025) Jennifer Hughes Patricia Curtin Kelly Shira Mehlman (Appointed 5 September 2025) Mathias Urban Bernard Harbour (Resigned 4 November 2025)
Chairperson	Mike Jennings
Company Secretary	Ciaran O'Mara (Appointed 26 May 2026) Shana Cohen (Resigned 26 May 2026)
Charities Regulatory Authority Number	20049496
Company Registration Number	342993
Registered Office and Principal Address	Ground Floor 28 Merrion Square North Dublin 2 D02 AW80
Auditors	Whelan Dowling & Associates Chartered Accountants and Statutory Audit Firm Block 1, Unit 1 & 4, Northwood Court Santry Dublin 9 D09 E438
Principal Bankers	Bank of Ireland Dublin Airport Dublin
Solicitors	Ryans Solicitors 48 Harrington Street Dublin 8

TASC Europe Studies CLG
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2025

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

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

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

In this report the directors of TASC Europe Studies CLG present a summary of its purpose, governance, activities, achievements and finances for the financial year 2025.

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

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

Principal Activity
The principal activity is the promotion of education for the public benefit in issues of public policy, politics, economics, culture, the environment and other related and compatible fields, so as to encourage a more participative and inclusive society.

To promote for the public benefit research in any of the foregoing fields of education and to publish the useful results of such research.

Mission, Objectives and Strategy

Mission Statement
The Directors, who are also the trustees for the purposes of charity law, present their annual report and audited financial statements of the company for the financial year ended 31 December 2025.

The company is a registered charity and the report and statements are presented in a form which complies with the requirements of the Companies Act 2014 and FRS102. The organisation is applying SORP as best practice. The main activities of the organisation are charitable.

Our Vision
A sustainable, flourishing society characterised by economic equality, with strong public engagement in politics and an accountable government.

Our Mission
To develop policies and solutions using evidence-based research and analysis on economic inequality. To work nationally and internationally, in partnership with other organisations, to catalyse momentum for progressive change, especially for those marginalised from both political decision-making and economic opportunity.

Our Values
We believe that greater economic equality is unequivocally positive for society as a whole; as it improves wellbeing for everyone.

Objectives
Since it was founded in May 2001, TASC, the Think tank for Action on Social Change, has been dedicated to reducing inequality and strengthening democracy.

TASC's research and public education address multiple dimensions of inequality and how they influence trust in democracy and citizen engagement:
- Economic Inequality
- Social Inclusion
- Climate Justice
- Health Inequalities
- Democracy

Over the past two years, we have increasingly integrated technology across all five areas of work in recognition that

AI and digital technologies are affecting job creation and loss, trust in politics and public institutions, and access to information more broadly, with its negative and positive consequences.

Our work consists of four principal activities:
- conducting policy research and analysis
- translating policy research into public education projects that facilitate community development, contribute to a just transition, support the most vulnerable groups in Irish society, and promote participation in democracy
- initiating and contributing to public awareness and understanding of policy through events, open access publications, and other activities
- building networks and partnerships across the public, private, and community and voluntary sectors.

TASC's Strategic Objectives 2025-2029 are as follows:
- Conducting robust research that includes diverse perspectives and is grounded in participatory and equitable methodologies; ensuring the evidence addresses the complex nature of existing social and economic inequalities.
- Producing outputs that help shape progressive policy in Ireland and Europe by sharing our research through publications and events and/or translating our research into public education initiatives.
- Building partnerships to amplify impact and drive change by working closely with civil society organisations, trade unions, businesses, government bodies, and communities to co-develop ideas, share expertise, and strengthen collective responses.

These objectives reflect a midterm review in 2025.

Structure, Governance and Management

Structure
Governing document
The Company is a company limited by guarantee, registered under Part 18 of the Companies Act 2014. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.27. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and managed by a Board of Directors. The company has been granted charitable status under section 207 and 208 of the Taxes Consolidation Act 1997, charity No. CHY 14778.

The day-to-day affairs of the company are managed by its CEO (non-board member), Shana Cohen, and overseen by its Board of Directors. TASC's constitution still serves the purpose for which TASC was established - as public education charity. A single change (of name) was made in 2018. The structure remains unchanged except for an increase in the number of members of the Board. The composition of the Board provides expertise in some areas (including legal expertise) and external advice/services is sought where the Board cannot provide it.
A number of specialist sub-committees assist with managing the affairs of the company. The sub-committees are Research & Policy, Finance & Risk, Fundraising and Governance & Compliance. Directors are required to retire by rotation based on length of service and are eligible for re-election.

The company held five board meetings during the year, the record of attendance at board meetings by the Directors and Secretary during the year is as follows:

Attendance at Board meetings
Officer Name Attendance
Mike Jennings (5/5)
Shana Cohen (5/5)
Patricia Curtin-Kelly (4/5)
Proinsias De Rossa (4/5)
Ciarán O'Mara (4/5)
Michelle O'Sullivan(4/5)
Joe Saunders (4/5)
Paul Sweeney (5/5)
Mathias Urban (4/5)
Jennifer Hughes (4/5)
Bernard Harbor (5/5)
Keletso Malepe (4/5)
Tim Losty (0/1)
Donald Storrie (0/2)
Shira Mehlman (1/1)
David Geary (0/0)
Neasa Hourigan (0/0)
Hazel Gavigan (0/0)

The company is a registered charity and the members of the Board of Directors, appointed under the Companies Acts, operate on a pro bono basis. No remuneration was paid to any member of the board.

Review of Activities, Achievements and Performance
In 2025, TASC successfully progressed each of these objectives through working with a range of partners across sectors, publishing our annual inequality report, developing two new public education projects – one in health and one in democracy, and organising events that bring together representatives from diverse and sometimes very distinctive perspectives. Our work continues to attract media attention and is used by actors in policy, civil society, academia, and business.

In sum, our work seeks to devise effective responses to longstanding issues like poverty, health inequalities, the decline of democratic institutions and mechanisms for achieving political consensus, and climate change, as well as more immediate crises, like the cost of living and energy poverty. We are also increasingly focused on how to improve social mobility in an era when digitalisation and other factors are transforming labour markets. We recognise that social stability and trust in the state and public institutions are fundamental to functioning economies and the capacity of the state to respond effectively to immediate and longer-term challenges, like climate change.

In order to achieve greater economic equality, and with it, climate justice, social inclusion, and stronger democratic institutions, policymakers, civil society organisations, unions and communities require creative, far-reaching policy agendas and practical interventions. TASC has contributed to both in Ireland and the EU for 25 years and is committed to doing so for the future.

In 2025, TASC continued to face staffing issues due to turnover and extended staff leave periods. Critically, the board began a review of our financial model, which is ongoing. The board correspondingly decided to contract in early 2026 a fundraising consultant specialising in high impact donations and corporate engagement.

Since the closure of Atlantic Philanthropies, TASC has generated income through commissioned research, corporate and foundation funding for research and public education projects, and successful grant applications, often with academic and civil society partners. TASC has also received donations from individuals, to whom we are very grateful. We have also received SSNO funding, for which we are also very grateful.

Importantly, in line with TASC's mission, we have sometimes partnered with charities to do work that is necessary but not always financially beneficial. These projects incur a loss, even if a small one, but the board and staff have deemed them necessary to further our strategic objectives. The inequality report itself is paid for out of core funds, namely for staff time. The consequence has been several challenging years financially, though we have laid the foundation for a new model going forward.

The new funding model emphasises increased engagement with partners across sectors and more focus on how our research can be translated into cutting edge projects that have a tangible impact. Increasingly, we have seen our public education projects like financial resilience training and especially the People's Transition mainstreamed, so that we have seen their principles and methods adopted in a variety of contexts. We are committed to advancing this kind of work, both for financial reasons and to affect change at a local, regional, national, and international level.

To alleviate workload pressures and ensure the sustainability of TASC as an organisation, it is imperative for TASC to attract core, unrestricted funding and multi-annual partnerships. Increasing the number and value of core donations and significant partnerships remain a priority for the board and Executive Director for the foreseeable future. We want the partnerships – whether in the public, private, or community and voluntary sectors - to identify issues that require insightful, innovative, and high impact responses that themselves contribute to reducing the inequalities that are undermining trust in democracy.

Financial Review
2025 was another challenging year for TASC in terms of fundraising efforts. Total income of €901,404 was €104,820 greater than 2024 income. The increase in income can mainly be attributed to donation income which was €71,447 greater than 2024 and project income also increased in 2025. Expenditure totalled €1,006,769 an increase of €106,314 on 2024. Staff related costs accounted for 77% (2024 70%) of total costs an increase of €139,279 on 2024. Office overheads and running costs decreased by €28,212. The outcome for the year was a deficit of income over expenditure of €105,365 resulting in accumulated funds of €408,060 at the end of the financial year.

Financial Results
At the end of the financial year the charity had gross assets of €520,905 (2024 - €672,203) and gross liabilities of €112,845 (2024 - €158,778). The net assets of the charity have decreased by €(105,365).

Financial Position
Investment Policy
The Directors policy is to preserve the value of its fund by placing surplus funds on deposit in a bank regulated by the Central Bank of Ireland.

Reserves Position and Policy
The Board will ensure that TASC always maintains a cash in bank holding which is not less than €230k or if greater an amount sufficient to discharge all obligations of the organisation, including proper and reasonable provision for staff, in the event of a winding up. In the event that this minimum cash amount appears likely to be breached, the Board will be convened at an early date and will consider its response to the financial situation, with a view to appropriate actions, and the situation will be kept under close review by the Board until rectified.

Principal Risks and Uncertainties
The sector in which the company operates continues to be challenging. The Directors have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company.

The company mitigates these risks by continually monitoring the level of activities, prepares and monitors its budgets, targets and projections. The company also has a cash reserves policy and closely monitors emerging changes to regulations and legislation on an ongoing basis.

Internal control risks are minimised by the implementation of financial policies and procedures which controls the authorisation of all transactions and procedures.

With risks and uncertainties faced in mind, the Directors are aware that any plans for the future development of the company may be subject to unforeseen future events outside of our control. The board recognises the need to concentrate on the financial resources of the company to provide for a sustainable future.

Risk management
TASC is committed to continue to seek out new funding opportunities. Income diversity means that TASC's income stems from several sources, reducing risk and protecting against potential shocks and therefore ensuring the long-term financial stability of our work on Equality.

Future plans
TASC intends to continue to increase our engagement with policymakers, civil society organisations, and public institutions, like the HSE, in Ireland and the EU. We will continue to work with the Coop, Safe Ireland, Ballyhoura Development, Age Action, Irish Cancer Society, and The Wheel in 2025.

As mentioned above, TASC's independence is critical for its reputation, its direct and indirect impact on policy in Ireland and the functioning of other community and national organisations across Ireland. Core funding will protect TASC's independent research and public education activities as well as its ability to support the services, advocacy efforts, and capacity of other charities working providing frontline services. Core funding will ensure that TASC's independent and respected voice continues to represent vulnerable and marginalised groups in Ireland through unprecedented times of global economic and political uncertainty, climate change, rising costs of living, and entrenched inequality.

TASC Europe Studies CLG
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2025

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

Micheál Collins (Resigned 1 January 2025)
Proinsias De Rossa (Resigned 27 March 2026)
Mike Jennings
Kelesto Malepe
Ciaran O'Mara
Michelle O'Sullivan
Donald Storrie (Resigned 4 April 2025)
Joe Saunders
Elaine Stephen (Resigned 1 January 2025)
Paul Sweeney
David Geary (Appointed 14 November 2025)
Tim Losty (Appointed 14 November 2025)
Neasa Hourigan (Appointed 14 November 2025)
Hazel Gavigan (Appointed 14 November 2025)
Jennifer Hughes
Patricia Curtin Kelly
Shira Mehlman (Appointed 5 September 2025)
Mathias Urban
Bernard Harbour (Resigned 4 November 2025)

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

The secretaries who served during the financial year were;

Ciaran O'Mara (Appointed 26 May 2026)
Shana Cohen (Resigned 26 May 2026)

Compliance with Sector-Wide Legislation and Standards
The charity engages pro-actively with legislation, standards and codes which are developed for the sector. TASC Europe Studies CLG subscribes to and is compliant with the following:
- The Companies Act 2014
- The Charities SORP (FRS 102)

Events Since the Year End
There have been no circumstances or events subsequent to the year end, which require adjustment to, or disclosure in the financial statements.

Exemptions from Disclosure
The company has not availed of any disclosure exemptions.

Funds held as Custodian Trustee on behalf of Others
The company does not hold any funds or assets by way of custodian arrangement.

Environmental Matters
The company will seek to minimise adverse impacts on the environment from its activities, whilst continuing to address health, safety and economic issues. The company has complied with all applicable legislation and regulations.

The Auditors
The auditors, Whelan Dowling & Associates, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

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

TASC Europe Studies CLG
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2025

Compliance Statement
The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:"

- the existence of a compliance policy statement;
- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- a review of such arrangements and structures has taken place during the financial year

Accounting Records
To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Ground Floor, 28 Merrion Square North, Dublin 2, D02 AW80.

Approved by the Board of Directors on 29 May 2026 and signed on its behalf by:

Mike Jennings
Director

Ciaran O'Mara
Director

TASC Europe Studies CLG

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

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

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

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

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

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

As explained in note 3, state whether the applicable in the UK and Republic of Ireland FRS 102 has been followed;

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

In so far as the directors are aware:

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

Approved by the Board of Directors on 29 May 2026 and signed on its behalf by:

Mike Jennings
Director

Ciaran O'Mara
Director

INDEPENDENT AUDITOR'S REPORT
to the Members of TASC Europe Studies CLG

Report on the audit of the financial statements

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

In our opinion the financial statements:
- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2025 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

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

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

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

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014
In our opinion, based on the work undertaken in the course of the audit, we report that:
- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and

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

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

INDEPENDENT AUDITOR'S REPORT
to the Members of TASC Europe Studies CLG

Respective responsibilities

Responsibilities of directors for the financial statements
As explained more fully in the Directors' Responsibilities Statement set out on page 10, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

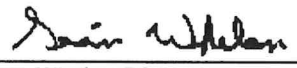
Further information regarding the scope of our responsibilities as auditor
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

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

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

INDEPENDENT AUDITOR'S REPORT
to the Members of TASC Europe Studies CLG

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



Sean Whelan FCA
for and on behalf of
WHELAN DOWLING & ASSOCIATES
Chartered Accountants and Statutory Audit Firm
Block 1, Unit 1 & 4,
Northwood Court
Santry
Dublin 9
D09 E438

29 May 2026

TASC Europe Studies CLG

STATEMENT OF FINANCIAL ACTIVITIES

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

	Notes	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €
Income							
Donations and legacies	4.1	**163,486**	**-**	**163,486**	92,038	-	92,038
Charitable activities							
• Income from charitable activities	4.2	**651,705**	**85,905**	**737,610**	617,861	86,490	704,351
Other income	4.3	**308**	**-**	**308**	195	-	195
Total income		**815,499**	**85,905**	**901,404**	710,094	86,490	796,584
Expenditure							
Raising funds	5.1	**130,370**	**-**	**130,370**	107,920	-	107,920
Charitable activities	5.2	**790,494**	**85,905**	**876,399**	706,045	86,490	792,535
Total Expenditure		**920,864**	**85,905**	**1,006,769**	813,965	86,490	900,455
Net income/(expenditure)		**(105,365)**	**-**	**(105,365)**	(103,871)	-	(103,871)
Transfers between funds		**-**	**-**	**-**	-	-	-
Net movement in funds for the financial year		**(105,365)**	**-**	**(105,365)**	(103,871)	-	(103,871)
Reconciliation of funds:							
Total funds beginning of the year	14	**513,425**	**-**	**513,425**	617,296	-	617,296
Total funds at the end of the year		**408,060**	**-**	**408,060**	513,425	-	513,425

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

TASC Europe Studies CLG
BALANCE SHEET
as at 31 December 2025

	Notes	2025 €	2024 €
Current Assets			
Debtors	9	**122,484**	177,337
Cash at bank and in hand	10	**398,421**	494,866
		520,905	672,203
Creditors: Amounts falling due within one year	11	**(112,845)**	(158,778)
Net Current Assets		**408,060**	513,425
Total Assets less Current Liabilities		**408,060**	513,425
Funds			
General fund (unrestricted)		**408,060**	513,425
Total funds	14	**408,060**	513,425

Approved by the Board of Directors and authorised for issue on 29 May 2026 and signed on its behalf by

Mike Jennings
Director

Ciaran O'Mara
Director

TASC Europe Studies CLG
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Net movement in funds		**(105,365)**	(103,871)
Adjustments for:			
Interest receivable and similar income		**(308)**	(195)
		(105,673)	(104,066)
Movements in working capital:			
Movement in debtors		**54,853**	(126,364)
Movement in creditors		**(45,933)**	(56,630)
Cash used in operations		**(96,753)**	(287,060)
Cash flows from investing activities			
Interest received		**308**	195
Net decrease in cash and cash equivalents		**(96,445)**	(286,865)
Cash and cash equivalents at the beginning of the year		**494,866**	781,731
Cash and cash equivalents at the end of the year	**10**	**398,421**	494,866

TASC Europe Studies CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

1. GENERAL INFORMATION

TASC Europe Studies CLG is a company limited by guarantee incorporated in Ireland. The registered office of the charity is Ground Floor, 28 Merrion Square North, Dublin 2, D02 AW80 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

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

Fund accounting
The following are the categories of funds maintained:

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

Unrestricted funds
Unrestricted funds consist of General and Designated funds.

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

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

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

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

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

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

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

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

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

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

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

Taxation

The company has received charitable status from the Revenue Commissioners and has charitable exemption from taxation.

3. GOING CONCERN

The company reported a deficit of €105,365 in the year ended 31 December 2025 and had net assets in the sum of €408,060.

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

4. INCOME

4.1 DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2025	2024
	€	€	€	€
Donations and legacies	**163,486**	**-**	**163,486**	92,038

4.2 CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2025	2024
	€	€	€	€
Income from charitable activities and other co-funders:				
Event Income	**-**	**-**	**-**	21,139
Foundations and trusts	**82,512**	**-**	**82,512**	63,670
Project Income	**513,755**	**-**	**513,755**	508,052
Pobal SSNO	**-**	**85,905**	**85,905**	86,490
Society of Holy Child Jesus	**-**	**-**	**-**	25,000
Department of Rural and Community Development	**45,460**	**-**	**45,460**	-
Department of Children, Disability and Equality	**9,978**	**-**	**9,978**	-
	651,705	**85,905**	**737,610**	704,351

4.3 OTHER INCOME

	Unrestricted Funds	Restricted Funds	2025	2024
	€	€	€	€
Interest Received	**308**	**-**	**308**	195

TASC Europe Studies CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

5. EXPENDITURE

5.1 RAISING FUNDS

	Direct Costs	Other Costs	Support Costs	2025	2024
	€	€	€	€	€
Raising funds	-	-	130,370	130,370	107,920

5.2 CHARITABLE ACTIVITIES

	Direct Costs	Other Costs	Support Costs	2025	2024
	€	€	€	€	€
Expenditure on charitable activites	-	-	803,351	803,351	720,934
Governance Costs (Note 5.3)	-	-	73,048	73,048	71,601
	-	-	876,399	876,399	792,535

5.3 GOVERNANCE COSTS

	Direct Costs	Other Costs	Support Costs	2025	2024
	€	€	€	€	€
Auditors fees	-	-	5,535	5,535	5,535
Legal and professional fees	-	-	-	-	5,872
Accountancy and payroll	-	-	17,066	17,066	16,556
Staff related costs	-	-	46,188	46,188	39,112
Office Overheads & Running Costs	-	-	4,259	4,259	4,526
	-	-	73,048	73,048	71,601

5.4 SUPPORT COSTS

	Cost of Raising Funds	Charitable Activities	Governance Costs	2025	2024
	€	€	€	€	€
Office Overheads & Running Costs	8,519	193,090	4,259	205,868	234,080
Governance Costs	-	-	22,601	22,601	27,963
Staff Related Costs	121,851	610,261	46,188	778,300	638,412
	130,370	803,351	73,048	1,006,769	900,455

6. ANALYSIS OF SUPPORT COSTS

	Basis of Apportionment	2025	2024
		€	€
Office Overheads & Running Costs	Usage	205,868	234,080
Governance Costs	Usage	22,601	27,963
Staff Related Costs	Usage	778,300	638,412
		1,006,769	900,455

TASC Europe Studies CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

7. EMPLOYEES AND REMUNERATION

Number of employees
The average number of persons employed (including executive directors) during the financial year was as follows:

	2025 Number	2024 Number
Management	1	1
Project/Administration	13	10
	14	11

The staff costs comprise:	2025 €	2024 €
Wages and salaries	676,325	558,557
Social security costs	74,977	61,477
Pension costs	27,070	18,986
	778,372	639,020

8. EMPLOYEE BENEFITS

The number of employees whose total employee benefits (excluding employer pension costs) was greater than €60,000 for the reporting period was as follows:

	2025 Number of Employees	2024 Number of Employees
€60,000 - €70,000	3	-
€100,000+	1	1

The CEO was paid a salary of €106,518 in 2025 and employer's pension contribution of 5% of salary.

9. DEBTORS

	2025 €	2024 €
Prepayments	122,484	177,337

10. CASH AND CASH EQUIVALENTS

	2025 €	2024 €
Cash and bank balances	398,421	494,866

11. CREDITORS

Amounts falling due within one year	2025 €	2024 €
Trade creditors	3,132	34,332
Taxation and social security costs	17,564	14,657
Accruals	26,702	34,789
Deferred Income	65,447	75,000
	112,845	158,778

TASC Europe Studies CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

12. STATE FUNDING

Agency	**Department of Rural and Community Development**
Government Department	Pobal
Grant Programme	Scheme to Support National Organisations
Purpose of the Grant	To fund a full time Director and part time Office Administrator along with a contribution to non salary costs and overhead costs. The 2 roles will contribute to improved quality and availability of services and supports offered, particularly to those experiencing poverty and social exclusion; improved education and training programmes/supports designed and delivered, particularly in the area of promoting equality; and increased organisation profile and awareness of available supports/services.
Term	01/07/2022 until 30/06/2025* update
Total Fund	€256,526
Expenditure	€85,905
Fund deferred or due at financial year end	€Nil
Received in the financial year	€85,905
Capital Grant	No
Restriction on use	Restricted in line with Grant Agreement

13. RESERVES

	2025	2024
	€	€
At the beginning of the year	**513,425**	617,296
Deficit for the financial year	**(105,365)**	(103,871)
At the end of the year	**408,060**	513,425

14. FUNDS
14.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds	**Total Funds**
	€	€
At 1 January 2024	617,296	617,296
Movement during the financial year	(103,871)	(103,871)
At 31 December 2024	513,425	513,425
Movement during the financial year	(105,365)	(105,365)
At 31 December 2025	**408,060**	**408,060**

TASC Europe Studies CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

14.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2025	Income	Expenditure	Transfers between funds	Balance 31 December 2025
	€	€	€	€	€
Restricted	-	85,905	85,905	-	-
Unrestricted funds					
Unrestricted General	513,425	815,499	920,864	-	408,060
Total funds	**513,425**	**901,404**	**1,006,769**	**-**	**408,060**

14.3 ANALYSIS OF NET ASSETS BY FUND

	Current assets	Current liabilities	Total
	€	€	€
Unrestricted general funds	520,905	(112,845)	408,060
	520,905	**(112,845)**	**408,060**

15. STATUS

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

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.27.

16. RELATED PARTY TRANSACTIONS

There were no related party transactions with the directors during the period.

Key management compensation
The key management personnel of the charity comprise of the CEO and the employee benefits of the key management is disclosed in Note 7.

Transactions with Directors:
During the year a Directors donated €31,350 to the company. No member of the Board of Directors received any remuneration for services provided during the year (2024: €Nil). No Directors requested any reimbursement for expenses incurred for services provided during the year (2024: €Nil).

17. POST-BALANCE SHEET EVENTS

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

18. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 29 May 2026.



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Dublin 2, Ireland, D02 AW80