

# Treo



## Port Láirge

# ANNUAL REPORT — 2024



**TÚSLA**  
An Ghníomhaireacht um  
Leanaí agus an Teaghlach  
Child and Family Agency



 **pobal**  
government supporting communities

**An tSeirbhís Phromhaidh**  
The Probation Service



**wwetb**  
Bord Oideachais agus Oiliúna  
Phort Láirge agus Loch Garman  
Waterford and Wexford  
Education and Training Board



# FOREWORD

*Every year brings new challenges and new issues to deal with; however, our staff are capable and confident in addressing these.*

*On a positive note, our new CEO has settled in well and is steering Treo Port Lairge in a solid direction.*

*We were fortunate to receive extra funding to engage with an increased target age group, which enabled us to engage more with female participants.*

*With these additional initiatives, we required extra staff, which we were able to recruit to consolidate our service.*

*Our social enterprise, Renew Enterprises, is progressing well, and their green initiatives are growing; I would like to thank all the volunteers and staff for this growth.*

*My thanks to the Probation Service for their continued support and for acknowledging the growth of Treo Port Lairge CLG.*

*My appreciation to the staff for their hard work and compassionate attitude towards those referred to the service throughout the year, which enabled Treo to fulfil its core values.*

*To the Board of Management, my thanks for their support and professionalism, which has been an enormous benefit to the organisation.*

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**NED HOGAN**  
**CHAIRPERSON**

*As I reflect on the past year in my role as a CEO, I am filled with a sense of pride in what we have achieved together. Treo has remained committed to its person-centred approach—compassionate, grounded in our values, and focused on delivering real, measurable outcomes.*

*This year brought both challenges and opportunities.*

*We navigated the departure of key staff, a shift in referral patterns including an increase in older participants from the Probation Service, more complex behavioural presentations, and a visible rise in mental health issues. Through it all, we remained steadfast in our belief in each participant's capacity for change—and our responsibility to provide the space and support for that change to happen.*

*I would like to thank our funders, particularly the Probation Service and Pobal through the Department of Rural and Community Development, as well as others who continue to support Treo's mission.*

*The impact of Treo Port Lairge would not be possible without our incredible team, dedicated volunteers, courageous participants, and committed partners across the criminal justice, social service, and community sectors. Your belief in rehabilitation and your support of our mission make lasting change in participants' lives possible.*

*Behind every statistic is a story. And behind every story is a person—someone's son or daughter, partner, parent, or friend—who deserves the opportunity to be seen as more than their past.*

*We are proud to walk alongside them, helping to create pathways away from the criminal justice system.*

*Looking ahead, we remain focused on change, belief, and the development of a restorative community. We know the road ahead will bring new challenges—but we also know that together, there is nothing we cannot face.*

*Thank you for being part of this journey.*

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**DANNY MURPHY**  
**TREO PORT LAIRGE CLG CEO**



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# 1.WHO WE ARE:

## 1.1 BACKGROUND OF TREO PORT LAIRGE CLG

Treo Port Láirge CLG is a community based organisation, funded by the Department of Justice and Equality through the Probation Service since 2000. Our primary aim is to reduce criminal activity among young people in our target group, thereby contributing to a safer Waterford.

### STAFF TEAM

Treo's dedicated staff team includes:

- **Danny Murphy**, CEO (appointed permanently in March 2024 after a year as Acting CEO)
- **Sinead Bartosik**, Project Worker
- **Maria Kennedy**, Project Worker
- **Rachel O'Regan**, Outreach Worker
- **Jennifer Lodge**, Outreach Worker
- **John Kinsella**, Support Project Worker
- **Linda Murphy**, Financial Administrator
- **Debbie Grant**, Accounts Assistant
- Relief Staff: **Izabella Czekala** and **Emma Hunt**

We work with young people aged 16 and over, offering a holistic range of educational, social, and vocational supports. Central to our approach is the commitment to challenge offending behaviour and promote lasting change.

Since its inception, Treo in Waterford City has expanded its reach to include not only the young people we serve, but also their families and the wider community. Our supports now include:

- A comprehensive outreach service
- Advocacy and assistance in accessing statutory supports;
- Personal development and accredited training programmes;
- Sober recreational activities, counselling, and prison in-reach;
- Reintegration supports and tailored family initiatives;
- Pathways to further education and employment progression;

Treo also operates a social enterprise, Renew, which offers meaningful full-time and part-time employment to individuals who have faced barriers entering the labour market. Renew delivers a range of services and products, including e-bike hire, bicycle repair, paint repurposing, and woodcraft products—demonstrating the value of social enterprise in fostering opportunity and inclusion.

### TUTORS & PROGRAMME CONTRIBUTORS

Treo's sessional tutors in Waterford City delivered a wide range of practical and therapeutic programmes:

- **Hilton Hincks** – Car & Motorbike Maintenance
- **Colin Flynn** – Woodwork
- **Jamie Blanche** – Woodwork
- **Angela Davidson** – Alternative Therapy & Career Guidance



## VOLUNTEERING, PLACEMENTS & COLLABORATIONS

In 2024, Treo placed a strong emphasis on creating volunteering and learning opportunities:

- **Rachel Power** led the pilot outreach initiative in West Waterford, based in Dungarvan.

Volunteers at Renew included:

**Tom Corcoran, Richie Grant, Liz Heffernan, Oukacha Rahali, and Jana Kudrnova.**

- **Tom Lehane**, introduced by former board member Martin Stockdale, contributed high-quality research and supported a funding application to the Probation Service for a programme targeting over-24s. Tom began a Master's in Social Work at UCC in September 2024.
- **Leon Collins**, joined Treo in March 2024 through a CE Scheme. Since then, he has been a valuable addition to the Administration Team and significant support to Renew Enterprises.

### Education & Placements:

- **Kayla Peterson** returned to college and completed her Level 8 in Social Studies. She now works in the residential sector.
- **Ella Clarke** completed her 3rd-year Social Care work placement from SETU with Treo.

## WELLNESS COLLABORATION

**Colman Power**, health advocate and author, collaborated with Treo to deliver wellness-focused activities. These included growing herbs and vegetables in small spaces, creating healthy meals on a budget, and encouraging participants to engage in regular physical activity.

## VOLUNTARY MANAGEMENT COMMITTEE

A voluntary management committee oversees the work of Treo Port Láirge CLG. This committee is made up of Treo company directors, supported by professionals with sectoral expertise who contribute at monthly board and sub-group meetings.

2024 Management Committee Members:

- **Ned Hogan** (Retired Garda JLO)
- **Betty Walsh** (Retired Principal, Youthreach)
- **Jim Gibson** (Retired Tusla)
- **John Waters** (Retired Accountant)
- **Pat Burke** (Dept. of Social Protection)
- **Sinead Donohue** (Garda JLO, Waterford City)
- **Della Devereaux** (Senior Probation Officer, Probation Service)
- **Áine Walsh** (Retired DEASP, with homelessness expertise)
- **Aidan McCarthy** (Garda JLO, Dungarvan)
- **Mary Upton** (WWETB)
- **Feargal O'Neill** (Business Owner)
- **Muriel Tobin** (PPN, Waterford Council)

## RENEW SOCIAL ENTERPRISE TEAM

In 2024 Renew was staffed by:

- **Matty Murphy, Daniel Starmer, Tony Keohan, Keith Walsh, Lee Sheridan, Michael Quinn, and Philip Hanrahan** (joined in December).
- **Sean Darcy** stepped down as Renew Manager in March 2024.
- **Ian Oliver** joined the team as Manager in August 2024.

Volunteers continued to play a key role in upskilling and mentoring staff at Renew:

- **Richie Grant** provided carpentry training.
- **Tom Corcoran** supported the bike staff and customer engagement.



# 1.2 OUR OBJECTIVES

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**TREO'S PROGRAMMES ARE DESIGNED TO CHALLENGE HARMFUL BEHAVIOURS AND SUPPORT PARTICIPANTS IN BUILDING SAFER, HEALTHIER LIVES. OUR CORE OBJECTIVES ARE DELIVERED THROUGH A RANGE OF TARGETED INTERVENTIONS, INCLUDING:**

**1. Crime Awareness:**

Understanding the impact of criminal behaviour and identifying personal risk factors.

**2. Weapons and Knife Crime Prevention:**

Raising awareness of the dangers and consequences of weapon-related offences.

**3. Anger Management:**

Developing strategies to manage emotions and reduce violent or harmful reactions.

**4. Healthy Relationships:**

Promoting respectful, non-violent personal and family relationships.

**5. Alcohol and Drug Awareness:**

Building understanding of addiction, its impacts, and routes to recovery.

**6. Consent and Sexual Awareness:**

Educating participants on healthy sexual relationships, personal boundaries, and legal responsibilities.

**7. Road Safety Awareness:**

Encouraging responsible behaviour on the roads to reduce harm to self and others.

Our goal is to support participants in recognising the drivers of their offending behaviour, including the ways they may justify or minimise wrongdoing. Through structured reflection and learning, participants explore the choices they make before an offence occurs, helping them build insight and accountability for change.



# 1.3 OUR MISSION, VISION AND CORE BELIEFS

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At Treo, we believe that every person is, or can become, the expert in their own life. With the right support and guidance, each individual has the capacity to bring about meaningful change. Change is a process that can only happen at a person's own pace and level of readiness. Therefore, our work is grounded in meeting people where they are—emotionally, mentally, and practically.

Meeting basic needs—such as safe accommodation, financial stability, health care, and support with substance use—is often the essential first step. When these foundations are in place, individuals are better positioned to begin setting and working towards developmental goals.

Each participant comes to us with unique strengths and challenges. Our referral and induction processes allow us to build trust while identifying immediate needs. From there, our role is to help participants recognise the skills and strategies they already use to cope, and to build on what is already working in their day-to-day lives.

We offer meaningful engagement through programmes that create routines and promote genuine lifestyle alternatives—initiatives that hold value for the individual, their family, and their wider community.

## **Relationships are at the heart of our work.**

We focus on building, maintaining, and—where needed—repairing relationships between participants and staff. These relational skills are transferrable and empower individuals to strengthen connections within their families and communities.

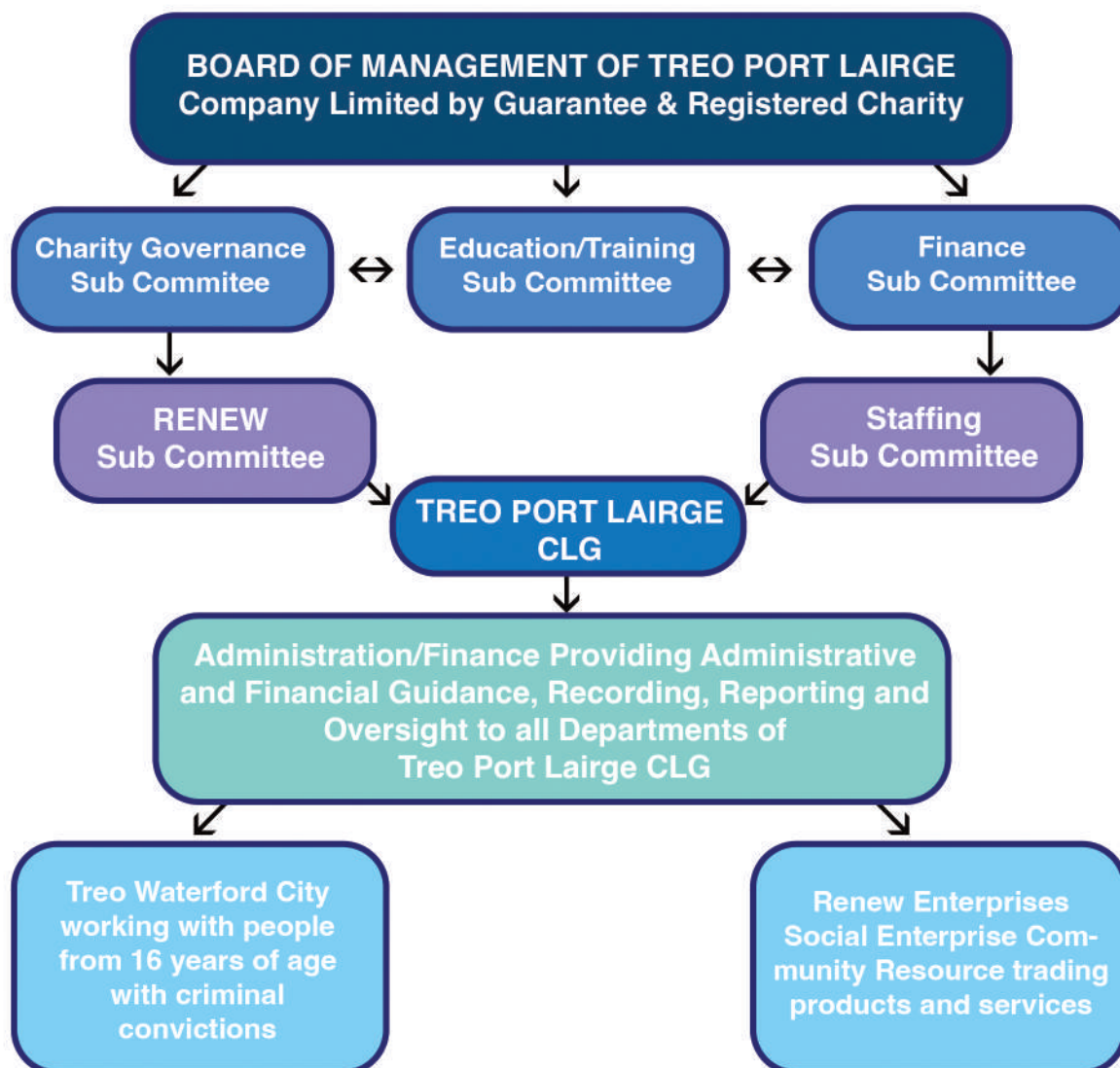
We create space for reflection. With time, safety, and encouragement, many begin to acknowledge the harm caused by their behaviour—and take responsibility for it. Our staff are there to support this restorative process, helping individuals rebuild relationships with victims, peers, family members, and themselves.

Each person works with us to create a tailored Individual Action Plan, with agreed outputs and measurable outcomes. These plans are hands-on, visual, and evolve with the person's own efforts and reflection. Behavioural change doesn't happen in isolation—it's a shared, dynamic journey.

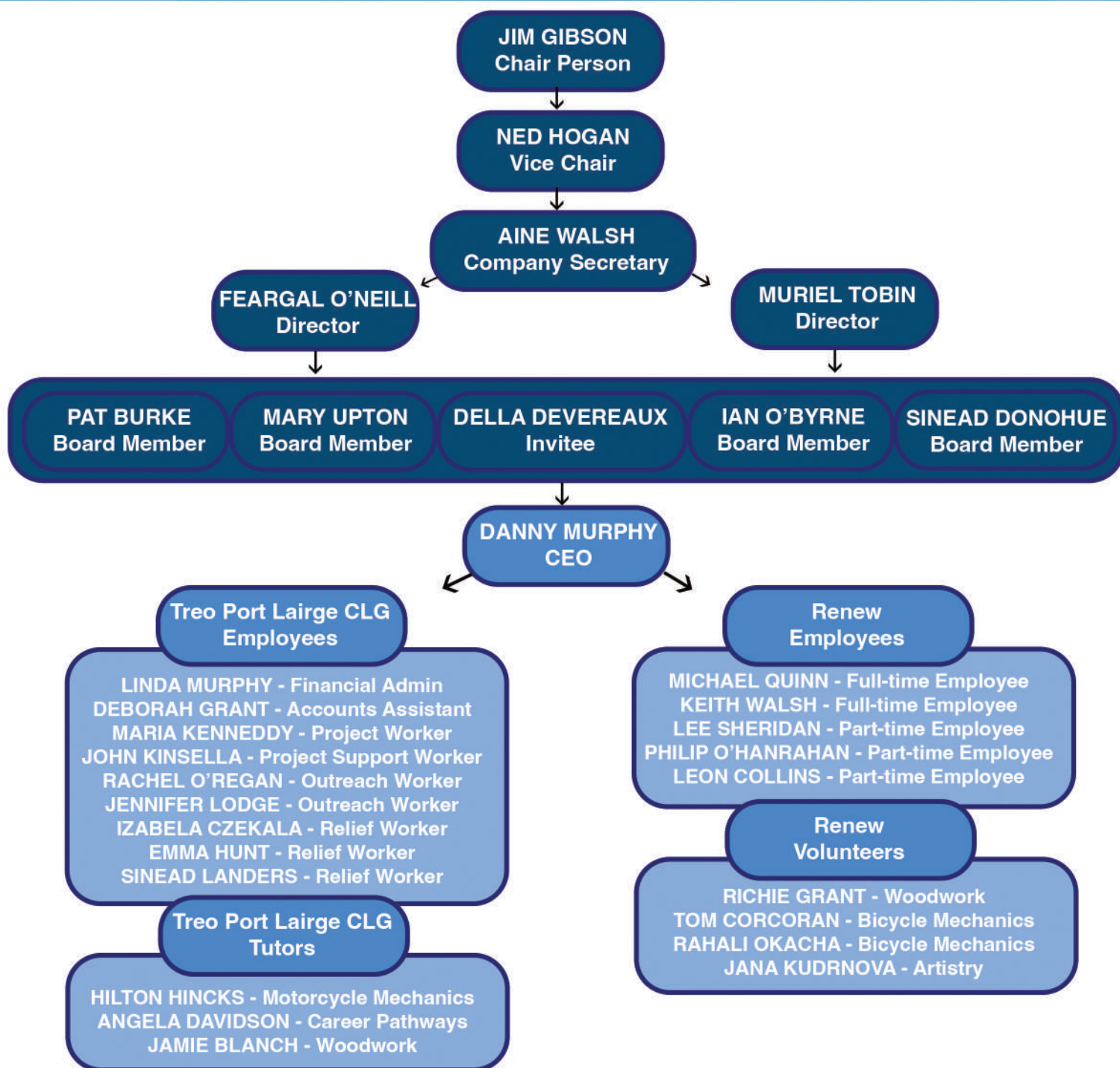
People thrive when they are integrated into communities that matter to them. That includes access to services, recreational opportunities, and pathways to education and employment. Treo's work supports individuals in shifting from external controls—like substance use, criminal justice systems, or toxic relationships—towards internal regulation. We help participants build emotional literacy, communication and conflict resolution skills, resilience, and responsible decision-making.

Ultimately, our approach leads to increased autonomy, confidence, and independence - from Treo and from other services. We see the person, not just the problem. And we walk alongside them on their journey of change.

# 1.3 ORGANISATIONAL STRUCTURE







# 2. OUR APPROACH

## 2.1 MOTIVATIONAL INTERVIEWING

Motivational Interviewing (MI) recognises that behaviour change is a process, and each person moves through this journey at their own pace. Our role is to support individuals in identifying where they are in that process, where they would like to be, and how ready they are to take steps forward.

Treo staff provide the right level of support—whether to maintain stability or to take action toward change—always led by the participant's own pace and readiness.



Stages of Change Model:

1. **Pre-contemplation** – No recognition of the need for change
2. **Contemplation** – Ambivalence about change
3. **Preparation** – Taking small steps toward change
4. **Action** – Actively working on behaviour change
5. **Maintenance** – Sustaining the new behaviour
6. **Relapse** – Returning to old behaviours (seen as part of the process, not failure)



## 2.2 SOLUTION-FOCUSED APPROACHES

In Solution-Focused or Brief Intervention work, the conversation centres around the individual's vision of progress and solutions. It is a hopeful, empowering, and future-oriented approach.

Key techniques include:

- Reframing challenges
- Miracle questions to envision preferred outcomes
- Scaling and coping questions to highlight exceptions and resilience
- Identifying strategies already used, and building on them

## 2.3 RESTORATIVE PRACTICES

Restorative Practices aim to build relationships, strengthen communities, and repair harm where conflict or wrongdoing has occurred. They are used both proactively (to build trust and communication) and reactively (to manage and resolve issues). Originally rooted in indigenous traditions of justice, modern Restorative Practices are now used in youth work, education, justice, employment, and more.

At Treo, we use tools such as:

- **Restorative Conversations**
- **Restorative Questions**
- **Check-in Circles**
- **Problem-Solving Circles**
- **Restorative Conferences**

These create space for participants to reflect on their impact, take responsibility, and repair relationships—with families, peers, victims, and communities.

## 2.4 OUTCOME STAR TOOL

The Outcome Star, developed by the London Homeless Agency and used under licence, helps participants identify areas for growth, set goals, and track progress over time.

The tool is used collaboratively between staff and participants:

- An initial Outcome Star and Action Plan is created during referral
- A second Star is completed after ~6 weeks, with a reviewed Action Plan
- Further reviews occur every 3 months, supporting accountability and momentum

It is a visual, practical way to celebrate progress and identify where additional support may be needed.



## 2.5 TRAUMA INFORMED PRACTICE

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Since adopting a Trauma-Informed Approach in 2020, Treo staff have deepened their understanding of how trauma affects behaviour, communication, and wellbeing.

This approach is guided by the Four R's:

- **Realise** the widespread impact of trauma.
- **Recognise** the signs and symptoms.
- **Respond** through policies and practices.
- **Resist** re-traumatisation by fostering a safe, supportive environment.

Through our language, interactions, and environment, we aim to create a space where participants feel heard, respected, and safe enough to grow.

## 2.6 BEHAVIOUR FOCUSED PROGRAMMES

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Our Behaviour-Focused Programmes are designed to support participants in understanding and addressing the root causes of their offending behaviour. The aim is to build awareness, personal responsibility, and motivation to change.

Our key objectives:

- Encourage insight into how decision-making contributes to offending
- Explore the impact of criminality on all victims
- Develop an understanding of Restorative Practices
- Identify high-risk behaviours and design safer, more positive alternatives

In 2024, 105 participants—representing 76% of those engaged with Treo—took part in Behaviour Intervention Programmes. Through one-to-one work, staff observed a noticeable increase in participants' openness, reflection, and willingness to make meaningful changes in their lives. These programmes equip individuals with the skills, self-awareness, and mindset needed to challenge their criminal behaviour and begin building a more positive and sustainable future.

# 3. OUR WORK IN 2024

All 139 participants supported by Treo in 2024 received outreach support in various forms—including face-to-face, online, and phone-based engagement. Staff played a vital role in facilitating access to external agencies, across statutory, voluntary, and community sectors. While outreach can be labour-intensive, it remains a core part of Treo’s person-centred approach, ensuring participants receive the wraparound support they need.

## AGENCY ENGAGEMENT & OUTCOMES TABLE

SUPPORT AREA	NO OF PEOPLE (%)	KEY OUTCOMES
Medical & Health	68 (49%)	Medical card access, GP visits, Psychiatry, Mental Health Services, CWO support
Addiction Services	57 (41%)	Links to Community-Based Drugs Initiatives, Methadone Clinics, Residential Rehab
Department of Social Protection	49 (39%)	Assistance with unemployment and disability claims, dispute resolution
Training & Employment Supports	36 (26%)	Help accessing courses, guidance, employment supports
Accommodation	34 (24%)	Engagement with housing services, early intervention
Legal Support	92 (66%)	Court accompaniment, liaison with Gardaí and solicitors
Prisoner and Ex-Prisoner Support	74 (53%)	In-prison contact, reintegration planning and continuity of care
Family Support	55 (40%)	Supporting family members, building holistic care networks

This level of multi-agency engagement highlights Treo’s key role in:

- Bridging gaps between participants and services
- Sustaining relationships through periods of crisis, incarceration, or transition
- Providing consistent, trusted support that empowers participants to navigate complex systems



# 3.1 PARTICIPANTS IN WATERFORD CITY

IN 2024, TREO PORT LÁIRGE CLG SUPPORTED 139 PARTICIPANTS IN WATERFORD CITY THROUGH A RANGE OF STRUCTURED INTERVENTIONS.


- 98 PARTICIPANTS WERE ACTIVELY ON PROBATION THROUGHOUT THE YEAR
- 11 ADDITIONAL REFERRALS CAME VIA OTHER CRIMINAL JUSTICE AGENCIES
- ALL 139 HAD CONTACT WITH OR WERE REFERRED BY THE PROBATION SERVICE AT SOME POINT DURING THE YEAR

## 3.2 PARTICIPANT PROFILE


 **139 Participants** in total


 **Avg. Age: 27** (up from 26 in 2023)

 **16% Female** (a slight decrease of 1.5% from 2023)


 **37% Parents** to young children (+0.5%)

 **61% Admitted addiction issues** and **41% engaged in a community treatment plan** or attended a residential treatment centre

 **53%** presented with poor **Mental Health** - staff have noted an increase in visible signs of emotional distress year-on-year


 **24%** experienced **Homelessness** - up from 6% in 2021—highlighting a growing crisis in access to safe housing - this trend reinforces the importance of collaboration between Treo and local housing services


 **53% Ex-Prisoners** - a notable increase from 23% in 2023

 **26%** used **Employment Support** - 26% sought help with employment and

 **21% Secured Jobs**

 **76%** Commenced **Behavioural Support Programme** with project staff

 **35 In-Prison Visits** - 35 individuals were supported by Treo staff in custody with **reintegration planning**;  
Prisons visited included: Cork, Portlaoise, Castlerea, Wheatfield, Mountjoy, Dóchas Centre, and Oberstown

 **24%** took part in **Sober Activities** - recreational and wellness activities funded by Healthy Ireland and HSE Sober Fun



## 3.3 STAFF OBSERVATIONS

Throughout 2024, Treo staff observed a range of emerging and deepening challenges affecting participants, particularly in relation to safety, communication, and access to services. These insights highlight the importance of flexible, trauma-informed, and person-centred support in responding to complex needs.

### COERCIVE CONTROL AND DOMESTIC ABUSE

Staff reported a significant increase in female referrals this year, with 16% of 2024 referrals being women. Many of these participants disclosed experiences of:

- Coercive control in personal relationships
- Domestic abuse, including emotional and physical harm.

These trends align with national statistics, including increased reporting to An Garda Síochána and Women's Aid. Treo continues to offer vital one-to-one and group-based support tailored to these complex experiences.

### COMMUNICATION BARRIERS AND SERVICES

Participants often struggle to communicate effectively with external agencies, and feel unheard or dismissed. Treo staff regularly:

- Advocate for participants at meetings with outside services
- Support them in understanding professional language and processes
- Help translate complex systems into clear, empowering action steps

This support is essential in reducing the barriers to accessing care, housing, and treatment.

### SUBSTANCE USE AND MENTAL HEALTH TRENDS

#### Staff noted:

- A rise in drug-related deaths, affecting many participants who had lost friends
- An increase in the variety and potency of substances available, particularly tablets
- Greater dependency on substances that are easily accessible

#### Treo staff continue to respond with:

- Psychoeducation about the effects of new drugs
- Harm-reduction conversations
- Emotional support to those affected by grief or relapse

### IMPACT OF AGE AND READINESS FOR CHANGE

With the number of older participants increasing, staff observed that:

- They often have greater insight into their needs
- They show more readiness for change
- One-to-one support and outreach help them gain confidence, develop goals, and progress toward training and employment

## THERAPEUTIC PROGRESS AND PARTICIPANT ENGAGEMENT

Staff highlighted the power of:

- Providing space and routine, even for small things like coming in for a chat or breaking isolation
- Being present and patient, recognising that not all participants are ready to engage at the same time
- Using tools like the Outcome Star to explain and reflect on progress, which can increase motivation and help participants take ownership of their growth journey

*"Sometimes just coming into Treo is a break—a step away from what's going on at home. Being able to offer that space, and simply be here when they're ready, is a vital part of what we do."*

Staff Member

## FAMILY INVOLVEMENT

Treo continues to see the value of family engagement. When staff work with family members:

- They help reduce conflict and strengthen support systems
- Families gain tools to support their own wellbeing as well as that of the participant
- A shared understanding is built, leading to stronger outcomes for everyone involved





## 3.4 EDUCATIONAL AND SKILL-BASED INITIATIVES

### CITY PROGRAMMES AND INTERVENTIONS

THROUGHOUT 2024, TREO PORT LÁIRGE DELIVERED A WIDE RANGE OF ONE-TO-ONE, PARTICIPANT-LED INTERVENTION PROGRAMMES, FOCUSING ON CRIME AWARENESS, KNIFE & WEAPON CRIME, SEXUAL CONSENT AND ALSO ROAD SAFETY AWARENESS.

These sessions offered participants space to reflect on their past and present behaviours in a supportive setting. Staff noted increased self-awareness, readiness for change, and motivation when these programmes were delivered individually.

Alongside these interventions, staff created monthly timetables of workshops aimed at skill-building and progression. These workshops helped participants:

- Overcome barriers to employment and education
- Build emotional resilience
- Learn to manage anxiety and other mental health challenges
- Contribute more positively to their families and communities

### CHOICE AND CHALLENGE PROGRAMME

As part of its broader effort to reduce reoffending, the Probation Service developed the Choice and Challenge programme—addressing pro-criminal thinking through a structured group approach.

In 2024, Treo facilitated the first rollout of this eight-week group programme for participants over 21. It was co-led by Probation Officer Sinead O'Sullivan, Probation Assistant Sarah Lyons, and Treo Project Worker Maria Kennedy.

Participants were referred by their Probation Officers as individuals likely to benefit most. After each session, a complementary group activity was offered—for example, a Muay Thai class—helping build confidence, teamwork, and trust.

*“TREO has a warm and client-centred environment, making it a practical and beneficial place to meet with participants subject to Probation supervision... Participants were insightful, reflective and trusting of us as facilitators. TREO's involvement is invaluable—it shows that we are all working together to support change.”*

— Sinead O'Sullivan, Probation Officer

The success of this initial rollout reflects the shared commitment between Treo and the Probation Service to create realistic and sustainable pathways away from the justice system.



## LEARNING TO LEARN - QQI LEVEL 6

In 2024, Treo Port Láirge CLG partnered with Tinteán House and South East Technological University (SETU) to launch Learning to Learn—an eight-week programme supporting women interested in further education.

This initiative offered a safe and encouraging environment where participants could build the confidence and skills needed to succeed at third-level education. Topics included:

- How to learn effectively.
- Academic referencing.
- Assignment planning and completion.



A tutor from SETU facilitated weekly sessions at Treo, creating a supportive learning space for women from both Treo and Tinteán House. We look forward to expanding our collaboration with SETU again in 2025, continuing to open doors for educational progression.

## CAR MAINTENANCE PROGRAMME

The Car and Motorbike Maintenance Programme is a unique, multi-agency collaboration involving Treo Port Láirge CLG, WWETB, the Irish Court Service, An Garda Síochána, Waterford City & County Council, and the Road Safety Authority. This is currently the only programme of its kind in Waterford City, offering participants the opportunity to gain practical mechanical skills in a small group and supportive learning environment. Delivered by a qualified mechanic, the programme blends hands-on and theoretical instruction. Participants learn basic car maintenance, tyre fitting and puncture repair and vehicle safety awareness.

Upon completion, participants receive a work reference from the tutor and are encouraged to progress into further education, with the potential to meet the standard for apprenticeship routes. Treo staff work closely with each participant to explore next steps based on their individual goals and capabilities.

Because of the small class size, learners benefit from personalised attention—they can ask questions freely and develop their skills at their own pace.

Treo has also built relationships with local garages and auto services (including crash repairs, valeting, and mechanic workshops), creating potential placement opportunities for graduates of the programme. In parallel, Treo staff support participants in preparing for their driver theory test, both individually and in small groups. Gaining a driving licence increases mobility and employability, opening up wider progression options for those we support.



## MOTORBIKE MAINTENANCE PROGRAMME

Treo's Motorbike Maintenance Programme offers participants hands-on vocational training designed to build practical skills and increase employability within the automotive repair and maintenance sector.

Through structured sessions led by a qualified mechanic, participants learn core mechanical techniques while also developing broader life skills such as discipline, responsibility, and attention to safety—all essential for successful reintegration into society.

This programme is particularly valuable for learners who may not yet meet the criteria for formal apprenticeships. It provides a supportive learning space where participants can ask questions freely, explore tasks in greater detail and earn at their own pace in a small-group setting.

Just like the Car Maintenance Programme, Treo's Motorbike Maintenance offering remains the only initiative of its kind currently available in Waterford City. By teaching both technical and safety-related aspects of motorbike care, the programme not only improves job-readiness—it also contributes to safer roads and communities.





## DANGEROUS DRIVING AWARENESS PROGRAMME

Treo continued to deliver its Dangerous Driving Programme throughout 2024, in partnership with Jemma Jacob of Waterford City Council and supported by Treo project staff.

This group-facilitated initiative is designed to educate participants about:

- Road traffic laws
- Safe driving practices
- Pedestrian awareness
- The dangers of distracted and impaired driving

The programme's core objectives are to:

**Educate, Promote Safety, Raise Awareness, and Reduce Harm** on our roads. By building understanding and accountability around road use, this programme contributes to safer streets and more informed, responsible community members.

**#DriveSafe**  
**#ThinkBeforeYouDrive**  
**#RSA**



## UPCYCLING PROGRAMME

Treo's Upcycling Programme, funded under the REACH initiative in collaboration with WWETB, offered an accessible and creative alternative to traditional academic learning.

This programme was designed to support diverse learning styles, particularly for individuals who may struggle in conventional classroom settings. No prior experience was required, making it open to all educational backgrounds.

Participants engaged with practical, hands-on activities such as woodworking, painting and repair techniques and creative problem-solving.

By transforming discarded or inexpensive furniture and materials, learners developed transferable skills that can lead to employment opportunities in sectors such as DIY, restoration, and crafts.



More than just skill-building, the programme fostered a strong sense of achievement, self-expression, and emotional wellbeing. The act of upcycling helped to promote confidence and self-worth as well as cognitive development, teamwork and communication.

Through peer-to-peer learning, participants supported one another and broke down traditional educational hierarchies, creating a genuinely inclusive, collaborative environment.

This initiative is a great example of how creative programmes can open new pathways for learning, personal development, and progression into employment.



# 3.5 SOCIAL & WELLNESS PROGRAMMES - THERAPEUTIC SERVICES

## THERAPEUTIC SERVICES OVERVIEW

Treo Port Láirge CLG offers a dedicated therapeutic support service for participants and their families, focused on helping individuals manage emotional and psychological challenges that impact their lives.

### Services Provided

1. One-to-one therapy sessions with participants
2. Collaborative intervention planning for those not yet ready to engage directly in therapy.

Common presenting issues include:

- Stress and anxiety,
- Substance misuse,
- Mental health challenges,
- Bereavement and loss,
- Developmental trauma,
- Emotional, behavioural, and relational difficulties.

In 2024, Treo welcomed a student therapist on placement, who offers two weekly one-to-one sessions to family members of participants. This not only enhances the level of support offered to families, but also contributes to the student's professional development under regular supervision—ensuring a safe and ethical practice environment for all involved.

### Therapeutic Approach

The therapist works from an integrative humanistic approach, creating a space that is safe and responsive, compassionate and empathetic, reflective, consistent, and collaborative.

By drawing a range of theories and models on a board, the therapist adapts interventions to suit individuals with complex needs—including those affected by trauma, substance use, and mental health issues. The work is underpinned by a belief in each person's autonomy and capacity for growth, supported by the therapist's own continuous professional development.

### Target Audience

The service is available to participants of Treo experiencing emotional distress or mental health challenges (e.g., anxiety, depression, trauma) and also family members seeking additional support or personal development.

### Referral Process

Referrals to the therapeutic service are managed by Outreach Worker Rachel O'Regan.

## SAILING INTO WELLNESS PROGRAMME

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WE CAN'T ALWAYS CHANGE  
THE WIND,  
BUT WE CAN ADJUST THE SAILS  
TO REACH OUR DESTINATION

In the summer of 2024, Treo Port Láirge CLG partnered with Colin and Leoni from the Sailing into Wellness Social Enterprise—a nationwide charity delivering transformative, therapeutic sailing experiences that promote wellbeing, resilience, and social inclusion.

Rooted in the belief that the lessons learned on the water can transfer to life on land, the programme offers participants the chance to step away from daily pressures and reconnect with themselves in a uniquely supportive environment.







## Programme Highlights

### 1. Therapeutic Sailing Experiences

Hands-on sailing sessions offer relaxation, mental clarity, and a sense of escape. The calming rhythm of the ocean acts as a natural tool for emotional regulation and stress reduction.

### 2. Skill Development & Confidence Building

Participants gain practical sailing skills, boosting self-esteem, independence, and a sense of accomplishment.

### 3. Teamwork & Social Interaction

Sailing requires clear communication and collaboration—helping to foster trust, reduce isolation, and build a sense of belonging.


### 4. Connection with Nature

Being immersed in the marine environment has proven benefits for mental health, including reductions in anxiety and depressive symptoms.

### 5. Holistic Wellness Approach

The programme incorporates mindfulness, physical activity, and environmental education supporting overall mental, emotional, and social wellbeing.

IRISH  
SAILING



Training

National Powerboat Scheme

Scéim Bád Innill Náisiúnta

NATIONAL POWERBOAT TRAINING SCHEME - IRISH SAILING


**INTRO. TO POWERBOATING**

Geraldine Sutton

Awarded on **Wed Oct 16, 2024**


Awarded by **James Lyons**

**Sovereign Sailing**



Type of Boat: **Console**

IRISH  
SAILING



Training

Small Boat Sailing Scheme

An Cumann Seoltóireacgta ba hÉireann;  
Scéim Seoltóireacht na mBád Beaga

SMALL BOAT SAILING SCHEME - IRISH SAILING


**TASTE OF SAILING**

Geraldine Sutton

Awarded on **Wed Oct 16, 2024**

Awarded by **James Lyons**

**Sovereign Sailing**



Craft Type: **Keelboat**



## 3.6 RENEW ENTERPRISES 2024 PROGRESS AND IMPACT REPORT

### INTRODUCTION AND OVERVIEW

Renew Enterprises, the social enterprise arm of Treo Port Lairge CLG, continued to build on its social, environmental, and economic mission in 2024.

Having established itself in new city-centre premises in late 2023, 2024 became a year of consolidation and steady growth. Through innovation, community partnerships, and team development, Renew provided structured, supportive employment to people most distant from the labour market while contributing to a circular economy.

### KEY ACHIEVEMENTS IN 2024

- Relocated to city-centre premises, improving visibility and customer access.
- Expanded the Upcycling of Bicycles and E-Bikes Pilot Initiative with Pobal support.
- Increased local engagement through events, partnerships, and outreach.
- Achieved Waterford's Social Enterprise of the Year 2023, and represented Waterford at the 2024 National Pride of Place Awards.
- Provided staff with specialist training in bicycle maintenance and paint reuse.



### SOCIAL & COMMUNITY IMPACT

Renew provided services to multiple community partners and agencies, including:

- Waterford Chamber Skillnet
- Waterford Sports Partnership
- Waterford City and County Council
- Tournore Court Resident's Association
- Newtown School
- Cairde Credit Union
- Turas Nua
- Kilure Nursing Home
- Wexford County Council
- Waterford St. Vincent de Paul
- Waterford Lions Club

### EMPLOYEE & VOLUNTEER DEVELOPMENTS

Renew welcomed three new staff members in 2024, expanding the team to four employees, including part-time roles to better match workforce needs.

We acknowledge the valuable contributions of volunteers Tom, Richie, Jana, and Raleigh, who continued to strengthen our capacity in bike repair and woodwork.

**Spotlight: Lions Club Collaboration:** Renew designed and produced six spectacle donation boxes for opticians across Waterford, supporting the Lions Club's global glasses recycling programme.



## KEY PROJECTS

### 1. UPCYCLING OF BICYCLES AND E-BIKES

- **346 BIKES SOLD OR REPAIRED** (63% increase over 2022).
- **54 E-BIKES RENTALS** — growing awareness through new marketing efforts.
- **Expansion of Community Outreach**, including a Free Bike Repair Day with Dungarvan Tidy Towns.
- **Improved public understanding** of pedal-assisted e-bikes.

### 2. WOODWORK AND KINDLING

- **44 products** produced or repaired, including:
  - 13 hurley stands sold to local and national customers.
  - 3 Mr. Alyward stands created for retiring Gardaí.
  - Custom tool handle repairs for community members.
- **Shifted focus from kindling to developing staff wood-working skills.**



One of Five Hurley Stands made for our friends in Waterford and Cairde Credit Union.

### 3. PAINT RECYCLING

- **1,240 litres** of reused paint distributed in 2024.
- **Expansion of collections** to Wexford's Holmestown Civic Amenity Site.
- **Supported by the Rediscovery Centre, Waterford Council, and Paint Reuse Network.**



Mr Alyward, a present for a retiring member of An Garda Síochana.



Donated to Mount Sion Hurling Club in honour of their coach Michael Grant who passed away in July.

### 4. LAWNMOWER AND SMALL ENGINE REPAIRS

- **46 small engines** serviced.
- **Scaling down** of this service due to operational challenges.
- **Continued basic repairs** to maintain in-house learning opportunities.

## RECOGNITION & AWARDS

- Waterford's Social Enterprise of the Year 2023
- Overall Winner at the 19th Annual Waterford PPN Community & Voluntary Awards
- Represented Waterford at the 2024 National Pride of Place Awards in Monaghan.



# STAFF TRAINING & NATIONAL ENGAGEMENT

- Internal woodwork training led by volunteer Richie:
- Specialist e-bike maintenance training from Altitude Bike Shop.
- Participation in Cytech bicycle training in Dublin.
- Contributions to national social enterprise events, including:
  - Wexford PPN Workshop
  - Active Travel Panel in Garter Lane
  - Community Resources Network Ireland Conference
  - National Social Enterprise Conference (co-hosted by Renew)

Renew’s work featured in local media, including the WLR ‘Ours to Protect’ documentary, raising public awareness of our environmental and social impact.

# INDICATORS AND OUTCOMES SUMMARY 2024

INDICATOR	2024 TARGET	ACHIEVED
Bikes brought back to use	108	346
E-bike rentals	46	54
Wheelchairs/mobility equipment	18	0
The increase in the usage of e-Bikes	46	54
Jobs created for disadvantaged individuals	2	3
Certified bike mechanics and trainers	10	0
Participants gaining employment elsewhere	10	1
Upcycled bikes for low-income & disadvantaged users	108	86

# LOOKING AHEAD: 2025 AND BEYOND

- Secured additional Pobal funding through 2025, enabling continued operations.
- Engaged Pobal in discussions for 2027 sustainability planning.
- Scaling back lawnmower repairs to focus on higher-impact services.
- Expanding e-bike rental marketing and community partnerships, including with Tramore Cultural Café.
- Consolidating all activities under one roof, enhancing training and customer services.
- Developing higher-level bicycle repair training.

Renew remains committed to creating social, economic, and environmental value through practical, community-led solutions.

We look forward to another year of growth, learning, and impact.





# ON YER BIKE!

## E-BIKE HIRE COMES TO WATERFORD

Renew Enterprises is now offering Waterford's first e-bike rental scheme. With the leading Trek Verve+ 2 electric hybrid bike your daily cruises and commutes will be so much easier! With rental options from one-day all the way to two full years, take it for the weekend, try it out with your daily commute or take it for the foreseeable!

**This bike can be yours for as little as €89 a month.**  
**Call in today or give us a ring to find out more**



### PRICE POINTS

Term	Price	Per Month	Deposit
1 day	€29		€200
3 days	€69 (€23 a day)		€200
1 week	€109 (€15.57 a day)		€200
2 weeks	€129 (€9.21 a day)		€200
1 month	€149 (€4.96 a day)		€200
3 months	€299 (€3.32 a day)	€99	€200
6 months	€594 (€3.32 a day)	€99	€200
1 year	€1,068 (€2.92 a day)	€89	€200
2 years	€2,136 (€2.92 a day)	€89	€200

### Contacts us

info@renewenterprises.ie | 0892436006  
1/2 Johnstown, Waterford. X91 WN1N.

Renew Enterprises is a not-for-profit social enterprise based in Waterford City that provides supportive employment to individuals distant from the labour market.



# 4. COLLABORATIONS AND PARTNERSHIPS

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## JUSTICE AND PROBATION SERVICES

*Treo Port Láirge CLG continues to be core funded by the Probation Service, whose ongoing financial support and day-to-day collaboration—both locally and regionally—are vital to our work. This funding has been instrumental in enabling us to challenge offending behaviour, deliver high-quality services, and enhance community safety across Waterford City.*

*In 2024, we were granted additional funds to expand services for individuals aged over 24. This investment allowed us to recruit an additional Outreach Worker and a part-time Project Worker, strengthening our capacity to meet emerging needs.*

## STRATEGIC EDUCATION & ENTERPRISE PARTNERSHIPS

We are proud to continue our collaboration with the Waterford and Wexford Education and Training Board (WWETB), supporting participants through a range of educational and training initiatives. Treo's social enterprise, Renew Enterprises, maintained a strong partnership with Pobal through the Community Services Programme (CSP). We particularly acknowledge the guidance and encouragement of Deirdre Whitmore, who has supported Renew's development over the past year. We also extend our thanks to Nellie Horvath, Danielle Lydon, and the entire team at Pobal for their continued support.

## WIDER NETWORK OF SUPPORT

In 2024, we further strengthened connections with key national and local agencies. This multi-agency support is crucial—not only for maintaining services—but also for piloting new initiatives and adapting programmes to meet the evolving needs of our participants. We gratefully acknowledge the support of:

- **Waterford & Wexford Education & Training Board (WWETB)**
- **Healthy Ireland**
- **Health Service Executive (HSE)**
- **Waterford City & County Council**
- **Waterford District Court**
- **Waterford Chamber Skillnet**

## ONGOING COLLABORATION WITH COMMUNITY AND STATUTORY AGENCIES

Treo's work is made possible through strong collaboration with a wide range of statutory, community, and voluntary partners, including:

- **Waterford & Wexford Education & Training Board (WWETB)**
- **Health Service Executive (HSE)**
- **Tusla - Child and Family Agency**
- **Community-Based Drugs Initiatives**
- **Department of Employment Affairs & Social Protection (DEASP)**
- **Irish Prison Service**
- **Irish Association for the Social Integration of Offenders (IASIO)**
- **Youth Diversion Projects**
- **Aiséirí Addiction Services**
- **Ceim Eile**
- **WYTEC**
- **Youthreach and Subla Youthreach**
- **An Garda Síochána**
- **Waterford City & County Council**
- **McGwire House Men's Hostel**
- **Focus Ireland**
- **South East Simon Community**
- **Waterford Sports Partnership**
- **Tinteán Housing Association**
- **Oasis House Women's Refuge**

These partnerships ensure Treo can provide wraparound support to individuals and families, working together toward a safer, more inclusive Waterford.

## SPOTLIGHT: TREO ON THE “ON PROBATION” PODCAST

Treo Port Láirge CLG was proud to be featured on the “On Probation” podcast, hosted by comedian and broadcaster **Colm O'Regan** in collaboration with the Probation Service Communications Team. The episode highlighted the vital role of community-based organisations (CBOs) across Ireland—and featured Treo as an example of best practice in supporting rehabilitation, reintegration, and crime prevention at a local level. Colm and the team visited our premises in Waterford to gain a first-hand understanding of the challenges we face and the innovative approaches we use to support participants.

### **What the podcast explored:**

- What the Probation Service does and how it works with community organisations
- The lived experiences of two Treo participants and their personal journeys
- Insights from **Danny Murphy**, CEO of Treo, and **Sinead Landers**, Project Worker, on the day-to-day work of supporting change and recovery



# 5. REFLECTIONS AND TESTIMONIALS

## 5.1 PARTICIPANTS TESTIMONIALS

*“Since coming out of prison 3yrs ago and getting involved with Treo it has changed my life completely. Since meeting Danny back in April 2022 I have been involved with Treo in some way, whether it’s helping the staff or getting involved in workshop activities each week. The first thing I did on the same day of meeting Danny was to help him collect bikes for Renew. At the time I was staying in the hostel. I made the decision to get involved in doing woodwork each week with Treo. I got a place of my own and made a few things for my house. I had the help of the staff and a tutor who came in each week. I even did a QQI Course in woodwork while I was involved. I also did a small bit on looking at bike repairs which I think turned my attention to another interest apart from woodwork. While I was involved with Treo I was offered a job to work for Renew but at the time I didn’t feel I was ready. I got a second opportunity a few months later for the job. I was working in a coal yard at the time and felt more confident dealing with customers each week so took the offer this time.*

*I am now working for Renew just over a year and I have three courses done in bike mechanics since I started. I feel since I have started working for Renew and been involved with Treo that I have come a very long way in getting my life back together. The staff at Treo do the utmost to help every person that walks through the door no matter what issues they have.*

*In my opinion if I wasn’t involved with Treo and working with the help and great advice they were giving me, I actually have no idea where I’d be now. I took all the advice they gave me and used it to the best I could.*

*I feel more confident in life now and have great job working with great staff also. I have done more in my life since getting involved with Treo than I have ever done in the past. The advice I’d give to anybody who gets involved with Treo is: take the advice they give you. It might not seem right at the time but it will work out in the correct order. I felt at the time it wouldn’t work for me and now I have a great job and feel more confident to put my past behind me and focus on the future.”*

**Michael Quinn, Staff at Renew Enterprises**

*“As a long-time service user in Treo I have availed of the counselling service on and off over the last 2 years. In that time I have made big changes in my personal and social life. I have gained part time employment something I never would have thought possible without the help of Helen and the rest of the crew in Treo. I played a major part in the application for funding and subsequent designing and purchasing of items for the counselling room. When I started counselling, I used to dread talking to anyone, now I look forward to my sessions, even working on things at home. Through the use of the counselling service I have had my medication reduced by almost half and my appointments being less frequent; it shows me that I have grown as a person and become more self-sufficient. Just the fact that I’m writing this shows me that my confidence has grown immensely. I hope that in the future more service users have the same results as I have had.”*

**Anonymous Participant**



*“I recently completed the Motorcycle Maintenance course followed by the Car Maintenance course with Treó & I would highly recommend them to anyone looking to get more comfortable working on their own vehicles or looking to get into the mechanic trade. We covered all the really important basic elements to service and maintenance on a machine and a lot more. Hilton makes the information extremely easy to understand & the practical work was amazing for confidence building about tackling the tasks at hand. The workshop was well equipped & Danny & his team were so helpful and friendly. It was a brilliant experience and I would absolutely highly recommend it to people of all ages, ability & interests.”*

**Aideen Connaughton**

*“I really enjoyed my time spent at Treo doing the motorcycle and car maintenance course. I had some knowledge of bikes, but doing the course has given me more confidence to work on my bike and car. I would recommend anyone to do the course. Hilton was great at explaining everything and answering our questions. He had great patience. As for the staff they were very friendly and helpful, lovely to talk to. And facilities were great. I Would recommend this course to anyone who just want knowledge or a stepping stone to start a new career.”*

**Sarah Crangle**

*“Really enjoyed the Motorcycle Maintenance course through Treo. Danny and crew are a very welcoming group, and Hilton knows his stuff when it comes to the bikes. Having maintained my own bike for many years, it was refreshing to have the correct knowledge to hand rather than filtering out the right stuff through the mess returned by google, and the expertise on hand to guide me. The course was some good practical knowledge there with the hands-on experience. I would have loved to attend the Car Maintenance course starting after the Motorcycle one, but I had already started another course. Highly recommend it to anyone with a technical mindset and not afraid to get their hands dirty!”*

**Douglas**

*“My name is Darren and I have been in Treo for a good number of years. The aim of me being in Treo is to get some experience to get a good job and to do the things that I like to do and move onto going abroad for holidays. I enjoy woodwork and have made a lot of garden furniture and I have also done car maintenance courses. I enjoy talking to the staff and other participants.”*

**Darren**

*“The Sailing Progression Program has done a lot for me. It has giving me the ability to get out and about and learn new skills. I also faced my fears on a whole new level as some of the days at sea were rough but I kept my cool and used my knowledge of when to lower the sail or swap the sail to the side the wind was coming from. It's also gave me more confidence about myself; that I only needed to be shown the task at hand once and I was well capable of doing what was asked of me. And lastly the connection I made with the people from Sailing Into Wellness will always stay with me because they are a great bunch of people who care about everyone and make sure everyone's needs are met and that everyone feels safe.”*

**Geraldine Sutton**



## 5.2 STAFF, VOLUNTEERS AND PARTNERS' TESTIMONIALS

*“Geraldine showed diligent commitment, eagerness to learn and brought great enthusiasm to the course. Her positive attitude and infectious energy brought valuable social dynamics to the wider group and encouraged other participants to engage. Geraldine showed huge efforts to over-come fears, push herself out of her comfort zone and achieve milestones that she never thought possible for her. She was a pleasure to teach and we hope to have her back.”*

**Tessa Kingston**

*“I have had the privilege of collaborating with Treo Port Lairge in the provision of shared care support to Service Users. I am always truly impressed by the professionalism and commitment the team brings to their work. The team is not only knowledgeable but also deeply compassionate, putting the needs of the individuals they serve at the forefront of every decision. In all of our interactions, the Team at Treo demonstrates a strong collaborative spirit, working closely with us to ensure wrap-around care and support is tailored to the unique needs of each individual. Their proactive communication, dedication to best practice, and unwavering focus on positive outcomes for clients makes this collaboration both inspiring and productive. I look forward to continuing our partnership into the future.”*

**Sharon Clarke**

*“I am a Probation Officer on the Waterford team and an integral part of my role is to collaborate with the TREO project in the forms of group work, professionals meetings and three way meetings with participants. TREO has a warm and client centred environment so it is both a practical and beneficial place to meet with participants who are subject to Probation supervision. As part of the Probation framework and the increased referral age for TREO I was asked to co facilitate Choice and Challenge group work with Probation Assistant Sarah Lyons and supported by Project Worker Maria Kennedy. Choice and Challenge is a group work programme which targets thoughts, feelings and behavioural change for those involved in the criminal justice system. We completed the first roll out in November 2024 and it was a great success, participants were insightful, reflective and trusting of us facilitators. Having TREO project available to Probation staff is invaluable and it demonstrates to participants that we are all working with the same aim, to support people to make positive changes in their lives and step away from the criminal justice system.”*

**Sinead O Sullivan, Probation Officer**

*“My name is Kate Finn and I have been working in the SWAY Youth Diversion Project for 10 years. As a Youth Justice Worker, I have had the opportunity to collaborate closely with TREO and I can confidently say that their support has been invaluable in my work with young people in the justice system. Providing young people/young adults with that wrap around support system has a huge impact on young people and their ability to make positive changes in their lives.*

*The team at TREO is not only professional but deeply committed to providing tailored, holistic services that address the individual needs of each young adult involved. They offer a comprehensive approach that combines practical support, mentorship and access to educational and rehabilitation resources, which is crucial for the young people we work with. The SWAY has referred a number of young people to TREO over the years and continue to do so. What sets TREO apart is their unwavering dedication to empowering participants to make positive changes in their lives, in a way that is restorative rather than punitive.*

*Their ability to build trust and foster positive relationships with these young people is truly remarkable. The outcomes we have seen from partnering with TREO have been positive, with many of the young people referred showing real progress in both personal growth and reintegration into the community. I'm grateful for the partnership and the impact the service continues to have on the lives of the young people we serve.”*

**Kate Finn**



*“The Roads Policing Unit plays a critical role in maintaining road safety across the roads network in Ireland. As a specialised unit within An Garda Síochána, the Unit is responsible for enforcing road traffic legislation, investigating, detecting and preventing dangerous behaviour and responding to serious and fatal road traffic collisions. Their day to day work involves targeting lifesaver offences (speeding, mobile phones, use of seat belts), detecting drink and drug driving offences along with no Driving Licence and No Insurance. Alongside the enforcement, the Roads Policing Unit actively communicates with local schools and clubs with their transition year lifesaver project to educate young people about the dangers on our roads and the consequences of unsafe and dangerous behaviour. Over the last numbers of years I have developed strong links with the Treo project and especially with both Danny and Hilton who have invited us to several of their courses to educate participants on what to expect from An Garda Síochána when stopped and also their responsibilities when using mechanically propelled vehicles or bicycles on our roads. They especially enjoy seeing what vehicles and equipment that we have at our disposal.”*

**Garda Conor Courtney**

*“The Waterford Disability Network wishes to thank Treo CLG and Renew Enterprise for their ongoing support and collaboration.*

*Both Treo and Renew have been very supportive of WDN from attending our events to helping us with our plans on freshening up our premises for the summer months. Dropping orders to our office and their service is impeccable.*

*Staff and Board members have also used Renew Enterprise services for their own personal reasons, from bike services to paint for redecorating.*

*All of us at WDN wish to thank Danny and his staff for all that they do for us, and we look forward to collaborating with them all in the future. A wonderful team of people who are very pleasant, friendly and helpful to deal with.*

*WDN wishes you every success with your future endeavours.”*

**From the staff and WDN Board of Directors**

*“During my undergraduate I had developed an interest in criminal justice reform, rehabilitation and the probation sector. A chance encounter with a board member of Treo, informed me of the opportunities of volunteering in Treo and getting experience in a hands-on environment. Upon meeting with Danny and the team I recognised this was somewhere I would be appreciated and could offer my help in whatever way it was needed.*

*I was given the opportunity to work in many different roles and contexts such as assisting with admin, engaging in activities, working with the participants and applications for grants and schemes which could help Treo to further support people in Waterford and make the community a safer place. I really appreciated feeling like a member of the team and I developed skills, knowledge and practical experience which has helped shape me into an individual who is people-first and guide by empathy and understanding of the adversity our participants face.*

*Throughout this work, I really began to feel that this was an area where I could make a real difference, and I applied for the Masters in Social Work through UCC. I am now entering my second year of my Masters and hoping to enter into the Probation Service upon my completion. I really recommend Treo to anyone who may be interested in giving back to the community, has a skill or knowledge or wants to get experience in this area as Treo gave me the opportunities and confidence to know that social work was the career for me.”*

**Tom Lehane, Volunteer**



# 6. LOOKING AHEAD

## 6.1 OPPORTUNITIES

### 1. Strong Local Networks and Trust

- Strengthen community connections to deliver more responsive, targeted support.
- Continue acting as a bridge between participants and public services.
- Further develop the strategic relationship with the Probation Service.

### 2. Flexibility and Innovation

- As a community-based organisation, Treo can respond quickly to emerging needs.
- Opportunity to pilot new, locally tailored programmes — e.g. the Kick Start Kilcohan Motorbike Programme, funded by Waterford Local Community Safety Partnership.

### 3. Collaboration and Enhanced Partnerships

- Deepen partnerships with Tusla, the Probation Service, An Garda Síochána, WWETB, and others.
- Develop joint initiatives with housing, mental health, and addiction services for wraparound care.
- Share services and resources with like-minded organisations.

### 4. Use of Research and Evidence-Based Practice

- Partner with SETU to evaluate impact and contribute to national learning.
- Use data to identify gaps, refine services, and support funding applications.

### 5. Increased Community Visibility and Advocacy

- Engage public representatives to highlight participant needs and systemic challenges.
- Continue advocating with and for participants across service systems.
- Strengthen communications and public engagement to reduce stigma and share Treo's impact.

## 6.2 CHALLENGES

### 1. Governance and Compliance

- Ongoing need to strengthen governance structures, policies, and accountability.
- Continued recruitment of board members with strategic expertise.

### 2. Community and Stakeholder Engagement

- Enhancing trust and credibility with participants, families, and partner agencies.
- Balancing the expectations of funders, statutory bodies, and the local community.
- Managing public perception and reducing stigma associated with social enterprise and criminal justice work.

### 3. Responding to Evolving Participant Needs

- Increased mental health concerns, substance use, and social isolation among young people post-pandemic.
- More complex cases requiring multi-agency approaches and specialist interventions.
- Ongoing difficulty accessing timely external support (e.g. addiction, housing, counselling).

### 4. Data, Monitoring, and Compliance

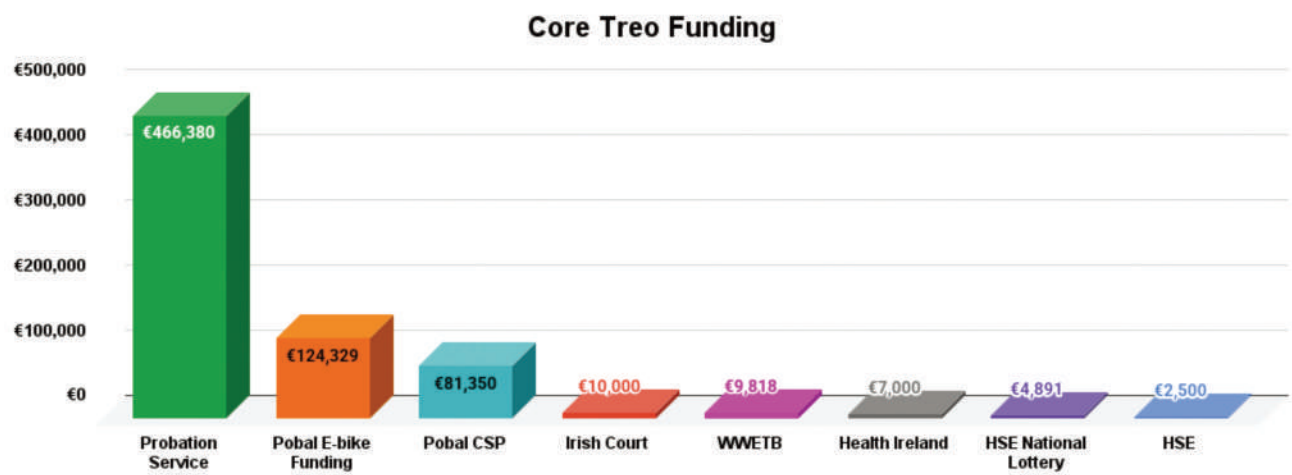
- Growing expectations around impact measurement, GDPR compliance, and reporting.
- Need for investment in IT systems, data security, and staff digital literacy.
- Rising administrative demands that can limit frontline service time.

### 5. Funding and Economic Pressures

- Inflation and rising operational costs (e.g. transport, salaries) stretching available budgets.
- Need to secure multi-year funding for sustained impact.

# 7. APPENDICES

## 7.1 FINANCIAL INFORMATION



## 7.2 PODCAST LINK AND MEDIA

[https://open.spotify.com/episode/5TAsXC0jVAPaswezcyEz4?si=QNFfwhnLTRiNEW6Ph17\\_7Q&nd=1&dlsi=99346edd3aec4894](https://open.spotify.com/episode/5TAsXC0jVAPaswezcyEz4?si=QNFfwhnLTRiNEW6Ph17_7Q&nd=1&dlsi=99346edd3aec4894)

Podcast Episode

# Treo Port Lairge, a road trip to Waterford

On Probation

28 Oct 2024 • 1 hr 22 min

### Episode Description

In this episode, Colm takes a road trip to the south east to visit Treo Port Lairge, a Community Based Organisation based in Waterford city.

Treo Port Lairge works with young adults aged 16+. Through its r

[... Show more](#)

[See all episodes](#)



## **E-BIKES FOR HIRE**

Are you looking for an affordable and efficient way  
of getting around?

Why not hire one of our many e-bikes!  
Renew Enterprises is now offering Waterford's  
first e-bike rental scheme.

With the leading Trek Verve+2 electric hybrid bike your daily cruises  
just got a lot easier! With rental options from one day up to two full  
years, try it out just for the weekend, your daily commute or take it  
for the foreseeable future!

This bike can be yours today for as little as only **€89 per month**.

To rent an e-bike from us you can call into us today or  
contact **Renew Manager on 089 2436006** to find out more!




# E-BIKE RENTAL

- ✓ **Daily Rental rates starting from €29**  
Latest Trek Verve 2 e-bikes with Bosch motors
- ✓ **Range of second hand affordable bikes**  
Mountain bikes & Hybrids for all ages
- ✓ **Bicycle Repairs**  
Full servicing, punctures, etc.



**Phone: 089 243 6006**  
**1-2 Johnstown, X91 WN1N**  
**[www.renewenterprises.ie](http://www.renewenterprises.ie)**

Renew Enterprises is not for profit a social enterprise which is part of Treo Port Lairge CLG 



**TREO PORT LAIRGE CLG**

Block 2, 4 Kilbarry Road  
Lacken Road Business Park  
Waterford City, X91 PW29



**RENEW ENTERPRISES**

1-2 Johnstown, Newtown,  
Waterford City, X91 WN1N



051 379 740 TREO  
089 243 6006 RENEW



[www.treoportlairge.ie](http://www.treoportlairge.ie)  
[www.renewenterprises.ie](http://www.renewenterprises.ie)