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1 Introduction to TreeHouse Practice



Treehouse Practice is a specialised multi-disciplinary service for children and young people who have experienced childhood trauma and/or are neurodivergent. As a multi-disciplinary team, we seek to understand the young person's experiences from multiple perspectives in order to develop a therapeutic plan to support the young person, family and system. This report highlights the purpose, vision and mission of Treehouse Practice, as well as trends in the 2024 period and future plans for 2025 and beyond.

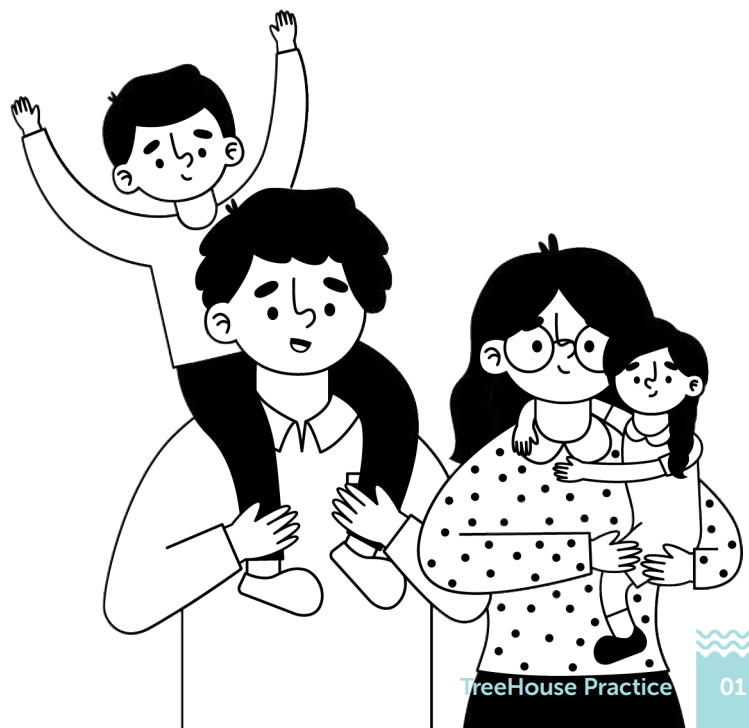
2024 was a year of deep integration and growth for Treehouse Practice. It marked the first full year of operation under our new dual-team model, bringing together two specialist areas, trauma and neurodiversity, within one cohesive system of care.

Our teams worked with 276 children and families across Ireland, continuing to provide trauma-informed and neurodevelopmental assessments, interventions, and systemic supports. This year reaffirmed a central truth of our work: children rarely present with a single story. Their experiences, development, and environments intertwine and so too must our understanding and response.

Alongside clinical work, Treehouse continued to invest in capacity building across the professional network. The launch of our Developmental Trauma Training programme in November 2024 brought together 65 professionals from Child Disability Network Teams (CDNTs), child protection, and allied clinical services to deepen understanding of trauma through a developmental lens.

Our 2025–2028 Strategic Plan builds on this momentum, focusing on integration, sustainability, and impact.

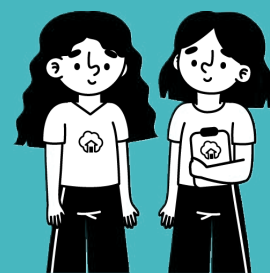
Sustainability through balance is not just a value, it's how we protect the people who protect the children





OUR MISSION

Our Mission is to strengthen the system of support around a young person and their family by providing tailored therapeutic pathways and collaborating with parents, carers, schools and wider systems.



OUR VALUES

- **Put Yourself in the Child's Shoes**
We hold space for the voice of the child and act with advocacy and empathy.
- **Sustainability Through Balance**
We take ownership of the impact of our work and care for those who deliver it.
- **Nurturing Trust**
We meet people as we would like to be met, recognising growth and learning as continual processes.

In 2024, these values came to life in practical ways from wellbeing check-ins for staff to reflective practice sessions that support teams in processing the emotional weight of trauma work.



OUR PURPOSE

To empower systems and promote connection for children and families.

3 Organisational Overview



TreeHouse Practice is a specialised, multi-disciplinary service providing assessments, interventions, and systemic supports to children and young people across Ireland who have experienced trauma and/or present with neurodevelopmental differences.

Our structure now reflects our dual focus:



The Wren Team

Trauma Team

Providing attachment- and trauma-informed assessments with children and families, therapeutic interventions, and systemic consultation with foster carers, families, and child protection teams.

The Robin Team

Neurodevelopmental (ND) Team

Providing neuropsychological, occupational therapy, and speech and language assessments for children with suspected or confirmed neurodivergent profiles.

Dr. Sara O'Byrne, as CEO, leads the organisation's strategic direction and clinical leadership. Financial management continues under **Gráinne Butler**, with monthly oversight from the TreeHouse Board.

Clinical leadership and governance was devolved to ensure a clinical lead for each of the multi-disciplinary teams, with **Geraldine Brosnan**, Clinical Specialist Speech and Language Therapist appointed clinical lead of the Robin Team and **Dr Laura Geoghegan**, Principal Clinical Psychologist the clinical lead of the Wren Team.

TreeHouse remains a small organisation with big ideals combining clinical excellence with sustainable delivery



Referrals and Reach

In 2024, TreeHouse received 276 referrals, reflecting a consistent national demand for trauma-informed and neurodevelopmental assessment services.

- **Tusla / Trauma-related referrals: 128**
- **Neurodevelopmental referrals: 148**
- **Total appointments delivered: 3,526**

Tusla Referrals

Referrals came from 13 Tusla areas, with the highest volumes in Dublin Southwest/Kildare/Wicklow, Dublin North, and Dublin South Central.

Age and Gender

Children ranged from infancy to 18 years old, with the largest group between 7–12 years.
Gender distribution: 56% male, 44% female.

Neurodevelopmental Referrals and Outcomes

NEURODEVELOPMENTAL OUTCOMES	NUMBER
Autism	76
Mild Learning Disability	13
Moderate Learning Disability	8
ADHD	5
Developmental Coordination Disorder (DCD)	7
Language Disorder	7
Exceptionally Able	2
No Diagnosis	24
Physical Disability (no further needs)	2

5 The Dual-Team Model



2024 marked the first full operational year of TreeHouse's dual-team structure with the development of the specialised Robin and Wren teams and dual referral stream from both Tusla and agencies that support neurodivergent children (HSE and Enable Ireland in particular).

This evolution was born from years of clinical experience and reflection: whilst trauma and neurodivergence may stem from different origins, they often coexist and need an integrated story and solution.

The model ensures that each referral receives the right expertise while benefiting from integrated case discussions and joint formulations. Every week, clinicians from both teams meet to share perspectives, build understanding, and co-create plans for children whose needs span both areas.

Our teams no longer work in parallel - they work in partnership



The Interplay Between Trauma and Neurodivergence



The intersection between trauma and neurodivergence has become one of TreeHouse's defining areas of expertise.

Data from 2024 illustrates this complexity:

- 63 children (23%) presented with both trauma histories and neurodivergent profiles.
- 28 ND cases identified trauma during assessment.

This interplay shaped both clinical decision-making and service design. This data reaffirms the importance of understanding behaviour and development within context. A child's story is never purely clinical, it is relational, historical, and deeply human.

TreeHouse's integrated model allows both teams to work together, ensuring that recommendations are not only diagnostically accurate but also relationally and emotionally attuned.



In November 2024, TreeHouse launched the Developmental Trauma Training Course, the first of its kind in Ireland designed for multi-disciplinary professionals across disability and child protection services.

65 participants from CDNTs, Tusla, and HSE teams completed the inaugural training.

The programme covered:



Understanding the neurobiology of trauma



The link between trauma, attachment, and behaviour



The interplay between trauma and neurodivergence



Practical strategies for working in trauma sensitive ways, building safety and connection within systems around the child



The impact of working within traumatised systems and the importance of attention to reflective practice and self-care

Feedback was overwhelmingly positive, with participants describing the course as “transformative” and “immediately applicable” to their frontline work.

“

TreeHouse has helped us see trauma not as a behaviour to manage, but as a story to understand.



TRAINING PARTICIPANT
CDNT Team

This initiative marks TreeHouse’s expansion beyond direct service provision into the role of educator and influencer, strengthening the “therapeutic web” that surrounds each child.



TreeHouse maintained financial stability throughout 2024, ending the year with a modest profit of €14,976 after tax. For the practice, this was essentially a ‘break-even’ position. Treehouse Practice remains committed to sustainability of funding streams and protection of financial viability to ensure that the business can continue to meet its strategic goals. The 2024 financial data is reflective of rising operational costs and a deliberate shift toward a more sustainable 9-month delivery model.

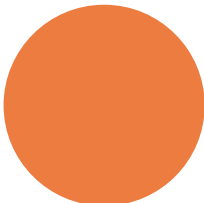
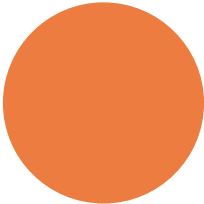
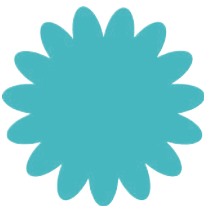
STATEMENT OF COMPREHENSIVE INCOME	
	2024 (€)
Turnover	997,043
Cost of Sales	(15,595)
Gross Profit	981,448
Administrative Expenses	(906,288)
Operating Profit	75,160
Interest Payable	(30,021)
Profit Before Taxation	45,139
Tax on Profit	(30,163)
Profit for the Year	14,976

INCOME BREAKDOWN BY SOURCE (2024)		
	€	%
Tusla	375,443	37.7%
Enable Ireland	283,608	28.4%
HSE	117,164	11.8%
Withholding Tax Refund	117,402	11.8%
Private Clients	69,531	7.0%
Associate Fees	21,202	2.1%
Cliniko Adjustments	12,693	1.3%

Financial sustainability continues to be guided by our value of Sustainability Through Balance, ensuring that caring for others never comes at the expense of those who provide the care.



TreeHouse remains a purpose-driven organisation, with 91% of expenditure invested directly in staff and service delivery.





ORGANISATIONAL STRUCTURE

Board of Treehouse Practice

- > Keith McCabe**
 Keith is the Chair of the Board of Treehouse Practice. He is the director of K1 Consulting, formerly Vice President for the Nordic Region with Salesforce and former Chair of the board of CF Ireland.
- > Martin Ward**
 Martin is the Company Secretary. Martin plays a vital role in ensuring a company complies with legal and regulatory requirements, including CRO returns. He is the Deputy Chief Operations Officer at DCU.
- > Dr Niamh De Rossa**
 Niamh is a highly specialised clinical psychologist who works with individuals who have experienced childhood trauma. She is a clinical advisor to the Treehouse Practice board.
- > Aisling Bruen**
 Aisling is a social care worker with lived experience of the care system. She is currently studying for a law degree and has a strong interest in social justice, policy, and youth engagement.

Senior Management Team

- > CEO**
Sara O'Byrne
- > Clinical Director (Trauma)**
Dr Laura Geoghegan
Principal Clinical Psychologist
- > Finance Manager**
Grainne Butler
- > Lead of the Neurodiversity Team**
Geraldine Brosnan
Clinical Specialist Speech and Language Therapist

Business and Operations Team

- > Nicola Mullett**
 Practice Manager
- > Máire Kilgallen**
 Practice Administrator

The clinical team offers highly specialised trauma-informed, attachment-based, and neurodiversity-affirmative assessments and interventions to children and families. They provide professional reports, training and support to other professionals, contribute to non-clinical projects, and attend clinical and business meetings. The clinical team reports to the senior management team.



CLINICAL TEAM



Psychologists

- **Dr Alanna Donnelly**
Senior Clinical Psychologist
- **Méabh Phelan**
Assistant Psychologist
- **Dr Laura Geoghegan**
Principal Clinical Psychologist
- **Dr Sara O'Byrne**
Principal Clinical Psychologist



Occupational Therapists

- **Lynn Mitchell**
Clinical Specialist Occupational Therapist
- **Siómha Walsh Garcia**
Occupational Therapist



Speech and Language Therapist

- **Geraldine Brosnan**
Clinical Specialist Speech and Language Therapist



Social Worker

- **Lesa Daly**
Principal Therapeutic Social Worker



Psychotherapist

- **Johanna Mulligan**
Child and Family Psychotherapist



Associates

- **Fiona Craven**
Senior Speech and Language Therapist
- **Dr Caroline Traynor**
Senior Clinical Psychologist

THE TREEHOUSE TEAM IS ITS GREATEST STRENGTH



TreeHouse is proud to have excellent recruitment and retention rates. In 2024, there was a full compliment of staffing within the multi-disciplinary team, with no unfilled positions.





In 2024, we achieved full compliance with external supervision, regular line management, and quarterly team wellbeing events. We have supported our team to upskill and complete further professional training, including a post graduate diploma in neurodivergence, sensory integration training and a masters in systemic (family) therapy. This is part of our commitment to developing and supporting expertise of our clinical team. The introduction of a maternity and adoptive leave policy for 2025 further reflects TreeHouse's commitment to balanced, family-friendly employment.



We hold multiple perspectives, including those of the people who work here









Looking Ahead: Strategic Vision 2025–2028



The new **TreeHouse Strategic Plan (2025–2028)** builds directly on the achievements of 2024 and outlines four key objectives:

OBJECTIVE	2025 FOCUS
<div>1</div> <div>Continue quality service integration</div> <div></div>	Strengthen triage and youth feedback systems; redesign weekly MDT structures to hold equal space for trauma and ND cases.
<div>2</div> <div>Improve efficiency and sustainability</div> <div></div>	Deliver an integrated IT and financial tracking system by mid-2025; reduce duplication and improve visibility.
<div>3</div> <div>Support workforce retention and wellbeing</div> <div></div>	Continue monthly supervision, quarterly team events, and embed the new maternity/adoptive leave policy.
<div>4</div> <div>Establish specialised and integrated services</div> <div></div>	Develop 2 new sub-projects: an Integrated ND/Trauma Service for children affected by Foetal Alcohol Syndrome Disorder (FASD), and a pathway to reduce placement disruption for children in care.



TreeHouse Practice extends heartfelt thanks to the children, families, and professionals who place their trust in us. We are deeply grateful to our partners across



and to our dedicated board, staff, and associates who continue to embody TreeHouse's values every day.

Our work is about connection, between systems, between people, and within ourselves. When those connections strengthen, healing begins



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