

# Annual Report 2024

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The images used throughout this document are of real young people, volunteers and staff engaged in Foróige initiatives throughout the country



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# Chairperson's Statement 2024



I feel very honoured to have had the opportunity to be Chairperson of Foróige over the last two years. I see the unique value of the organisation lived out every day in my own community, where I have been a volunteer for 10 years. In 2024 Foróige worked with almost 53,000 young people across the country - meeting every young person where they are at, making a positive difference in their life and equipping them with the tools they need to thrive in the world, both today and in the future.

I have had the opportunity to meet hundreds of young people from across the country during my term as Chairperson and I know from my conversations with them that it isn't easy being a teenager in Ireland today. As much as we might want to, we cannot remove the barriers, challenges and pitfalls that young people may experience throughout their adolescence. We can however equip them with the skills, resources and resilience they need to effectively navigate the complexity of their teenage years, while also ensuring they have an accessible bank of tools and go-to strategies that will stand to them for the rest of their lives. This is where Foróige excels.

Good governance provides the solid spine of our organisation and Foróige is committed to continually examining our governance and effectiveness to ensure we are operating optimally. In 2024 the organisation's National Council approved a number of important constitutional changes that will enhance our governance. The main thrust of the changes was to ensure that every volunteer can put themselves forward for the organisation's governance structures and to strengthen the role of our specialist volunteers.

My heartfelt thanks go out to the wider Foróige community – our volunteers, staff, board, partners and funders – whose collective action makes our work possible and so very impactful. We are united in awe of the amazing young people we support and we are united in our ambition to create a better Ireland with and for them.

I want to acknowledge with abounding admiration and respect the work of Foróige's CEO, Seán Campbell. Seán's career with Foróige has spanned an incredible 40 years, 22 of which have been as our CEO. Seán's determination and audacious vision for the organisation, along with his deeply held belief in the power and potential that exist in every young person, has facilitated the growth of Foróige to levels our founders could never have dreamed of. Thank you for your outstanding leadership Séan. I wish you and your wonderful family every possible happiness in your retirement in 2025.

Is mise le meas,

**Odhrán O'Mahony**  
*Foróige Chairperson*

# CEO Message 2024



I am honoured to provide this message for Foróige's Annual Report 2024 – my 21st in the role of CEO, and my last before my retirement in 2025.

When I reflect on 2024 there is much to be proud of, and much to give us hope that we are entering a new and important era for youth work. 2024 was a key year in Ireland's political cycle, which culminated in a General Election in late November. Foróige worked hard to engage meaningfully with politicians and public officials to ensure that young people and youth work remained front of mind in the development of policy and the political agenda.

Our lobbying efforts in 2024 centred on a clear and simple message - all young people who want to access youth work should be able to do so. We were particularly pleased to see youth work featured in the majority of party manifestos and to subsequently see a section on youth work in the Programme for Government.

There were a number of significant highlights in 2024, many of which you can read about in the pages of this report, but a particularly poignant milestone for me was to see our first cohort of Foróige Leadership for Life Programme participants graduate from Queen's University in Belfast. An outstanding group of 32 young people from the Ardoyne and

Shankill areas of the city were conferred with a Level 4 Certificate in Youth Leadership and Community Action (30 CATS) at a special ceremony in the University. Warmest congratulations to each of them.

As I look towards my retirement, I would like to take a moment to reflect and give my thanks to all who have made my 40 years with Foróige, 22 as your CEO, the most rewarding and deepest privilege of my life.

Since my very first day in Foróige, I continue to be in awe of our volunteers. You give your talents, insights, and countless hours of valuable time in the name of improving the lives of young people. You are truly extraordinary.

Foróige's Senior Management, Management and Staff are amongst the most caring, creative and talented professionals I have seen across any sector. Thank you for weathering the storms with me and for sharing in the very many successes. I hugely admire the work that you do.

I am deeply grateful to our Chairperson Odhrán O'Mahony, and all of the Chairs who have gone before him, along with the members of our Board and National Council, past and present – thank you for your guidance and the faith you entrusted me with.

Finally, and most importantly, thank you to the generations of young people who quite simply are Foróige. Your powerful personal stories of growth, triumph and resilience have made me laugh, made me cry and humbled me beyond measure.

I am enormously proud of the organisation that Foróige has become. I wish my successor and everybody involved in the organisation continued success for the decades to come.

**Seán Campbell**  
*CEO Foróige*

# 2024 at a Glance

Foróige works across **26 counties**, with some services also available in Northern Ireland, the USA and Zambia

Foróige operates out of **661 individual spaces** across the country

## How we work

Foróige works with young people, their families, communities and schools; identifying the needs of young people and providing youth work responses to meet those needs.

Our work is about development, empowering young people to develop their own abilities and attributes, to think for themselves, to make things happen and to contribute to their communities.

Young people develop self-confidence, self-reliance, resilience and a greater capacity to take charge of their lives.



**5,606**  
Volunteers



**450**  
Clubs



**173**  
Youth Projects



**26**  
Youth Hubs



**52,482**

Young people engaged in 2024

## How Young People are Involved



Projects



Programmes



Clubs

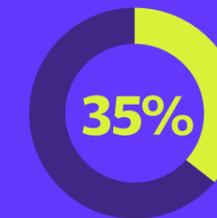


Mentoring

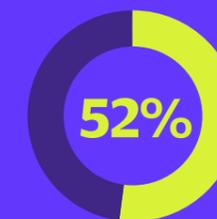
## Ages of Young People Involved



Under 10



10–13



14–17



Over 18

# Foróige Strategy 2024 – 2028

## Our Purpose

Foróige has been working with young people since 1952. Our purpose is to enable young people to involve themselves consciously and actively in their own development and in the development of society.

## Our Vision

Our vision is that all young people are fully engaged in reaching their full potential, and are a valued and integral part of society.

## Our Values

Our values are based on an articulated philosophy - Every person is Unique; Every person is creative; every person can take responsibility; every person is interdependent with others; every person can make a difference in the world; every person can have an influence.

## Our Principles

- ▶ **Young people are at the centre of all Foróige's work.** Everything that Foróige does is a means to achieving the purpose of the organisation.
- ▶ **Engagement of young people is voluntary – they choose to engage in Foróige.** They are not mandated; it is not compulsory.
- ▶ **All activities are based on non-formal education.** Every activity that a young person engages in is a learning and development opportunity. Young people engage at their own pace and in a way that suits them.
- ▶ **The principles of youth participation are key to all of Foróige's work – young people influencing decisions that affect them.** This was encapsulated in the original club structures in 1952 and remains as valid today. The voice of young people must be considered in all actions that Foróige takes at all levels – individual, group, club, project and organisation wide.
- ▶ **Adult volunteers have a significant positive influence in a young person's life.** This was a founding principle of the organisation and it remains true today.
- ▶ **Foróige is rooted in and part of communities.** Young people are part of, not separate to, civic society and therefore clubs, projects, education programmes and activities take place in communities that young people are a part of.
- ▶ **Foróige does not replace nor assume responsibilities of other agencies.** Rather, Foróige's work complements and enhances this work.

## Strategic Areas of Focus 2024–2028

- 1**  
Be the youth work organisation of choice for young people, volunteers, communities and funders
- 2**  
Provision of quality, relevant youth work
- 3**  
Enhance the complementarity between Foróige's work and the formal education system
- 4**  
Organisation structures are fit for purpose
- 5**  
Adequate resources to support organisation development

We will continue all current operations. However, all our work will be reviewed and, where necessary, changed, to ensure that all our work is consistent with our purpose, vision, values and principles.

All new opportunities will be assessed through this lens and we will continue to adapt, change and innovate in response to unforeseen developments.



# Child Safeguarding

The protection and welfare of children and young people is of paramount importance in Foróige. The organisation is committed to providing developmental settings and structures in which young people can grow and thrive safely.

## At a Glance

**16 Staff  
Participated  
in Designated  
Liaison Person  
Training**

**1,087 Volunteers  
and 136 Staff  
Participated in  
Child Protection  
Training**

**238 Staff  
took part in  
Refresher Child  
Protection  
Training**

In all aspects of Foróige's work we aim to:

- ▶ exercise positive and developmental leadership and support
- ▶ create appropriate structures and a safe setting
- ▶ provide safe and appropriate programmes and activities

In this way the dignity of young people is both respected and promoted and they can grow into more confident, caring and creative human beings.

It is the policy of the Board of Foróige that our staff and adult volunteers take all reasonable care to ensure that all children and young people involved in our clubs, groups, projects, services and programmes are protected from harm and abuse of any kind. Our commitment to safeguarding and protecting children and young people in Foróige is grounded in our philosophy which outlines the importance of children and young people being treated with respect, listened to and having their views taken into consideration.

The Board of Foróige commits to reviewing this Safeguarding and Child Protection Policy and the guidelines for volunteers regarding child protection and welfare every two years.

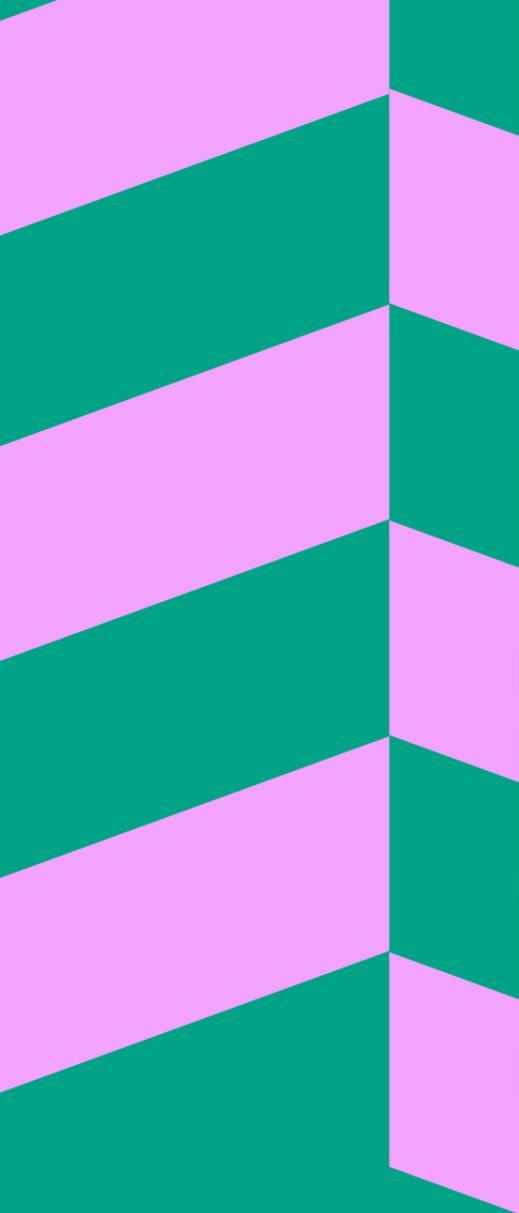
## NEW IN 2024

Foróige's Child Safeguarding Statement was reviewed by Tusla's Child Safeguarding Statement Compliance Unit (CSSCU). The CSSCU oversee and review all safeguarding statements to ensure that they are compliant with the requirements of the Children First Act 2015. A letter of compliance was issued to Foróige deeming the Foróige Safeguarding Statement to line with all expectations of the Act. We will continue to engage with the CSSCU for support and guidance on all policies, guidelines and statements related to child protection and safeguarding.

Foróige's Safeguarding and Protecting Young People Guidelines for both staff and volunteers were reviewed and updated. The revised documents enabled a more rigorous recording of safeguarding issues and enhanced training for staff. The Guidelines were approved by the board and operationalised during the year.

New Child Protection and Safeguarding refresher training was developed and introduced for all staff whose training took place over three years ago. This training enables enhanced exploration of safeguarding and child protection as well as all reporting procedures and responsibilities when informing care givers. This training will now take place annually for all staff who require it.

Foróige's Garda Vetting Policy was updated and approved by the board in 2024. The updated policy provides robust guidance on vetting procedures for those applicants to the organisation who have resided overseas for long periods of time.



# Directors' Report

In Foróige we work primarily with young people to enable them to be active participants in their own development and to develop their communities through their contributions. We identify needs with young people and implement a variety of youth work responses to meet those needs and achieve identified outcomes.

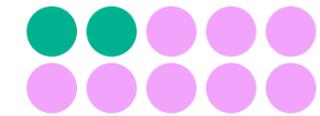
Youth work responses include the implementation of evidence-based education programmes, bespoke programmes, group work, individual work, mentoring and others as appropriate.

We enable adult volunteers from communities to implement youth work responses suitable to the needs of their communities in addition to providing staff-led youth work responses.

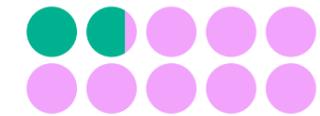
Our work takes place in the community, in youth facilities, in the home, in schools, online and in virtual reality.

All our work ensures that young people are at the centre and are actively involved in identifying their needs and their desired outcomes.

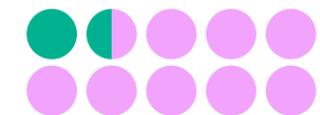
## The Most Significant Issues Affecting Young People in 2024 as Ranked by Them



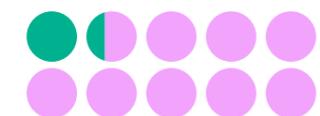
**20% Mental Health**



**18% Bullying**



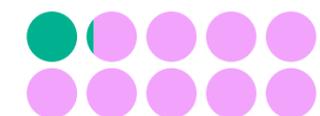
**15% Discrimination**



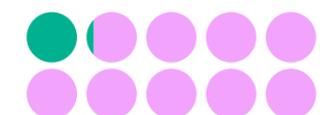
**13% Education**



**12% Substance Abuse**



**11% Gender & Sexuality**



**11% Climate Justice & the Environment**



# Foróige Clubs

Foróige enables communities to respond to the needs of young people in their communities through supporting adult volunteers to establish Foróige Clubs in their local areas. There are different types of clubs so that Foróige and the community can provide the most suitable response to youth needs.

## At a Glance



Foróige Clubs are integral to communities as they not only enable young people to develop skills and get involved in their communities, they are also the training ground for the next generation of Ireland's volunteers and community leaders.

*“Foróige is a safe space - a space where someone can speak freely, because in Foróige everybody's voices are heard and listened to.”*

Young Person, Have Your Say Survey, 2024

### Foróige Clubs

Foróige Clubs are our primary universal response to young people. Foróige recruit and train adult volunteers to establish clubs in communities. Foróige clubs are a safe, enjoyable place for young people to meet new friends, hang out, get involved in different opportunities and activities and have a voice. Foróige members have a critical role in the running of their local club, where they are supported by adult volunteers. The members of the Club elect a committee that includes a Chairperson, Secretary, Communications Officer and Treasurer. The committee works with the members and is supported by the adult club leaders to control and manage the club. The age range of Foróige clubs varies between 10–18-year-olds. Typically, groups

of different age ranges meet at different times in any one Foróige club.

### Foróige Juniors

These clubs take a similar format and structure to that of the standard Foróige clubs; however, the activities and content is more appropriate and better tailored to a younger age range of 10- to 12-year-olds. Foróige juniors typically meet once a week for 60 to 90 minutes.

### Special Interest Clubs

There are many different special interest groups throughout the Foróige club network. Special interest groups are created to accommodate young people who share a common interest and want to dedicate time to exploring that interest, topic or theme.

*“Everyone is heard and in control of what happens, it feels like a family, like it's where we belong.”*

Young Person, Have Your Say Survey, 2024

## Cork Youth Clubs

In 2012, Foróige merged with the Cork based youth Organisation 'Ógra Chorcaí' which brought together two organisations that were passionate about improving the outcomes for young people in Cork. As such, there is a strong tradition of Youth Work across Cork that continues to thrive, accounting for the high number of young people involved in Foróige clubs throughout Cork.

In 2024, in line with the Strategic Area of Focus of being the youth work organisation of choice for young people, volunteers, communities and funders, there was a concentration on considering Foróige Clubs' key role in achieving this. Foróige Clubs are often the only Foróige youth work service in an area. This is particularly true in rural areas with dispersed youth populations and transport challenges.

## NEW IN 2024

In 2024 Foróige continued to provide support to Club Volunteers to enable them to facilitate their Foróige Clubs. This support included the recruitment of volunteers, providing training to new and existing volunteers, assisting with funding applications, supporting the implementation of educational programmes, providing information on a variety of topics, visiting clubs, promoting Foróige locally and regionally and supporting District Councils (monthly meetings of clubs in a county/region that co-ordinate inter-club events, training and exchange ideas and information with one another).

Our online club management continued to be updated and improved throughout 2024, providing enhanced support to Foróige Clubs.

In 2024, recruitment and retention of adult volunteers continued to be a challenge. Foróige Clubs need volunteers who not only will commit to the weekly club but also to ongoing training and development. The role of the volunteer has changed substantially over the years with more complex needs of young people, challenging behaviours and increased levels of administration. However, despite the challenges volunteers report that they have an increased connection to their community and value the contribution they are making to young people.

New promotional materials were developed for Foróige Clubs in 2024 including leaflets which were distributed to community spaces such as libraries, community centres and through local and county networks such as Public Participation Networks (PPNs) and Local Community Development Committees (LCDCs). In addition, short videos were created and shared to promote volunteering with Foróige Clubs. In 2024, there were over 60 unsolicited requests received through the national structure to establish Foróige Clubs.

A unique aspect of Foróige Club's, distinct from other youth clubs, is the primary role of young people in organising and running the club. Ensuring that young people are in control of the Club and influence decisions that affect them, ensure that the club is relevant to the lives of the members. Foróige enables young people to gain lifelong committee skills that benefit them not only in the running of their Foróige Club but also in later life contributing to broader community development. In 2024, Club Officer training was revised with new training materials. It was run throughout the country with very positive feedback from both young people and volunteers. It is intended to continue to implement this and ensure it is a core training offered by Foróige.

Foróige also introduced the role of the 'Occasional Adult Helper'. This role is aimed at ensuring clubs can call on community members or parents at short notice to assist on a Club night. It was introduced in response to volunteer's request for such a role.

Significant consideration was given to the recruitment and retention of volunteers in 2024. Based on the data available, Foróige can recruit volunteers but there would appear to be an issue with retaining volunteers. To gather more accurate data, amendments were made to the Salesforce system that will allow for the identification of accurate recruitment and retention data and further strategies will be built out from this.

An internal study was commenced in 2024 that involved meeting with all District Councils (county wide support structures for volunteers in Clubs). The study is considering how the District Council currently operates, what works well and what could be improved. The final report from this study is due in 2025.



In November, Foróige received funding from DCEDIY through the Activating Volunteer Fund. This fund is intended to support initiatives that will make a real impact in increasing the number of volunteers and of volunteer-led clubs within the youth sector. Foróige received funding for external research into the effectiveness of our current model of club support and additional resources for the development of Foróige Clubs through the recruitment and training of volunteers in the commuter counties – areas with high youth populations. The reports from these new initiatives will be available in 2025.

# “They Just Needed Somewhere”

Bláithín Carroll and Amanda Tiernan,  
Foróige Club Volunteers, Slane, Co. Meath

After years of silence, the old Foróige Club room in Slane opened its doors again in September 2022. No big relaunch. No fanfare. Just a group of volunteers who knew, deep down, that young people needed somewhere to be.

“Our kids had just started secondary school,” Amanda remembers. “They’d gone off to eight different schools. They weren’t seeing each other anymore. And it was showing.”

With nothing but instinct and a few Facebook posts, Amanda reached out - first to Foróige, then to women who’d volunteered years before. “I didn’t have a clue what I was doing,” she laughs. “But I knew it mattered.”

And it did.

Today, the club has nearly 60 young people across two age groups, with a team of volunteers who give their time, energy and heart. “They come in, the place is buzzing. It’s loud, chaotic, brilliant,” says Bláithín. “They’ve taken over the space - and that’s exactly what we want.”

There’s foosball and biscuits. Basketball outside if the weather’s good. A chill-out zone upstairs. But more than that, there’s belonging.

Foróige Clubs are built on youth participation and here, that’s more than a principle. The young people plan the events. They run fundraisers. They make homemade Christmas cards for the nursing home down the road.

And they show up for each other.

“One of the quietest lads, he’s chair of the group now. At the cake sale fundraiser, he stood out in the car park with a giant sign he’d made himself. ‘Get your cakes here!’ he shouted. People came over just because he made them smile.”

The club gives young people space. Not just to gather - but to grow.

“It’s not magic,” Amanda says. “It’s just the right place, at the right time, with the right people around. That’s what Foróige Clubs do.”





# Youth Mentoring

Foróige believes in the power of mentoring. We operate a number of mentoring models based on the needs and circumstances of the young people who engage with or are referred to our mentoring initiatives. We know from extensive research on Foróige's youth mentoring programmes that young people with a mentor have:

- ▶ Improved emotional wellbeing
- ▶ Better social support and relationships
- ▶ Improved attitude towards school and plans for completion of further education
- ▶ Reduced engagement in risky behaviour
- ▶ Improved parental and peer relationships

## At a Glance

**451**  
Community Based Matches

**4,876**  
Young People in Schools Based Matches

**11**  
Mentor Me Matches

**135**  
Third Level Mentoring Matches

## Big Brother Big Sister

Big Brother Big Sister matches a young person aged 10-18 to a caring and suitable adult. The pair meet weekly and take part in activities or pastimes that they both enjoy. Through these interactions, a positive friendship emerges which ultimately supports the development of the young person.

## MentorMe

MentorMe is a new model of natural mentoring where a young person identifies a mentor from within their existing social circle with the aim of that mentor being able to support the young person with a particular challenge that they are facing. Foróige Staff guide the mentor and the young person throughout the process. This model is in line with Tusla's 'Signs of Safety' where you look within your own network as a first step for your support.

In 2024 MentorMe was evaluated by UNESCO Child and Family Research Centre, University of Galway.

Outcomes include:

- ▶ Social and Emotional Wellbeing: Initiating conversations, more willing to talk and open up, more socially engaged
- ▶ Education and employment: returning to or settling into school. Plans for completion and further education
- ▶ Leveraging support and problem solving: Skills developed for life
- ▶ Family Functioning: improvements in family dynamics, closer relationship between parent and child, better able to cope with challenges

## E-Mentoring

'Our Space' is an innovative E-Mentoring App that enables mentoring participants to connect with each other safely and securely online, via their mobile phone or tablet. The App contains a video chat function, an activity feed and a portal of games and educational activities that participants can engage in whilst connecting online. It is anticipated that E-Mentoring will enable more young people to access mentoring support, especially those experiencing rural and social isolation. It will also make mentoring a more flexible offering for volunteer mentors.



### School Mentoring

The school mentoring programme provides support to young people in their first year in secondary school. The programme matches first year students with senior cycle students. They meet once a week for the academic year and participate in games and sports in the school. The school's programme is manualised and uses similar processes of recruitment, training and supervision as the community programme. It is provided by school staff who are trained and supported by Foróige staff. Annually over 45 schools operate the programme throughout Ireland.

### Third Level Mentoring

Third Level Mentoring supports first year students to settle into college. It is an innovative approach to empowering vulnerable students to experience a more connected college experience through creating supportive mentoring friendships in their campus. Mentors are employees of the college and work in roles such as administration, academia and student support. Mentors and programmes meet up once a month during the academic year. The programme operates in ATU Galway, Mayo, Sligo, Letterkenny, University of Galway, SETU Waterford and UCC.

An evaluation in 2024, carried out by UNESCO Child and Family Research Centre, University of Galway, identified the following outcomes for students:

- ▶ Builds a relationship on the college campus.
- ▶ Having someone to talk to – feeling less isolated
- ▶ Provides support to students
- ▶ Signposts students to resources, practical information and support if needed
- ▶ Keeps the student in college, especially in the first term when they are most vulnerable

## NEW IN 2024

### Site Based Mentoring

Site based mentoring is a new initiative that involves young people and their mentors meeting once a week alongside other matches to follow a set programme (usually 10-12 weeks) to focus on specific goals, often linked to life skills, educational or employment goals and skills. Volunteer mentors are usually a group of staff from a company. New site based programmes commenced in Cork, Sligo and Dublin South Central during 2024, including a programme involving staff from Accenture in Dublin and Regan Wall Solicitors in Cork.

### European Mentoring Summit

Three staff members attended the European Mentoring Summit Conference in April. Mary Lynch and Dr. Charlotte Silke presented on the partnership between Foróige and the HSE in providing both clinical and non-clinical support to young people engaged with CAMHS. Jill Murray and Peter Duffy presented on exploring the benefits and challenges associated with the provision of mentoring as a support for young asylum seekers and refugees living in IPAS Centres.

### North/South Alliance

In 2024 Foróige engaged with the Education Authority in Northern Ireland to share and explore best practice in youth mentoring. A staff development day took place in October, bringing together 12 staff from the Education Authority in Northern Ireland and Foróige to network, share and learn. Foróige mentoring staff presented on Mentoring in Youth Diversion Projects, MentorMe and Third Level Mentoring.

# “You Just Show Up”

## Leah and Bianca, Big Sister and Little Sister

When they first met through the Big Brother Big Sister programme, Bianca had one word for what she thought Leah would be: “Boring.”

“She’s an adult,” she shrugs, grinning. “I thought she’d talk like a teacher or something.”

Fourteen months on, the two are inseparable. Whether it’s baking, making bracelets, or just driving around town with Spotify on full blast, their weekly meet-ups have become a highlight of both their lives.

Bianca, now in secondary school, lives in Galway with her mom and siblings. She moved from South Africa when she was six and was referred into the programme by a Youth Worker who thought she could use a steady presence, a positive influence, someone just for her.

The timing was important. Like so many young people, Bianca was navigating the jump from primary to secondary school - a time often filled with new pressures, shifting friendships and emotional ups and downs. Having Leah there each week gave her a constant.

“I can tell Leah everything,” Bianca says. “She helps me with my emotions. When I’m feeling sad, she makes me happy. I wouldn’t be as happy if I hadn’t met Leah.”

Leah didn’t expect how much the experience would mean to her either.

“I heard about it on the radio - just a small commitment that could make a big difference,” she recalls. “I didn’t expect to enjoy it this much. But I do. I really do.”

There’s no dramatic storyline. Just a calm, consistent friendship. One hour a week. Every week.

“You don’t have to be amazing,” Leah says. “You just show up. And over time, that becomes the thing that matters most.”





# Youth Diversion Projects

Youth Diversion Projects (YDPs) are funded by the Department of Justice in partnership with An Garda Síochána. YDPs are community based, multi-agency, youth crime prevention initiatives which primarily seek to divert young people involved or at risk of becoming involved in criminal or anti-social behaviour away from the criminal justice system by providing suitable activities to facilitate personal development, promote civic responsibility and improve long-term employability prospects. The YDPs aim to bring about the conditions whereby the behavioural patterns of young people towards law and order can develop and mature through positive interventions and interaction with the projects.

## At a Glance

36  
Projects

2,270  
Young People

15  
Counties

The projects are primarily targeted at 12–17 year old “at risk” young people who have offended, or are at risk of offending. They are engaged in a process of learning and development that will enable them to examine their own behaviour, the issues surrounding their behaviour and to make positive lifestyle choices that will protect them from involvement in criminal, harmful or anti-social behaviours in the future.

Following publication of the Youth Justice Strategy in April 2021, the mandate of YDPs now includes early intervention with 8-11 year olds, family support and working with harder-to-reach young people.

### YDP Research and Development Team

In 2024, the YDP Best Practice Team officially merged with the Action Research Team from the University of Limerick and collectively became the YDP Research and Development Team (YDP RDT). The purpose of the YDP RDT is to achieve better outcomes for young people engaged in Youth Diversion Projects nationally by providing ongoing support to workers, Community Based Organisations (CBOs) and An Garda Síochána in relation to the provision of a high-quality YDP service, informed by both international research and best practice.

The work of the YDP RDT is overseen by the National YDP Advisory Committee. This Committee is made up of representatives from the Department of Justice (DoJ), An Garda Síochána, the University of Limerick (UL) and representatives from community based organisations managing YDPs, including Foróige, Youth Work Ireland, Crosscare, Extern and those representing YDPs managed by Independent Community Based Organisations (CBOs). Through the YDP RDT, all workers have access to a national training programme designed to not only equip staff with the necessary skills and expertise, but also to further develop and enhance their practice through various reflective processes.

### NEW IN 2024

In line with the Youth Justice Strategy a number of new developments happened in 2024. Following increased investment in 2023 a number of additional staff were recruited to specifically engage in early intervention work (primarily 8 – 11 year olds) and engage with harder to reach young people. With increased staffing, there was a need for increased support for staff and, in some instances the restructuring/amalgamating of projects. This is an ongoing process that will lead to further reductions in the overall project numbers in the coming years while increasing and enhancing engagement of young people.



## UBU Your Place Your Space

Foróige provides 42 UBU Projects in 14 counties in partnership with ETBs. UBU Projects support young people to develop the personal and social skills required to improve their life chances. This includes services covering health and wellbeing, education, employment and social connectedness. The projects involve young people aged between 10 to 24 years who are experiencing economic, social and cultural disadvantage.

### At a Glance



Activities in UBU projects vary based on the needs and interests of the young people involved. Outcomes are determined in partnership with the young people and in line with the requirements of the funding scheme. Where possible, evidence-based programmes such as Leadership for Life and REAL U are utilised to achieve these outcomes. In other cases, bespoke programmes are developed in partnership with young people to achieve the desired outcomes.

There is huge scope within these projects to engage young people in experiences that they would not otherwise have the opportunity to do such as sailing, outdoor pursuits, kayaking and overnight trips. Such activities not only enable young people to gain new skills in the particular areas of focus, but due to the youth work methodologies, encourage reflection on their participation and learning beyond the immediate skills gained and allow young people to realise the increased self-confidence, team work, problem solving and communication skills gained.

In 2024, there was a marked increase in the demands for these services. Due to the nature of the funding scheme rules, participation in the projects is restricted and unfortunately, demand exceeds supply. While Foróige value the rigour of the scheme it is regrettable that we are unable to cater for more young people through this scheme and the most that we can offer is to place them on a waiting list.

The needs of young people attending UBUs are increasingly complex including mental health concerns (diagnosed and undiagnosed), school refusal, engaging in anti-social behaviours, behavioural issues, family breakdown and many others. Where possible, when the needs require more than a youth work response, young people are referred or signposted to additional services (internal and external to Foróige). Unfortunately, such additional services are not uniformly available across the country and often, the UBU is the only support available to a young person with complex needs.

### NEW IN 2024

In 2024, with the support of ETB Youth Officers, projects have revised and adapted target groups based on emerging needs. In some areas, additional funding was made available through the Effectiveness and Resilience scheme for those projects that were underfunded to ensure that they are compliant with best practice.

Through the DCEDIY Integration Fund, ETBs across the country made funding available to UBUs to enable the engagement from diverse and marginalised backgrounds to engage in mainstream youth work.



## Charting a New Course

### Foróige Croom UBU Project, Limerick

In April 2024, eight young people from the Foróige Croom UBU Project set out on a sailing voyage along Ireland's south coast – a journey that became far more than time spent at sea.

Each young man arrived with a story. Some carried grief, others tension that lingered long after they left home. But over seven days of shared meals, sea air, early starts and starlit nights, something softened.

Their days started at 7am with everyone on deck, cooking breakfast, plotting the route, adjusting sails, scrubbing the boat clean. They swam in quiet coves, grilled fresh mackerel for dinner, watched the sun dip into the water. Phones stayed in pockets. Heads lifted.

Foróige staff and mentors were by their side throughout, creating space for reflection, humour, and conversations that had been waiting to happen. One young man said, "When I'm out there, I don't feel like the lad people expect me to be, I feel like me." Another shared, "It's the first time in ages I didn't feel on edge."

The stillness brought insight. "When I'm at sea, my head is at peace," one said. Another, who'd never imagined anything beyond his postcode, has now applied to join the Navy. "Before this, I never thought something like that was even possible for me."

Three have gone on to earn international sailing qualifications. Several have returned to help crew boats. A new group is preparing to follow in their wake.

This wasn't just a sailing trip. It was a chance to breathe, to feel part of something, to imagine a different future. It speaks to the power of Foróige Projects - where young people facing tough realities are given space, trust, and the chance to change course.

# Youth & Family Support

Foróige Youth & Family Support Projects work with families experiencing a myriad of issues associated with poverty, marginalisation, and social exclusion such as under-achievement at school, early school leaving, youth crime, substance abuse, mental health difficulties, isolation and violence. The goal of these projects is the provision of education, training and development programmes directly by professional youth workers, sometimes in partnership with adult volunteers, to young people who are particularly disadvantaged, at risk or marginalised.



## At a Glance

28  
Projects

3,338  
Young People

16  
Counties

Youth & Family Support Projects engage in a wide variety of initiatives including involving young people in educational and developmental activities and working with their families and their parents to enable them to achieve the identified outcomes for their young people. Foróige recognise that young people do not develop in isolation and that the family unit is a significant influencing factor in their lives. Therefore, while the young person is the first point of engagement, support will also be offered to the family in a group or individual setting.

In the main, Youth & Family Support Projects are funded by Tusla and there are strong partnerships between the project and Tusla services in the area to ensure that there is complementarity between the supports provided to the families.

Programmes provided are evidence based and outcomes focused, based on the needs of the young person and their family.

## NEW IN 2024

In 2024, we saw an increase in the numbers of referrals for youth and family support projects and also an increase in the complexity of the needs of the families. It is rare that a family is experiencing a single issue but rather a multitude of complex and interwoven issues such as mental health, domestic violence, financial stress, substance misuse. When there are multiple issues involved there is a need for co-ordination between a variety of specialist services. This results in Foróige staff being involved in Meitheals – a multi-agency response to families in need.



# Education & Employability Support

It is a principle of Foróige that our work complements the formal education system. Not only that, effective youth work responses can encourage young people to remain in the formal education system through supporting them with some of the challenges they may face.

## At a Glance

**20**  
Projects

**1,633**  
Young People

**12**  
Counties

In recent years, in addition to our long-standing work of supporting young people who are at risk of leaving school early and those who are out of school, we have partnered with Local Management Committees (LMC) of School Completion Projects (SCP) to operate SCPs.

Coupled with our Education Support Projects, Foróige operate a number of Employability Projects. These projects support young people's to access meaningful employment.

### Foróige Education Support Projects

Foróige operate a number of education support projects. These projects engage with young people at-risk of leaving school early or those who are out of school (with the aim of returning to education). Projects engage with young people through a variety of methodologies including one to one and group work. They provide evidence-based, outcomes focused programmes to increase young people ability to meaningfully participate in their own formal education. Specific education supports may be offered such as literacy and numeracy skills.

### School Completion Programme

The School Completion Programme (SCP) is a targeted programme of support for primary and post primary children and young people who have been identified as potentially at risk of early school leaving or who are out of school and have not successfully transferred to an alternative learning site or employment. It is a support under the Delivering Equality of Opportunity in Schools (DEIS) Programme and is funded by Tusla Education Support Services (TESS). The School Completion programme aims to retain a young person to completion of the leaving certificate, equivalent qualification, or suitable level of educational attainment which enables them to transition into further education, training or employment.

There are over 120 SCP projects nationwide throughout primary and post-primary schools in Ireland. Foróige operates six SCP projects covering areas in Arklow, Ballyfermot, Blanchardstown, Limerick City, Mullingar and Portlaoise. Throughout each of these SCP projects, Foróige is committed to achieving the three national outcomes as set out by TESS; improved attendance, improved participation and improved retention.

In 2024, there are still a significant number of young people struggling to engage with the formal education system. While there may be systemic issues, these young people are also dealing with complex needs that make meaningful participation in formal education even more challenging. Some of the issues presenting in 2024 include increased instances of school refusal/school avoidance, chronic absenteeism, the impact of reduced timetables and/or delays to the outcomes of school suspensions.

### Employability Programmes

Foróige operate a number of employability programmes for young people. Despite Ireland's historically low unemployment rate, young people who have left school early or with few qualifications or where there is intergenerational unemployment, struggle to find meaningful employment.

Our employability programmes build young people's self-confidence and capacity, and explore employment or further training options. Young people can access ongoing supports with CV preparation, interview skills and, crucially, support once they are in employment to remain so.

# Health & Wellbeing

Health and wellbeing projects provide a holistic approach to young people's health and wellbeing.

## At a Glance

15  
Projects

2,087  
Young People

6  
Counties

Drugs Education and Prevention projects are about clarifying information, dispelling myths, challenging attitudes and providing factual information about tobacco, alcohol and drugs, relevant to the age, developmental stage, gender and culture of the young people in the group.

Other projects in this category focus on health promotion – engaging young people in health promoting activities covering all areas of health – mental, physical and sexual.

Through engagement in our Health & Wellbeing Programmes, Foróige can identify trends, specific issues that impact on young people's health outcomes and implement appropriate evidence-based programmes such as Putting the Pieces Together, REAL U, Be Healthy Be Happy.

In 2024, there has been a marked increase in the numbers of young people presenting with mental health challenges. Foróige is not, nor does it aspire to be a Youth Mental Health organisation. However, Foróige recognise the significant benefit of youth work interventions in promoting positive mental health, identifying youth mental health needs and signposting young people to where they can receive support for their mental health. Foróige will continue to appropriately support young people through good youth work practices while they are involved in external, specialised mental health services.

# Diversity, Equality and Inclusion

Foróige's Diversity, Equality and Inclusion Projects engage young people from a diverse range of backgrounds to work together on common issues and challenges. The projects support and encourage involvement of young people living in a local community through providing a safe space to identify and discuss issues that impact on their lives such as disability, gender, equality, race, ethnicity, religion and culture. The aim of these projects is to empower and enable seldom heard young voices who may experience disadvantage, racism or discrimination to develop their capacity to engage in influencing decisions, policies and practices that affect their lives.

## At a Glance

12  
Projects

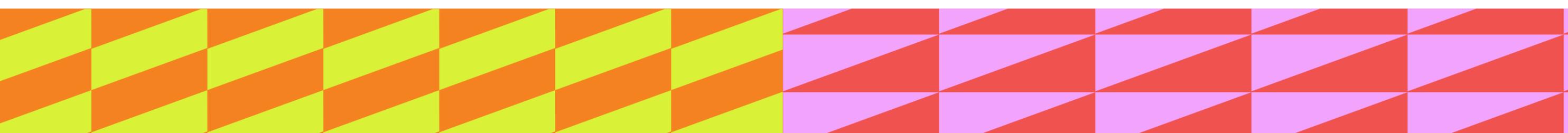
652  
Young People

8  
Counties

Both the ETBs and Tusla provided funding to specifically engage young people from Ukrainian backgrounds and also young people seeking international protection and asylum seekers.

There has been a lot of success in engaging young people in these projects but, with an increase in anti-immigrant public sentiment, these projects and groups have faced challenges in 2024.

Young people in these projects determined their direction and the activities that they will undertake as often it is in response to a specific community need. Activities and programmes have included pod casting, murals, engaging with decision makers,



# Contracted Services

In areas where Foróige has particular expertise and interest, the organisation tenders for contracted work from time to time. This work is carried out on behalf of, and in the name of, the contracting agency, organisation or Government department. This is the only work that Foróige carries out that does not happen under the Foróige banner.

## Youth Participation Support

Youth participation initiatives enable young people to have a voice, it is the involvement of young people in the decision-making process, particularly with regard to decisions that affect them.

In 2021, Foróige secured the tender from the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) to operate both the National Participation Office and Hub na nÓg on behalf of the Participation Unit of the Department.

The National Participation Office supports Comhairle na nÓg and Dáil na nÓg as well as facilitating youth consultations and advising government departments and other organisations in relation to youth participation.

Hub na nÓg is the national centre of excellence and coordination in children and young people's participation in decision-making. It supports government departments, state agencies and non-government organisations to give children and young people a voice in decision-making with a particular focus on those that are seldom-heard and provides training, coaching, development, advice and support to organisations to more effectively listen to and act on the voices of children and young people.

In addition, Foróige is contracted by local authorities to support 10 Comhairle na nÓgs in 6 counties. Foróige support young people to engage in Comhairle and meaningfully influence decisions that affect them at local, regional and national level.

## School Completion Programme Continuing Professional Development

Since 2016, Foróige have provided a comprehensive programme of Continuing Professional Development for School Completion Co-Ordinators and Project Workers. This includes the design and implementation of a five-day induction training, sourcing and providing elective modules, maintaining a library of proven and promising programmes and supporting other elements of the SCP work.

# Education Programmes

Foróige have developed a range of evidence-based programmes to meet the identified needs of young people. Staff and volunteers in Foróige are trained as facilitators in the programmes so they can implement them when it is appropriate to meet the needs of a young person/group.

- ▶ **Empathy:** Develops empathy skills in 15-18 year olds
- ▶ **A Life of Choices:** Targets youth involved or at risk of involvement in offending behaviour, teaching prosocial behaviour and positive choices
- ▶ **Be Healthy, Be Happy:** A holistic health and well-being programme
- ▶ **Citizenship:** Empowers young people to become actively involved in their communities and make a positive impact
- ▶ **Brief Intervention Programme:** An early intervention programme for 14-21 year old first-time drug and alcohol users
- ▶ **Foróige Against Bullying (FAB):** Foróige's anti-bullying programme
- ▶ **Foróige Future Proof Programme:** A climate justice programme
- ▶ **Foróige's Leadership for Life:** Develops leadership skills in 15-18 year olds, with university accreditation opportunities
- ▶ **Foróige Network for Teaching Entrepreneurship (NFTE):** A youth entrepreneurship programme
- ▶ **Ready, Steady, Life:** A programme for 16+ year olds focused on personal development and independent living skills
- ▶ **Relationships Explored and Life Uncovered (REAL U):** A relationship and sexual health education programme
- ▶ **Foróige Go:** An umbrella brand for digital youth work programmes, including:
  - **GoSafely:** Promotes safer digital resource use
  - **GoLevelUP:** Introduces digital skills for 10-14 year olds
  - **GoLevelUP 2.0:** Builds on GoLevelUP skills for 14-18 year olds
  - **GoVirtual:** Includes virtual reality and online engagement
  - **GoBuild:** Develops practical STEM skills
  - **GoSonic/Sound Surfers:** Uses audio technology to activate empathy

Foróige have also secured additional resources to promote some of our programmes beyond Foróige and to encourage others working with young people to become trained in the programmes and implement them in their work.



# Leadership For Life

The development of young people as leaders in their communities has always been at the core of Foróige's work. Foróige's Leadership for Life programme enables young people (15-18yrs) to develop the skills and qualities necessary to be effective leaders, as well as challenging them to use these skills to improve their society.

## At a Glance



The Leadership for Life programme empowers young people to make a positive difference to their community through practical actions and innovative projects. Throughout the programme, young people learn the key concepts of leadership and gain valuable skills including communication, teamwork, problem solving, critical thinking and self-awareness.

We continued to promote the programme with schools and train teachers to implement the programme. The Annual Leadership for Life Conference was held in Maynooth University in the summer. This is an intensive week long conference for young people from Ireland and abroad focused on their leadership skills.

The programme develops the leadership capabilities and potential inherent in every young person, giving them an opportunity to harness their skills and attributes to contribute to their society in a fun and encouraging environment.

## NEW IN 2024

Foróige's Leadership for Life Programme is a unique youth work programme as it is accredited by both the University of Galway and Queen's University Belfast. On completion of all three modules of the programme young people graduate from the Programme with a Foundation Certificate in Youth Leadership and Community Action with associated academic credits towards a third level qualification.

In 2024 a significant milestone was reached when the very first cohort of young people graduated from Queen's University Belfast with a Level 4 Certificate in Youth Leadership and Community Action (30 CATS). Thirty four young people from the Ardoyne and Shankill areas of Belfast were conferred at a special ceremony in the University having completed all three modules of the Leadership for Life programme. The programme is facilitated in Belfast by Foróige's valued partner R-CITY.

The GAA are a partner with Foróige and implement the Dermot Early Youth Leadership Programme through their network of GAA Clubs.

Foróige piloted the Lead with Purpose programme in 2024. This programme is aimed at an older cohort and involved 25 participants. The programme was evaluated and updated based on the evaluations.

# A Place to Lead, A Place to Belong

## Mustapha Sakariau – Foróige LEAD Project, Foróige Leadership for Life Programme

When Mustapha joined the Foróige LEAD Project, he was 16 and searching for more than just a youth programme. His family was navigating the refugee process. He was navigating everything else.

From the start, he stood out - not just for his curiosity or natural leadership, but for his drive to include others. "Foróige gave me confidence, a sense of purpose, and the courage to lead," he says. "I found people who believed in me, and that made me believe in myself."

Through the Leadership for Life programme and weekly sessions in Dublin, Mustapha has found his footing - and his voice. At the Leadership for Life Conference in Maynooth, he completed Module 1 with ease. At the launch of Foróige's new premises in Christchurch, he confidently welcomed Minister James Browne and introduced him to virtual reality. In his hands, innovation and inclusion go hand in hand.

One of his proudest moments? Creating a bike library for residents of his IPAS centre as part of a Citizenship Programme project. "It was a way to help people feel free again," he says. "To move, to go to work or school, to feel independent."

Mustapha now mentors others starting out on the same path, supporting young people new to the LEAD Project. It's his way of giving back. Of saying, "you belong here too."

In every room he enters, Mustapha brings energy and possibility. He's not just shaping his own future - he's helping to shape Foróige's.

This is what youth leadership looks like. Not loud. Not perfect. But grounded in purpose, powered by hope, and built on the quiet strength of someone who found a place to grow and chose to lift others as he rose.





# NFTE

The Foróige Network for Teaching Entrepreneurship (NFTE) programme is a youth entrepreneurship education and development programme. It is provided by Foróige in Ireland and is affiliated to NFTE International. The NFTE programme has been adapted by Foróige for use in an Irish context, in particular with young people experiencing disadvantage in their lives.

The NFTE programme can change the lives of young people by enabling them to develop core skills in business and enterprise, and in doing so, helping them to unlock their individual talents and potential.

In the main, young people engaging in the programme have experienced social and/or educational disadvantage in their lives.

The NFTE Programme is involved in a European network – YouthStart – aimed at inspiring young people through Entrepreneurship.

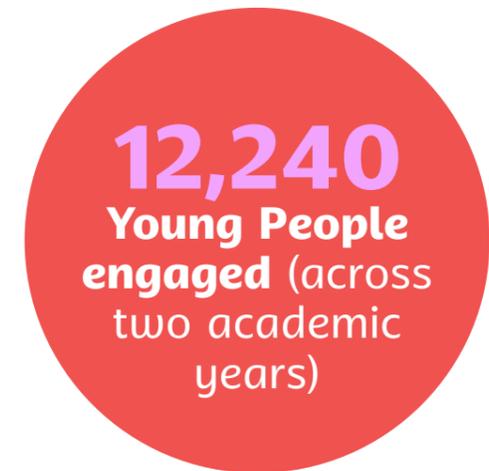
## NEW IN 2024

In 2024 the NFTE National Awards were won by Annamai Condon and Clodagh Desmond from Loreto Secondary School in Clonmel, Co. Tipperary. Their business, called 'Stick It', is a hands-free solution for transporting hurleys, hockey sticks, and more, addressing a common challenge for sports players and students. The 'Stick It' team went on to win the overall award at the Youthstart European Entrepreneurship Awards in Berlin where they competed against young innovators from across Europe.

The NFTE programme introduced a new opportunity in 2024 for young people to engage with mentors from PayPal. A number of mentors were recruited and mentoring webinars and innovation days were held.

The NFTE Alumni was strengthened with a view to retaining those previously involved in the programme to act as guides to young people who are new to the programme.

## At a Glance



# REAL U

Foróige's REAL U Programme was developed over 10 years ago to enhance our service delivery to young people and enable them to explore issues pertinent to Relationships and Sexuality. It was developed as a way of exploring a number of relevant topics including boundaries, puberty, body image, reproduction, gender, sexuality, consent, contraception, sexually transmitted infections, mental health and more. It is designed to be used in a non-formal learning environment and aimed at young people aged 12-18 years in a group work setting, but can be adapted by facilitators to meet the needs of those they work with.

## At a Glance



## NEW IN 2024

In 2024 Foróige was invited to become a member of the AMAZE Global Strategy and Content Committee, an advisory body that provides expert knowledge and skills around Sexual Reproductive Health and Rights (SRHR), Comprehensive Sexuality Education (CSE) and digital content creation. Foróige's participation on this committee highlights the high regard international organisations hold for the work we do in the area of Relationships and Sexuality Education.

# Foróige Go

Digital youth work has been part of Foróige for over 20 years. Foróige's digital youth work takes many forms under the umbrella brand of Foróige Go - digital skills for what's now and next.

## At a Glance



All of our digital youth work programmes are designed to facilitate young people to grow their empathy, critical thinking, and digital citizenship. These skills are essential not just to young people's engagement with digital technologies, but also in their day-to-day lives and relationships, supporting their personal and social development, their values, and their ability to connect with others positively.

## NEW IN 2024

A new online safety programme was launched aimed at 8-11 year olds. New policies and guidelines for staff were developed.



# Foróige Hubs

In 2024, Foróige continued to develop 'Hubs'. A Hub is a tiered model of youth work where different levels of intervention for young people, based on their individual needs, are accessible under one roof. Foróige Hubs position volunteer-led universal youth work (open to all young people) as the foundation, leading into universal groups and programmes focused on specific themes according to the young people's needs and interests. The two middle tiers comprise bridging interventions under the term 'targeted universal youth work' (youth mentoring and targeted universal services). Finally, the top tier is targeted youth work, such as Youth Diversion Projects or UBU projects.

Foróige believe that a stepped approach is necessary, with different levels and intensities of provision and creating pathways in and out of particular forms of youth work intervention. This will enable young people to find the most appropriate support for their own unique circumstances at any given time. It will also facilitate greater collaboration and cooperation both within and between youth organisations and other agencies working with young people and families, through stronger links and clearer protocols for referral. Finally, it will allow young people to step up or down through different interventions and forms of youth work as their needs change, and in this way will help to reduce stigma for those who are engaged with more intensive supports.

Not only is a Hub a model of youth work, it is housed in a space designed for and by young people. The space brings together all the work of Foróige under one roof – clubs, projects, programmes. These spaces are equipped with digital equipment, kitchen and cooking facilities, sensory spaces, chill out areas, one to one meeting rooms and group meeting spaces.

There are 26 Foróige Hubs in 13 counties. Four of these have additional staff, outside the Foróige Projects and Club, to engage young people in a variety of programmes. An additional 691 young people were involved solely through the Hubs.



## Summary of Progress

2024 was the first year of Foróige's Strategy. It was a year spent on building the foundations for development, establishing baseline metrics and ensuring that we will be able to implement the ambitious actions in the Strategic Plan that will enable us to achieve our vision.

## Area of Focus:

Be the youth work organisation of choice for young people, volunteers, communities and funders

## Key Activities 2024

- ▶ Clarify, synthesise, and tailor messaging regarding Foróige's offering to key audiences
- ▶ Provide accessible information to key audiences on how they can engage with Foróige
- ▶ Develop a network of Foróige Hubs & Flagship Premises integrating Foróige's range of youth work offerings

Significant resources were utilised to develop the Foróige brand and the Foróige website. Extensive consultations were conducted with all stakeholders. The brand refresh and website will be launched in 2025

A mapping exercise was completed to establish the baseline for Foróige Hubs and identify priority areas for development.

Foróige has grown in size since 2023 with increasing numbers of young people involved in the variety of youth work that we offer. Our number of volunteers has remained the same.

Our funding levels increased by 11% in 2024 with additional investment from philanthropy, corporate and government sources, in particular the Department of Justice and the Department of Education.

Engagement with our content on social media increased, showing that more people are interacting with our posts – liking, sharing and commenting - Instagram +6.3%, TikTok +32%, LinkedIn +6.8%

## At a Glance



## Area of Focus:

Provision of quality, relevant youth work

## Key Activities

- ▶ Improved end user recruitment process
- ▶ Engage with schools, colleges and others as appropriate to promote Foróige as an employer of choice for graduates
- ▶ Ensure recruitment processes for staff are comprehensive, transparent and compliant with all legislation
- ▶ Benchmark staff remuneration against others in the sector

Foróige undertook a significant change project in Recruitment in 2024. We reviewed the existing processes and procedures, the candidate channels and identified areas for improvement. However, as we are currently at national full employment, sourcing candidates proved to be an ongoing challenge.

The Recruitment process was moved to Salesforce, ensuring an improved experience for candidates and hiring managers. It also has enabled accurate data collection and reporting, further highlighting areas for improvement.

## Area of Focus:

Enhance the complementarity between Foróige's work and the formal education system

## Key Activities

- ▶ Engagement with key decision makers at departmental level, curriculum design and assessment bodies and key education bodies e.g., ETBI

Throughout 2024 there were meetings with relevant Ministers, Secretary Generals, Assistant Secretary Generals and Principal Officers from a number of Government Departments. Foróige also had the opportunity to discuss School Completion Projects with the Social Inclusion Unit.

Funding for both Leadership for Life and NFTE was secured from the Department of Education.

## Area of Focus:

Organisation structures are fit for purpose

## Key Activities

- ▶ Constitutional Review and review of all corresponding governance documents
- ▶ Implementation of any recommended changes
- ▶ Comprehensive review of Foróige's organisation structure and identification of the ideal model
- ▶ Identification of Foróige youth work projects to ensure that they are fit for purpose

Throughout 2024 extensive consultation was conducted relating to our Constitution. Changes were discussed and passed at an EGM in September, 2024. While some of the changes were cosmetic e.g., removing items introduced during COVID-19, there were some significant changes to ensure that our Governance continues to be fit for purpose. The number of Specialist Volunteers on the Board (individuals external to Foróige with an identified required expertise was increased from 2 to five.

## Area of Focus:

Adequate resources to support organisation development

## Key Activities

- ▶ Resources will be available and allocated consistently as per agreed formula
- Identification and prioritisation of key actions and sourcing/seeking funding to progress these actions
- Developing a formula for the distribution of resources throughout Foróige to ensure outcomes for young people are being achieved

These actions were not progressed in 2024 and will be carried over to 2025

# Decades of Dedication

**John Sullivan, Cuffesgrange Foróige Club, Kilkenny; Maureen Bradley, Daredevils Foróige Club, Portlaoise and Betty Hennessy, Ballinascorthy Foróige Club, West Cork**

Between them, they have over 145 years of Foróige behind them.

John has been volunteering since the 1960s. Maureen and Betty followed soon after. They're from different counties, different clubs, but when they sit together, it's as if they've always known each other. Their stories echo with the same steady rhythm - love for young people, faith in community, and a belief in simply being there.

"At the beginning, there was just a need," says Maureen. "Young people had nowhere to go. So we started something."

They did baking and woodwork. They made marmalade and candles. They held bake-offs and debates, letting young people lead, speak, stumble, shine. One-minute speeches. Posters. Projects. Laughing and learning as they went.

"We started with what we had," says Betty. "A kettle. A hall. A handful of neighbours. And it grew."

They've stayed involved in their clubs ever since - mentoring new volunteers along the way. The trio has seen generations of young people come through, and their commitment remains steadfast. For them, it's not about being in the spotlight; it's about being there. "We're privileged," says Maureen.

"You treat them like your own children," Betty adds.

"You become part of their lives," says John. "You see them grow up. You see what they become, and the impact being part of the club has had on them."

Then he adds, almost offhand: "A hundred years ago, people were dying for Ireland. We're lucky - we get to live for it."

Foróige Clubs live and last in communities because of people like John, Maureen and Betty - people who come back, year after year, who make space for young people to grow, and who remind us what community truly means.



# Policy, Advocacy & Public Engagement

## Policy and Political Engagement

2024 was a key year in Ireland's political cycle, with the accession of a new Taoiseach, and the final Budget of the standing Government before the General Election. Foróige was therefore keen to engage with politicians, policy-makers, and public officials to ensure that young people and youth work remained front of mind in the development of policy and the political agenda. Our focus was to capitalise on the foundations laid in previous years and increase understanding of youth work, particularly volunteer-led youth work, and its many benefits for young people and communities, in order to make the case for greater investment.

Our policy work and political engagement revolves around the firm belief that all young people who want to access youth work should be able to do so. We also advocate for young people to be able to meaningfully influence the decisions that affect them.

Foróige produced a number of policy position papers and submissions to Government consultations on policies and initiatives relevant to young people and fundamental to the work of the organisation. These included submissions on:

- ▶ The Policy Vision and Strategic Outcomes of the Action Plan on Youth Services
- ▶ The Autism Innovation Strategy
- ▶ The Primary Wellbeing Curriculum
- ▶ The draft Online Safety Code
- ▶ The role of youth work in supporting special education
- ▶ The role of youth work in supporting diaspora communities

We developed a fully costed Pre-Budget Submission with the key ask of €15 million to level up youth work. This featured a focus on the creation of a network of Universal Youth Work Hubs across the country to coordinate service delivery in their catchment areas. This was circulated in various phases to all TDs and Senators, and a number of meetings were held with key individuals to make the case for youth work.

For the first time, we also produced a manifesto to capture our key policy priorities for the next Programme for Government. These included a focus on investing €45 million to deliver a world-class youth work sector, introducing vote at 16, and embedding a prevention and early intervention approach that prioritises youth work. The manifesto was circulated to all party policy teams, and we made representations at in-person meetings and events.

In 2024 we continued our programme of concerted engagement with Parliamentary Parties and their decision-making bodies, including the Ard Fheiseanna and National Conventions, seeking to raise awareness of our work and the needs of young people. In addition, the organisation continues to enjoy significant support from Ministers, TDs, Senators, local councillors and other public officials who engage with Foróige events and initiatives at a local level across the country.

## Funding

Foróige successfully secured funding from a variety of sources for new and ongoing initiatives. These include:

- ▶ PayPal Ireland provided funding to develop and expand the NFTE Programme in the North East and Dublin regions.
- ▶ Tomar committed to significant additional funding for the Leadership for Life Programme and Foróige's digital work.
- ▶ basis.point renewed their commitment to support Project Twenty One in Kilkenny, focussed on developing key skills in the three areas of leadership, entrepreneurship and technology.
- ▶ The European Commission's Erasmus+ programme funded a collaborative learning project between Foróige and HUMAK University of Applied Sciences, Finland, focused on sharing best practices in relation to digital youth work.
- ▶ The Blackwood Trust, through Community Foundation Ireland, provided an unrestricted grant of €5,000.
- ▶ The International Protection Integration Fund administered by DCEDIY

## Public Engagement

In 2024 we continued to promote Foróige's work and amplify young people's voices across media platforms. Instagram remained the key space for engaging directly with young people, while LinkedIn and Facebook offered vital touchpoints for connecting with professionals, policy-makers, parents and volunteers. TikTok is our place for event-focussed content.

Across the board, we saw steady growth in followers, driven by our commitment to sharing local stories nationally and using each channel in a way that's audience-first and purposeful. Follower growth reflects the increasing reach and visibility of our work online.

- ▶ On Instagram, our following increased by 30.5% to 7,801
- ▶ On LinkedIn, we saw a rise of 30% to 7,438 followers
- ▶ On Facebook, where many organisations are seeing a decline, we successfully held our ground, maintaining our audience at 108,800. Foróige remains the largest youth organisation in Ireland on the platform

In 2024 our digital youth work brand was recognised by the Irish design community. The identity for Foróige Go - our digital skills initiative - was selected for inclusion in the 100 Archive, a showcase of projects that shape and reflect Ireland's visual culture each year. This recognition celebrates not just the quality of the design, but the purpose and innovation at the heart of the project.

Media engagement remained a strong pillar of our work, with a continued emphasis on ensuring young people's voices are heard and included in the national conversation. From youth leadership and mentoring to entrepreneurship and digital innovation, we showcased the strength, creativity and influence of Foróige young people in action.

# Our People

At the end of December, the number of employees was 626. There were 5,606 adult volunteers involved in Foróige.

2024 continued to be a challenging year for recruitment as we are in an extremely competitive employment market. Eighty-six new posts were created in Foróige in 2024, demonstrating the growth and development of Foróige. We are fortunate in that our retention rate is 95% which demonstrates the commitment of staff to Foróige and the favourable and competitive terms and conditions offered.

We are committed to staff development and wellbeing as demonstrated through internal and external staff training, learning and development opportunities and flexible working hours.

We continue to support and lobby for increased funding for staff and for our funders to recognise the full costs and resources of employing, developing and retaining staff.

Volunteers in Foróige continue to be our greatest asset in involving young people in Foróige. Services in Foróige that are volunteer led account for one third of the young people involved in Foróige. While Foróige can recruit volunteers (1,720) further investigation of the data needs to be done to ascertain where and what the retention issues are and put in place strategies to mitigate them.

Foróige continue to lobby for additional resources to support volunteers as often, a Foróige Club may be the only youth work option for young people in an area. In 2024 funding was secured to review our model of support for clubs and to identify the required ideal model that will allow volunteers and communities be at the heart of developing youth work responses to meet their needs.



# Making Space for Change

Michelle Leonard – Salesforce Business Analyst, Foróige



Michelle Leonard didn't set out to work in IT. With a background in music and a postgrad in Equality, Diversity and Inclusion, her path to becoming Foróige's Salesforce Business Analyst isn't typical – but then again, neither is she.

Her story starts in rural Ireland, in a household of eight, where she grew up surrounded by strong personalities and stronger values. "My granduncle lived with us. He taught me what it means to care for your community," she says. "I've carried that with me ever since."

Michelle has been part of Foróige since she was a teenager – first as a member, then a volunteer, then a staff member in several roles, from Club Development to Family Support. In 2021, when the opportunity came to step into IT, she paused.

"I had to ask myself – do I need to be the one working directly with young people, or could I help support the people who do?" she recalls. "My brother said something that stayed with me: If you do this right, your impact will go further than you can imagine."

Now, she sits at the intersection of people, process and technology – helping staff and volunteers work smarter, not harder. Her work with Salesforce is reshaping how the organisation uses data to tell its story and deepen its impact.

"We've always known Foróige changes lives. Now we can prove it."

She talks with quiet pride about the staff she supports – helping them pull reports, secure funding, or see the ripple effects of their work. "It's not about tech for tech's sake. It's about making time for what matters."

For Michelle, that's what Foróige does best: it sees potential – in young people, in communities, and in staff – and creates space for it to grow.



# Plans for the Future

Foróige will continue to implement the Strategic Plan 2024 – 2028 while maintaining the ability to respond to the emerging needs of young people and the organisation. We will continue to increase the use of technology, including AI, to ensure effective and efficient work practices. It is our intention to ensure that technology and systems enhance the work of our staff and volunteers, not increase the administrative burden.

## Area of Focus:

Be the youth work organisation of choice for young people, volunteers, communities and funders

## Key Activities 2025

- ▶ Provide accessible information to key audiences on how they can engage with Foróige
- ▶ Launch of rebrand and website
- ▶ Review engagement at local, regional and national levels and develop a strategic approach to engaging, influencing and promoting Foróige
- ▶ Review youth participation in Foróige and develop and implement resources to support this.
- ▶ Review mechanisms for volunteers to influence decisions that affect them within Foróige

## Area of Focus:

Provision of quality, relevant youth work provision

## Key Activities 2025

- ▶ Training for Foróige staff and volunteers to enable appropriate needs and interests' identification for young people
- ▶ Communications with volunteers and staff regarding the use of a range of non-formal education programmes as appropriate with young people
- ▶ Develop and implement a strategy for engaging with third level colleges

## Area of Focus:

Enhance the complementarity between Foróige's work and the formal education system

## Key Activities

- ▶ Promotion and Foróige's non-formal education programmes through the formal education system – departmental level, national networks and direct marketing
- ▶ Launch two new programmes including the youth politics programme and a digital skills and literacy programme aimed at a younger cohort.

## Area of Focus:

Organisation structures are fit for purpose

## Key Activities

- ▶ Review and implement By Law Change
- ▶ Continue to review Foróige projects, programmes and activities to ensure they are fit for purpose

## Area of Focus:

Adequate Resources to support organisation development

## Key Activities

- ▶ Resources will be available and allocated consistently as per agreed formula
- Identification and prioritisation of key actions and sourcing/seeking funding to progress these actions
- Developing a formula for the distribution of resources throughout Foróige to ensure outcomes for young people are being achieved

# Structure, Governance and Management

Foróige is a company limited by guarantee. It develops and implements a youth education programme complementary to the home, school and work to enable young people to involve themselves consciously and actively in their own development and in the development of society. Foróige is a registered charity with the Charities Regulator (Ireland).

The Foróige Board of Directors is committed to maintaining high standards of corporate governance and has taken action to ensure that the organisation is fully compliant with the requirements of The Governance Code for Community, Voluntary and Charity Sector in Ireland. The Board annually reviews compliance with the principles of the Governance Code.

Members of the Board of Directors, all of whom are non-executive, are from a diverse range of backgrounds and bring a broad range of knowledge, skills and attributes to the Board. As provided for by the Constitution, nine Board members are elected from the membership of Foróige and three Directors appointed with specific skills and expertise required. As a result of Constitution change in 2024, that number will increase to five. There are two youth representatives (under 18 years of age). However, should a youth representative turn 18 during their term of office they become a director.

All Board members receive induction training shortly after appointment to familiarise themselves with their statutory responsibility, their role as Board members, the governance frameworks, Foróige's range of youth work and Foróige's risk environment.

There are clear distinctions between the roles of the Board of Directors and the Chief Executive Officer, to whom the day-to-day management is delegated. Matters such as policy, strategic planning and budgets are drafted by the Senior Management Team for consideration and approval by the Board who then monitor the

implementation of these plans. The members of the Board, cannot, under the governing documents, receive remuneration for services to Foróige and may only be reimbursed for incidental expenses claimed.

There are four Board Committees: Finance, which monitors the organisation's financial results and policies; Audit & Risk, which monitors the control and risk management systems; HR & Remuneration, which monitors the HR policies and procedures and oversees pay and rewards policies across the organisation and Governance and Nominations which monitors the governance arrangements of Foróige. The membership of these Committees includes members of the Board and also volunteers and young people who are members of the Company.

In 2023 the Board operated two sub-groups: the Youth Sub-Group (consisting of 16 young people elected to advise and guide on the direction of Foróige) and the Volunteer Sub-Group (to advise on matters specifically relating to volunteers).

Foróige has a Staff Council – a method to ensure that staff can engage directly with the Board of Foróige. The Staff Council consists of representatives from all sections of the organisation and they develop initiatives such as the Staff Engagement Survey, policy development and staff recognition.

The Board met 10 times during the course of the year. 2024 was the end of the maximum term of office of many of the Directors who retired on 25th May, 2024 and were replaced with duly elected Directors on 25th May, 2024 at the AGM. The attendance below indicates the number of meetings attended out of the number of meetings eligible to attend.

Board Member	Number of Meetings Attended 2024	Date of Appointment	Date of Resignation
AJ Tierney*	3/5	May 27, 2023	May 25, 2024
Alan Prendergast	5/5	July 22, 2022	May 25, 2024
Anthony Clinton	4/5	July 22, 2022	May 25, 2024
Barbara Daly	5/5	April 27, 2019	May 25, 2024
Ben Dempsey*	5/5	May 27, 2023	May 25, 2024
Grainne Jordan	5/5	May 25, 2024	
Grace Gallagher	0/5	July 22, 2022	May 25, 2024
Jack Fagan*	5/5	May 25, 2024	
Mary G Duffy	4/5	May 25, 2024	
Niamh Meehan*	5/5	May 25, 2024	
Noel Kelly	10/10	July 22, 2022	
Odhrán O'Mahony	10/10	July 22, 2022	
Pat O'Meara	1/5	May 25, 2024	
Patrick Ryan	0/5	July 22, 2022	May 25, 2024
Paul Maher	5/5	July 22, 2022	May 25, 2024
Roisin McGlone	3/5	April 27, 2019	May 25, 2024
Sandra McIntyre	7/10	July 22, 2022	
Seamus Carey	0/2	April 27, 2019	March 7, 2024
Shane Fallon	5/5	July 22, 2022	May 25, 2024
Sharon Reilly	5/5	May 25, 2024	
Sinead Barrins	4/5	May 25, 2024	
Siobhan O'Neill	5/5	May 25, 2024	
Tanya Nolan-Owers	5/5	May 25, 2024	
Viktorija Gecaite	5/5	May 25, 2024	
Wayne Travers	5/5	May 25, 2024	

\*Under 18 years of age - Youth Representatives.

The majority of Board members had additional responsibilities in relation to Board Committees. These met during the year as follows: the Finance Committee met three times; the Audit & Risk Committee met twice; the HR & Remunerations Committee met four times; and the Governance & Nominations Committee met six times.

## Internal Control and Risk Management

Foróige is committed to maintaining appropriate systems and controls in all our diverse operational environments. This commitment ensures that assets are safeguarded and used only for their intended purposes. To achieve this, we recruit qualified and experienced staff, provide appropriate training, and offer effective support. Clear policies, procedures, and guidelines are in place to provide strong assurance that resources are properly applied and value for money is achieved, with strong oversight at all times. While no system can provide absolute guarantees, we strive to ensure robust oversight and value for money. Additionally, we have compliance and protected disclosures policies and systems in place. In 2024, no instances of actual or attempted fraud were discovered.

## Risk Management

Foróige's risk management function ensures a comprehensive process to identify, rank, manage, report, and monitor significant organisational risks. An annual risk review is undertaken, and the results are presented to the Board to ensure that the organization is not exposed to an unacceptable level of preventable risk. Appropriate systems and procedures are in place to manage these risks and provide reasonable assurance against their occurrence. Management undertakes ongoing monitoring of the level of risk and reports on this to the Board.

The major risks identified are:

## Operational

Child safeguarding and protection is of primary importance to Foróige. In all aspects of our engagement with young people, we aim to:

- ▶ exercise positive and developmental leadership and support
- ▶ create appropriate structures and a safe setting
- ▶ provide safe and appropriate programs and activities

In this way, the dignity of young people is both respected and promoted, and they can grow into more confident, caring, and creative human beings. Robust child protection policies and procedures are in place to ensure that staff, volunteers and young people are safe and protected.

## Financial

Foróige has strong financial controls, monitoring, and budgetary procedures in place to ensure that all funds are expended in line with appropriate procurement procedures and funders' requirements. Adequate insurance cover is maintained and reviewed annually.

The 2024 risk review continued to highlight the demand on resources to continue to ensure compliance with an increasing range of legal, compliance and best practice requirements.

## Reputational

Foróige's commitment to applying best practice in all areas of the organization's work minimises the potential exposure to reputational risk. We monitor sentiment and commentary regarding the organization in the public domain on an ongoing basis.

## Other Matters

### Our objectives as stated in our governing documents

The Constitution of Foróige states that the main object for which the organisation exists is: "... to develop and implement a youth education programme complementary to the home, school and work to enable young people to involve themselves consciously and actively in their own development and in the development of society."

It is supported by the 'ancillary objects' or aims namely:

- (a) to provide learning experiences designed to enhance human potential and foster the personal development of its members, young people, leaders, volunteers and others through involvement in its programmes, activities and events;
- (b) to foster the development by its members, young people, leaders, volunteers and others of essential knowledge, attitudes and skills necessary for effective living, especially in areas such as:
  - (i) family life
  - (ii) vocational development
  - (iii) recreational activity and
  - (iv) democratic, civic and social activity

## Lobbying and Political Contributions

There were no political contributions in 2024, and as a result no disclosures are required under the Electoral Act, 1997.

As required under the Regulations of Lobbying Act 2015, Foróige now records all lobbying activities and communications engaged in with Designated Public Officials (DPOs). It has made the returns and submissions required by the Act.

## Other Matters

### Data Protection

All staff receive Data Protection training as part of their Induction Training. There were no data breaches or significant data incidents in 2024. Foróige managed five data subject access requests.

### Feedback and Complaints

Foróige have a comprehensive Feedback and Complaints Policy and Procedure. One complaint was received and resolved in 2024

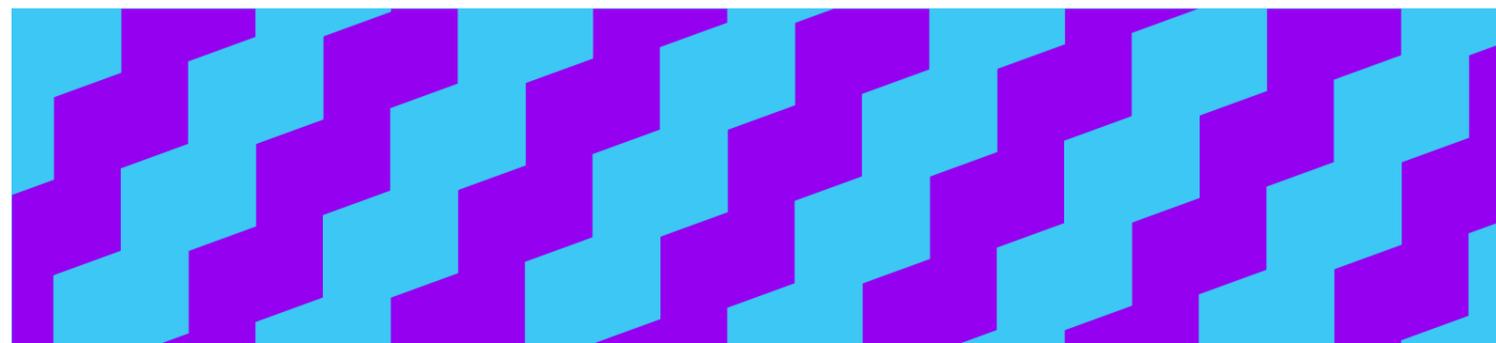
## IT

All staff are equipped with secure, encrypted smartphones and laptops. Foróige uses the cloud based Google Workspace for all document storage and all financial and HR systems are cloud based. Foróige contracts cyber security to a third party.

Salesforce is one of our most important applications, enabling staff and volunteers to have their relevant information at their fingertips. It removes the need for paper-based record keeping and multiple copies of documents, thus reducing the risk of data breaches. Developments continued in 2024: working with our partner Cirrico, we developed processes for student placements, Family Support projects and implemented improvements based on end user feedback.

In 2024, Foróige held a dedicated 'Salesforce Day' to provide direct training to staff in the use of the system and its reporting features. The primary focus was to remove any challenges to uptake of the systems and re-enforce the message that Salesforce 'is instead of, not on top of'. It was resounding success with significant improvements across the organisation.

As we continue with the use of Salesforce for all areas of the organisation, we can ensure that we have accurate, real-time data at macro and micro levels to inform decision making, report to funders, report to the Board and identify gaps, challenges and successes.



# Legal and Administrative Information

## Board Members

The following were members of the Board of Foróige at the date on which the financial statements were approved:

Odhrán O'Mahony – *Chairperson*

Grainne Jordan

Jack Fagan (*Young Person Representative*)

Mary G Duffy

Niamh Meehan (*Young Person Representative*)

Noel Kelly

Pat O'Meara

Sandra McIntyre

Sharon Reilly

Sinead Barrins

Siobhan O'Neill

Tanya Nolan Owers

Viktorija Gecaite

Wayne Travers

## Board Committees and Other Information

### Finance Committee

Noel Kelly – *Chair*

Mairead Eachthigheirn <sup>1,3</sup>

Michael McAteer <sup>3</sup>

Sean Kavanagh <sup>1,3</sup>

Amina Costello <sup>1,3</sup>

Gemma Kelly <sup>2,3</sup>

Shauna Nolan <sup>2,3</sup>

Sarah McLoughlin <sup>2,3</sup>

Siobhan O'Neill <sup>2</sup>

Wayne Travers <sup>2</sup>

### Audit & Risk

Odhrán O'Mahony – *Chair* <sup>1</sup>

Alan Prendergast <sup>1</sup>

Dearbhaile McMahan <sup>1,3</sup>

Callum Scott <sup>1,3</sup>

Ash Kennedy <sup>1,3</sup>

Pat O'Meara – *Chair* <sup>2</sup>

Mairead Eachthigheirn <sup>2,3</sup>

Paul Maher <sup>2,3</sup>

Rory McBride <sup>2,3</sup>

Sharon Reilly <sup>2</sup>

Sinead Barrins <sup>2</sup>

Wayne Travers – *Interim Chair* <sup>2</sup>

Amine Costello <sup>2,3</sup>

Ciara Dennehy <sup>2,3</sup>

## Governance & Nominations

Sandra McIntyre – *Chair*

Catriona Fingleton <sup>1</sup>

Shane Fallon <sup>3</sup>

Leo Galvin <sup>1,3</sup>

Kara Curtin <sup>1,3</sup>

Paula Martins <sup>2,3</sup>

Sinead Barrins <sup>2</sup>

Siobhan O'Neill <sup>2</sup>

Tanya Nolan-Owers <sup>2</sup>

Noah O'Shea <sup>2,3</sup>

Richard McKeever-Burke <sup>2,3</sup>

## Human Resources & Remuneration

Rosin McGlone <sup>1</sup>

Laura Duncan <sup>1,3</sup>

Paul Maher <sup>1</sup>

Sandra McIntyre

Sarah McCormack <sup>1,3</sup>

Mia Ryan <sup>1,3</sup>

Sharon Reilly – *Chair* <sup>2</sup>

Ellen Kelleher <sup>2,3</sup>

Grainne Jordan <sup>2</sup>

Mary G Duffy <sup>2</sup>

Sinead Morgan <sup>2,3</sup>

Una McCarthy <sup>2,3</sup>

Charlotte Langan <sup>2,3</sup>

Donagh O'Connell <sup>2,3</sup>

<sup>1</sup> Retired from the Committee May 2024

<sup>2</sup> Joined the Committee July 2024

<sup>3</sup> Member of National Council, not a Board Member

## Banker

AIB  
Naas Rd  
Dublin 22

## Solicitors

Beauchamps  
Riverside Two  
Sir John Rogerson's Quay  
Dublin 2

## Auditor

Crowe Ireland  
40 Mespil Road  
Dublin 4

## Registered Office

Block 12D  
Joyce Way  
Park West  
Dublin 12

## Senior Management Team

Seán Campbell, *Chief Executive Officer*

Claire Gavigan, *Area Manager – North West*

Declan O'Leary, *Area Manager – Cork*<sup>1</sup>

Eric O'Brien, *Area Manager – Cork*<sup>2</sup>

Karen Hannify, *Director of Marketing, Communications and External Relations*

Miriam Ryan, *Director of Targeted Services and Safeguarding*

Rachael Murphy, *Director of Support Services*

Sarah Haslam, *Director of Programmes and Research*

Siobhan McCormack, *Director of Finance*

**Company Registration number (CRO):** 552248

**Registered Charity number (CRA):** 20007812

**Charitable Status number (CHY):** 5359

<sup>1</sup> Retired April, 2024

<sup>2</sup> Joined May, 2024

# Financial Statements

# Financial Statements

## Financial Review

The results for the year are presented on pages 76 and 77 in the form of a Statement of Financial Activities in order to comply with the Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP) (FRS102).

The total income for the year ended 31 December 2024 was €42,188,342 (2023 – €37,770,199). There were no significant events during the year which impacted on the core financial activities.

Foróige's resources at the end of the year were in surplus by €11,264,588 (2023 – €10,459,296) and unrestricted general funds of €709,620 (2023 – €531,696). €9,992,109 is held for restricted purposes (2023 – €8,823,270) as the funds were donated for specific programmes and projects as set out below.

Restricted and Unrestricted Funds at 31 December	2024	2023
Universal Services	913,876	919,604
Targeted Services	7,378,476	7,063,477
Education Programmes	1,134,433	1,199,345
Specialist Projects	1,274,944	731,397
Unrestricted Designated Funds	562,859	545,473
	<b>11,264,588</b>	<b>10,459,296</b>

## Reserves Policy

Reserves describe the part of Foróige's funds that are freely available to fund its general operations and is not subject to commitments, planned expenditure or restrictions. Consequently, reserves do not include restricted funds and designated funds.

Reserves should provide Foróige with adequate financial stability and the means for it to meet its charitable objectives.

## Principal Funders

Department of Children, Equality, Disability, Integration and Youth  
Education and Training Boards  
Department of Justice  
TUSLA  
The Health Service Executive

## Transfers in the Statements of Financial Activity

Transfers are made from restricted funds for the management and administration of projects. Transfers from unrestricted funds are made to restricted funds to meet the shortfall on restricted projects.

## Directors and their Interests

The company is limited by guarantee and does not have a share capital. Therefore, the directors who served during the period did not have a beneficial interest in the company.

The names of the individuals who were directors at any time during the year ended 31 December 2024 and up to the date of approval of the financial statements are set out on page 63.

All directors serve in a voluntary capacity.

The company secretary is HBK Secretarial Services.

## Events subsequent to the year end

There have been no significant events affecting the company since the year end.

## Accounting records

The measures that the directors have taken to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Block 12D, Joyce Way, Park West, Dublin 12.

## Statement on relevant audit information

In the case of each of the persons who are directors at the time this report is approved in accordance with Section 332 of the Companies Act 2014:

- ▶ So far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- ▶ Each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

## Auditors

The auditors, Crowe Ireland, Chartered Accountants, who were appointed on August 12, 2024, have expressed their willingness to continue in office in accordance with Section 383(2) of the Companies Act 2014.

The financial statements were approved on behalf of the Board on 22 April 2025 on its behalf by:



**Odhrán O'Mahony**  
Director



**Noel Kelly**  
Director

# Directors' Responsibilities Statement

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable Irish law and 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 ("relevant financial reporting framework") and the Statement of Recommended Practice (Charities SORP (FRS102)), issued by the Charity Commissioner for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator. 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 company as at the financial year end date and of the net income or expenditure of the company 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 then apply them consistently;
- ▶ make judgements and 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 company will continue in business.

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

The directors are responsible for the maintenance and integrity of the corporate and financial information included in the company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



**Odhrán O'Mahony**  
Director



**Noel Kelly**  
Director

# Independent Auditors' Report



to the Members of Foróige the National Youth Development Organisation Limited

## Report on the audit of the financial statements

We have audited the Financial Statements of Foróige the National Youth Development Organisation Limited ('the Company'), for the year ended 31 December 2024, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued in the United Kingdom by the Financial Reporting Council.

In our opinion, the financial statements:

- ▶ give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2024 and of its net movement in funds for the year then ended;
- ▶ have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- ▶ have been 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 in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard 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 company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

# Independent Auditors' Report

(continued)

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 Auditors' report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 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.

## Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- ▶ in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- ▶ in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

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

## Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.



## Respective responsibilities

### Responsibilities of directors for the financial statements

As explained more fully in the Directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors 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 company'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 the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

### Auditors' 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 Auditors' 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.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: [http://www.iaasa.ie/getmedia/b23890131cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b23890131cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf). This description forms part of our auditor's report.

## The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Company'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 Company's members those matters we are required to state to them in an Auditors' 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 Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Aidan Ryan F.C.A.

For and on behalf of  
Crowe Ireland  
Chartered Accountants and Statutory Audit Firm

40 Mespil Road  
Dublin 4 D04 C2N4  
Date 30 April 2025



# Statement of Financial Activities

Incorporating the Income and Expenditure Account for the year ended 31 December 2024

	Notes	Restricted Funds €	Unrestricted Funds- General €	Unrestricted Funds- Designated €	2024 Total Funds €	2023 Total Funds €
<b>Income</b>						
<i>Income from charitable activities</i>						
Department of Children, Equality, Disability, Integration and Youth – Youth Service Grant		3,618,318	–	–	3,618,318	3,446,017
Other income		37,602,661	918,865	–	38,521,526	34,279,498
		<b>41,220,979</b>	<b>918,865</b>	<b>–</b>	<b>42,139,844</b>	<b>37,725,515</b>
<i>Income from other trading activities</i>						
Other trading activities		13,773	17,339	–	31,112	41,673
Income from investments		–	–	17,386	17,386	3,011
		<b>13,773</b>	<b>17,339</b>	<b>17,386</b>	<b>48,498</b>	<b>44,684</b>
<b>Total income</b>		<b>41,234,752</b>	<b>936,204</b>	<b>17,386</b>	<b>42,188,342</b>	<b>37,770,199</b>
<b>Expenditure</b>						
Charitable activities		41,313,501	–	–	41,313,501	37,015,134
Other expenditure		–	69,549	–	69,549	480,224
<b>Total expenditure</b>		<b>41,313,501</b>	<b>69,549</b>	<b>–</b>	<b>41,383,050</b>	<b>37,495,358</b>
<b>Net income/ (expenditure)</b>		<b>(78,749)</b>	<b>866,655</b>	<b>17,386</b>	<b>805,292</b>	<b>274,841</b>
<b>Transfers</b>						
Transfers between funds						
Income transferred	22	(2,387,832)	2,387,832	–	–	–
Expenditure transferred		3,076,563	(3,076,563)	–	–	–
<b>Net income/ (expenditure) before other gains and loss</b>	<b>2</b>	<b>609,982</b>	<b>177,924</b>	<b>17,386</b>	<b>805,292</b>	<b>274,841</b>

# Statement of Financial Activities

Incorporating the Income and Expenditure Account for the year ended 31 December 2024 (continued)

	Notes	Restricted Funds €	Unrestricted Funds- General €	Unrestricted Funds- Designated €	2024 Total Funds €	2023 Total Funds €
Carried forward		609,982	177,924	17,386	805,292	274,841
<b>Other gains and losses</b>						
Actuarial gain/(loss) on defined benefit scheme	16	–	–	–	–	(641,000)
<b>Net movement in funds</b>		<b>609,982</b>	<b>177,924</b>	<b>17,386</b>	<b>805,292</b>	<b>(366,159)</b>
<b>Reconciliation of funds</b>						
Total funds/ (deficit) at the start of the year		<b>9,382,127</b>	<b>531,696</b>	<b>545,473</b>	<b>10,459,296</b>	<b>10,825,455</b>
<b>Total funds/ (deficit) at end of year</b>		<b>9,992,109</b>	<b>709,620</b>	<b>562,859</b>	<b>11,264,588</b>	<b>10,459,296</b>

All results derive from continuing operations. The notes on pages 78 to 99 form part of these financial statements.

# Balance Sheet

As at 31 December 2024

	Notes	Restricted Funds €	Unrestricted Funds- General €	Unrestricted Funds- Designated €	2024 Total Funds €	2023 Total Funds €
<b>Fixed Assets</b>						
Tangible Fixed Assets	6	1,009,064	475,155	–	1,484,219	915,724
Investments	7	–	–	254	254	254
		1,009,064	475,155	254	1,484,473	915,978
<b>Current Assets</b>						
Debtors	8	2,283,534	427,673	4,607	2,715,814	1,250,818
Cash at Bank and in Hand		9,907,378	1,007,308	557,998	11,472,684	10,806,618
		12,190,912	1,434,981	562,605	14,188,498	12,057,436
<b>Current liabilities</b>						
Creditors (Amounts falling due within one year)	9	(3,207,867)	(1,200,516)	–	(4,408,383)	(2,514,118)
<b>Net Assets</b>		9,992,109	709,620	562,859	11,264,588	10,459,296
<b>The funds of the organisation</b>	11	<b>9,992,109</b>	<b>709,620</b>	<b>562,859</b>	<b>11,264,588</b>	<b>10,459,296</b>

The notes on pages 78 to 99 form part of these financial statements.

The Financial statements were approved by the Board on 22 April 2025 on its behalf by



**Odhrán O'Mahony**  
Director



**Noel Kelly**  
Director

# Statement of Cash Flows

For the Year Ended 31 December 2024

	Notes	2024 €	2023 €
<b>Cash used in Operating Activities</b>	14	1,655,135	(1,125,536)
<b>Cash flows from Investing Activities</b>			
Interest received		17,386	3,011
Expenditure on tangible fixed assets		(1,006,455)	(591,792)
<b>Net cash used in Investing Activities</b>		(989,069)	(588,781)
<b>Net (decrease)/increase in cash and cash equivalents</b>		666,066	(1,714,315)
Cash and cash at bank at beginning of period		10,806,618	12,520,933
<b>Total cash and cash at bank at end of period</b>	15	<b>11,472,684</b>	<b>10,806,618</b>

# Notes to the Financial Activities

For the Year Ended 31 December 2024

## 1. ACCOUNTING POLICIES

Foróige is constituted under Irish Company law as a company limited by guarantee and is a registered charity. These Financial Statements have been prepared on a going concern basis and in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102) and Company Law 2014. The Financial Statements have also been prepared in accordance with Statement of Recommended Practice (Charities SORP) (FRS 102) “Accounting and Reporting by Charities”.

### Basis of Accounts Preparation

The Financial Statements include all income, expenditure, assets and liabilities of Foróige, The National Youth Development organisation and of all projects directly managed and controlled by it. The Financial Statements cover the period for the year ended 31 December 2024.

Foróige meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

### Income

Income, primarily revenue-based grants, other than affiliation fees, are recognised in the financial year to which they relate. Income due, but not received, at the year-end is included in debtors on the Balance Sheet. Funds already received in respect of a specific performance by the organisation, are recognised when the organisation becomes entitled to the grant, this is classified as deferred income and is included in creditors in the Balance Sheet.

Income from affiliation fees is recognised in the financial year during which it is received.

### Expenditure and Irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- ▶ Charitable activities
- ▶ Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. During 2024, €12,178 (2023 – €4,366) was received under the VAT Compensation Scheme in respect of VAT expended in 2023. The VAT refund is recognised on receipt due to the uncertainty of amount to be refunded.

# Notes to the Financial Activities

(continued)

### Allocation of Support Costs

Support costs are those functions that assist the work of the organisation but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the organisation's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 20.

### Donated Services and Facilities

Donated professional services and donated facilities are recognised as income when the organisation has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the organisation of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to note 4 for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

### Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the organisation; this is normally upon notification of the interest paid or payable by the Bank.

### Tangible Fixed Assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is calculated in order to write off the cost of fixed assets, on a straightline basis, over the period of their expected useful lives. The expected useful lives of fixed assets, by reference to which depreciation is calculated, are as follows:

<i>Computer equipment &amp; software</i>	<i>3 years</i>
<i>Furniture &amp; fittings</i>	<i>10 years</i>
<i>Office equipment</i>	<i>5 years</i>
<i>Motor vehicles</i>	<i>5 years</i>
<i>Education equipment</i>	<i>5 years</i>
<i>Buildings</i>	<i>10 years</i>

# Notes to the Financial Activities

(continued)

## Financial Instruments

The organisation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

## Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## Cash at Bank and in Hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## Funds

Restricted income arises when the funder has specified that the income may only be used for a particular purpose.

The balance of the restricted fund at the end of the year represents income held and not yet expended for the purpose specified by the funder.

Unrestricted income is available to the organisation to use for any of the organisation's purposes. The balance at the end of the year represents assets held for general use.

Unrestricted funds that are designated are held for Capital and Development purposes.

The organisation has also recognised the cost of the pension scheme as unrestricted funds to separately show its effect on the total funds of the organisation.

## Creditors and Provisions

Creditors and provisions are recognised where the organisation has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

## Leases

Operating lease costs are charged to the income and expenditure account as incurred.

# Notes to the Financial Activities

(continued)

## Retirement Benefit Costs

During 2024 the organisation operated two defined contribution contributory pension schemes for employees. The Defined benefit scheme went into wind up on 30 April 2023.

## Defined Contribution Scheme

Pension contributions in respect of the scheme for employees are charged to expenditure as they become payable in accordance with the rules of the scheme. The assets are held separately from those of the organisation in an independently administered fund. Differences between the amounts charged to expenditure and payments made to pension funds are treated as assets or liabilities.

## Judgements and Key Sources of Estimation Uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions concerning the future that affect the application of policies and reported amounts of assets and liabilities, income and expenditure. The resulting accounting estimates will, by definition, seldom equal the related actual results.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

## Donated services

The company received donated services in the form of volunteer time and occupies properties at below market lease rates. Accounting standards require that donated services should be recognised in the company statement of financial activities at fair value. In accordance with the Charities SORP (FRS102) the fair value volunteer time is not included however, management have estimated that the fair value of donated lease costs to be €409,800.

# Notes to the Financial Activities

(continued)

## Establishing useful economic lives for depreciation purposes of buildings, equipment, and motor vehicles

Long lived assets, comprise a significant portion of total assets. The annual depreciation charge depends primarily on the estimated useful economic life of this type of asset and estimates of residual value. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

## Going concern

The net asset position of Foróige at 31 December 2024 was €11,264,588. Directors have reviewed the current reserve levels, forecast income and expenditure, including the ongoing funding of the pension scheme and note that Foróige continues as a going concern. The Board of this entity will continue to focus on the long-term sustainability of Foróige and the activities which it carries out. There is no material uncertainty concerning the ability of the organisation to continue as a going concern.

# Notes to the Financial Activities

(continued)

## 2. NET INCOME/(EXPENDITURE)

The net income/(expenditure) is stated after charging	2024 €	2023 €
Depreciation	437,960	294,407
Operating Lease payments	1,000,000	908,000
Auditor's remuneration – statutory audit	95,628	75,338
Directors' remuneration	-	-

## 3. WAGES AND SALARIES

The average number of persons employed (excluding casual employees) (full time equivalent) 581 (2023 – 520)	2024	2023
Administration and Operations	602	547
Wages and salaries	25,606,917	22,361,840
Social welfare costs	2,836,395	2,470,237
Other retirement benefit costs	1,366,551	1,621,122
Redundancy costs	-	28,870
Retirement Benefit current service cost	-	65,000
	29,809,863	26,547,069

Statutory termination benefits were paid to no staff members in 2024 (2023 – 2) due to the posts becoming redundant.

The remuneration paid to the senior management team in respect of qualifying services for the year amounted to €1,014,707 (2023 €914,489) including employers PRSI and pensions costs. Seán Campbell, Foróige CEO was paid €168,765 (2023 – €155,319) per year before the costs of employers PRSI. He receives a 11.1% (2023 – 10.3%) contribution to the defined benefit pension scheme.

# Notes to the Financial Activities

(continued)

The Senior Management team who are also considered key management personnel is made up of:

Seán Campbell	<i>Chief Executive Officer</i>
Miriam Ryan	<i>Director of Targeted Services and Safeguarding</i>
Claire Gavigan	<i>Area Manager (North West) with SMT responsibilities</i>
Karen Hannify	<i>Director of Marketing, Communications and External Relations</i>
Sarah Haslam	<i>Director of Programmes and Research</i>
Siobhan McCormack	<i>Director of Finance</i>
Rachael Murphy	<i>Director of Support Services</i>
Declan O'Leary	<i>Area Manager (Cork) with SMT responsibilities (retired March 2024.)</i>
Eric O'Brien	<i>Area Manager Cork with SMT responsibilities (appointed February 2024)</i>

The number of employees whose remuneration for the year fall within the following bands are:

	2024	2023
€60,000 – €70,000	39	24
€70,000 – €80,000	7	7
€80,000 – €90,000	7	6
€90,000 – €100,000	3	1
€100,000 – €110,000	1	-
€110,000 - €120,000	-	-
€120,000 - €130,000	-	1
€130,000 - €140,000	-	-
€140,000 - €150,000	-	-
€150,000 - €160,000	-	1
€160,000 - €170,000	1	-

# Notes to the Financial Activities

(continued)

## 4. DONATED SERVICES

### Volunteer time

2024 saw some growth both in terms of volunteer numbers and hours donated. The strong economy and full employment impacts the availability of people to volunteer, so the rate of growth is not as high as expected. The increase in volunteer hours is 8% over 2023.

Adults volunteer in Foróige in many different roles and settings, some of which are ongoing and some short term, including:

### Governance Volunteers

These volunteers in addition to volunteering in clubs, projects and programmes contribute additional hours to attend meetings in various local and national governance coordinating roles.

We estimate that Governance volunteers contributed 8,500 hours during 2024.

### Club Volunteers

Clubs open for approximately 2 hours each week for 8 months of the year. Based on a survey in 2019 76% of volunteers attend 3 time per month or more. We estimate that club volunteers contributed 174,000 hours of their time during 2024 including planning, Leader meetings and club management.

### Project and Programme Volunteers

These volunteers contribute in a number of settings including in local projects, as Big Brothers and Big Sisters in the Big Brother Big Sister programme, as mentors and judges in the Network for Teaching Entrepreneurship programme and as Summer Scheme volunteers. We estimate that volunteers within our projects and programmes contributed 118,000 hours in 2024.

### Training and Events

Volunteers within Foróige attend facilitate at a number of events throughout the year including local recognition events and achievement days, Citizenship awards, facilitation of local leadership, Trainer training, the Annual National Leaders conference, the Annual Leadership conference, Reference Panel meetings, Regional Conferences, Officer training and volunteer training. We estimate that volunteers contributed 24,500 hours during 2024 to training and events.

In summary we estimate that a total of 5,700 volunteers contributed 325,000 hours during 2024 (2023 - 300,200). At the industrial average wage this would be valued at approximately €9,500,000 (2023 - €8,500,000).

However due to the nature of the estimates and in accordance with the Charity SORP this donated volunteer time has not been reflected in the financial statements.

# Notes to the Financial Activities

(continued)

## Below Market Value Rent

A number of Foróige projects occupied premises at below market rent within the communities in which they operate. The valuation of the rent donated by these community resources is estimated at €409,800 and is reflected in both income and expenditure in 2024 (€120,000 in 2023).

## 5. TAXATION

The organisation is entitled to exemption from taxation under Sections 207 and 208 Taxes Consolidation Act 1997. The charity registration number is CHY 5359.

## 6. TANGIBLE FIXED ASSETS

	Computer Equipment & Software €	Furniture & Fittings €	Office Equipment €	Motor Vehicles €	Education Equipment €	Buildings €	Total €
<b>Cost:</b>							
At 1 January 2024	237,412	777,781	316,060	1,271,646	290,679	562,187	3,455,765
Additions	19,133	15,989	36,218	321,767	93,348	520,000	1,006,455
At 31 December 2024	256,545	793,770	352,278	1,593,413	384,027	1,082,187	4,462,220
<b>Accumulated Depreciation:</b>							
At 1 January 2024	(227,274)	(745,405)	(310,165)	(524,471)	(205,538)	(527,188)	(2,540,041)
Charge for period	(11,433)	(9,186)	(8,717)	(283,803)	(40,321)	(84,500)	(437,960)
At 31 December 2024	(238,707)	(754,591)	(318,882)	(808,274)	(245,859)	(611,688)	(2,978,001)
<b>Net Book Value</b>							
At 31 December 2024	17,838	39,179	33,396	785,139	138,168	470,499	1,484,219
At 31 December 2023	10,138	32,376	5,895	747,175	85,141	34,999	915,724

# Notes to the Financial Activities

(continued)

## 7. INVESTMENTS

	2024 €	2023 €
Prize Bonds	254	254

The realisable value of the investments is not less than the above stated cost.

## 8. DEBTORS

	2024 €	2023 €
Debtors and accrued income	2,319,226	1,139,575
Prepayments	396,588	111,243
	2,715,814	1,250,818

## 9. CREDITORS: (AMOUNTS FALLING DUE WITHIN ONE YEAR)

	2024 €	2023 €
Deferred income 9(a)	2,175,558	655,555
Tax and social insurance due	714,229	599,970
Trade creditors and accruals	1,518,596	1,258,593
	4,408,383	2,514,118

### Trade Creditors

The carrying amounts of trade and other payables approximate to their fair values largely due to the short-term maturities and nature of these instruments. The repayment terms of trade creditors vary between on demand and 90 days. No interest is payable on trade creditors.

### Taxes and Social Security Costs

Taxes and social security costs are subject to the terms of the relevant legislation. Interest accrues on late payment. No interest was due at the financial year end date.

# Notes to the Financial Activities

(continued)

## 9(a) DEFERRED INCOME

	2024 €	2023 €
Opening balance	655,555	1,827,822
Recognised during the year	(655,555)	(1,827,822)
	-	-
Deferred income during year – Funding received relating to subsequent year allocation	2,175,558	655,555
Closing balance	2,175,558	655,555

## 10. COMMITMENTS

### Operating Leases

The organisation holds a number of leases for its properties around the country. There are 25 leases in operation (2023 – 15), the duration of which ranges from 1 to 10 years. The total minimum lease payments under non-cancellable operating leases are as follows

	2024 €	2023 €
Due within one year	476,650	287,455
Expiring between two and five years	918,006	593,057
Expiring between six and ten years	224,530	76,250
	1,619,186	956,762

## 11. FUNDS OF THE ORGANISATION

	2024 €	2023 €
Balance at beginning of year	10,459,296	10,825,455
Net income/(expenditure)	805,292	274,841
Actuarial gain/(loss)	-	(641,000)
Balance at end of year	11,264,588	10,459,296

# Notes to the Financial Activities

(continued)

## 12. FUNDS OF THE ORGANISATION (2023 MOVEMENT)

	Restricted funds €	Unrestricted funds- general €	Unrestricted funds- designated €	Unrestricted funds- pension €	2023 Total Funds €
<b>Income</b>					
<i>Income from charitable activities</i>					
Youth Service Grant	3,446,017	-	-	-	3,446,017
Other income	33,645,434	358,064	-	276,000	34,279,498
	<b>37,091,451</b>	<b>358,064</b>	-	<b>276,000</b>	<b>37,725,515</b>
<i>Income from other trading activities</i>					
Other trading activities	19,608	22,065	-	-	41,673
Income from investments	-	-	3,011	-	3,011
	19,608	22,065	3,011	-	44,684
<b>Total income</b>	<b>37,111,059</b>	<b>380,129</b>	<b>3,011</b>	<b>276,000</b>	<b>37,770,199</b>
<b>Expenditure</b>					
Charitable activities	37,015,134	-	-	-	37,015,134
Other expenditure	-	415,224	-	65,000	480,224
<b>Total expenditure</b>	<b>37,015,134</b>	<b>415,224</b>	-	<b>65,000</b>	<b>37,495,358</b>
Net income/(expenditure)	<b>95,925</b>	<b>(35,095)</b>	<b>3,011</b>	<b>211,000</b>	<b>274,841</b>
<b>Transfers</b>					
Transfers between funds					
Income transferred	(2,156,403)	2,156,403	-	-	-
Expenditure transferred	2,619,334	(2,619,334)	-	-	-
Net income/(expenditure) before other gains and Loss	558,856	(498,026)	3,011	211,000	274,841
<b>Other gains and losses</b>					
Actuarial gain on defined benefit scheme	-	-	-	(641,000)	(641,000)
Net movement in funds	<b>558,856</b>	<b>(498,026)</b>	<b>3,011</b>	<b>(430,000)</b>	<b>(366,159)</b>
<b>Reconciliation of funds</b>					
Total funds /(deficit) at the start of the year	<b>8,823,271</b>	<b>1,029,722</b>	<b>542,462</b>	<b>430,000</b>	<b>10,825,455</b>
Total funds/ (deficit) at the end of the year	9,382,127	531,696	545,473	-	10,459,296

# Notes to the Financial Activities

(continued)

## 13. BALANCE SHEET 2023 BY FUND

	Restricted Funds €	Unrestricted Funds General €	Unrestricted Funds Designated €	Unrestricted Funds Pension €	2023 Total funds €
<b>Fixed Assets</b>					
Tangible Fixed Assets	877,134	38,590	-	-	915,724
Investments	-	-	254	-	254
	877,134	38,590	254	-	915,978
<b>Current Assets</b>					
Debtors	1,103,568	147,250	-	-	1,250,818
Cash at Bank and in Hand	9,044,994	1,216,405	545,219	-	10,806,618
	10,148,562	1,363,655	545,219	-	12,057,436
<b>Current liabilities</b>					
Creditors (Amounts falling due within one year)	(1,643,569)	(870,549)	-	-	(2,514,118)
<b>Net Assets</b>	9,382,127	531,696	545,473	-	10,459,296
<b>The funds of the organisation</b>	<b>9,382,127</b>	<b>531,696</b>	<b>545,473</b>	<b>-</b>	<b>10,459,296</b>

# Notes to the Financial Activities

(continued)

## 14. CASHFLOWS FROM OPERATING ACTIVITIES

	2024 €	2023 €
Income	805,292	274,841
Adjusted for:		
Depreciation	437,960	294,407
Investment income	(17,386)	(3,011)
Movements in trade and other receivables	(1,464,996)	(285,312)
Movements in trade and other payables	1,894,265	(1,195,459)
Pension contributions – current service cost	-	65,000
Gain on Pension settlements	-	(266,000)
Net return on retirement benefits	-	(10,000)
<b>Net Cash used in operating activities</b>	<b>1,655,135</b>	<b>(1,125,534)</b>

## 15. ANALYSIS OF NET CASH

	2024 €	2023 €
Cash at bank and in hand	11,472,684	10,806,618

## 16. RETIREMENT BENEFITS

The organisation operated two defined contributions contributory pension schemes during 2024 for employees.

### Defined Contribution Pension Scheme

The defined contribution pension costs charges in the financial statements represent the contribution payable by the organisation during the year.

The regular cost of providing retirement pensions and related benefits is charged to the statement of financial activities over the employee's service lives on the basis of a constant percentage of earnings. A new scheme was opened to all staff on 1 November 2022 who were not eligible to join either of the two previous schemes and who met eligibility criteria at that time. From 1 May 2023 all existing staff who were members of Defined Benefit scheme and who met eligibility criteria were offered the option to join the Defined Contribution Scheme. The organisation's contributions to the defined contribution schemes amounted to €1,333,204 (2023 – €882,660). Amounts outstanding payable to the schemes at year end totaled €176,811 (2023: €-).

# Notes to the Financial Activities

(continued)

## Defined Benefit Pension Scheme

At 30 April 2023 the trustees of the Defined Benefit Pension Scheme made a decision to wind up the scheme following communication from the organisation that the organisation would be ceasing contributions to the scheme. An additional €300,000 goodwill payment was made to the scheme by the organisation from unrestricted reserves. The organisation has no remaining obligations to the scheme.

The defined benefit pension scheme is administered by trustees. The funds of the scheme are separate from those of the organisation. Contributions are paid to the scheme in accordance with the recommendations of independent actuaries to enable the trustees to meet from the scheme the benefits accruing in respect of current and future services.

As the organisation has no remaining obligations in respect of the scheme, no pension scheme surplus of deficit has been recognized on the face of the Balance Sheet in the current or prior year.

## 17. INCOME FROM THE DEPARTMENT OF CHILDREN, EQUALITY, DISABILITY, INTEGRATION AND YOUTH

The following income was received directly from the Department of Children, Equality, Disability, Integration and Youth:

	2024 €	2023 €
Youth Service Grant	3,618,318	3,446,017
National Participation Office and Hub na nÓg	1,112,054	1,027,553
Big Brother Big Sister Dormant Accounts Funding	1,155,000	1,051,481
Other grants and invoiced services	357,735	338,603
Climate Action	49,916	34,497
Online Safety	140,000	130,000
Integration Funding	60,175	51,573
Capital Grants	-	39,550
The LEAD Project	73,000	-
The Skillseekers Project	38,940	-
	6,605,138	6,119,275

# Notes to the Financial Activities

(continued)

The Department of Children, Equality, Disability, Integration and Youth – Youth Services Grant is issued annually for a term of one year and is restricted to supporting the work of Foróige:

	Core €	Big Brother Big Sister €	Total €
Grant Income	3,206,553	411,765	3,618,318
Pay, Service Provision and General Administration	(3,206,553)	(411,765)	(3,618,318)
Surplus for year	-	-	-
Deficit forward from prior year	-	-	-
Deficit forward	-	-	-

## 18. RELATED PARTY TRANSACTION

Details of remuneration to key management is set out in note 3. There were no other transactions with related parties.

## 19. DIRECTORS' EXPENSES

During 2024, 12 Directors were reimbursed for expenses incurred in the performance of their responsibilities as Directors for a total of €9,381 (2023 – 14 Directors €6,129).

## 20. ALLOCATION OF SUPPORT COSTS

The central operation of the organisation charges an Operation Support Cost to each Youth Service, Project or Programme operated by the organisation as a contribution towards the cost of essential professional services provided to them. Through the provision of these in-house shared services, Foróige provides a cost effective means by which staff have access to resources, knowledge, procedures, supports, controls and facilities that would otherwise be out of their financial reach. The basis on which the charge is applied to each project is detailed below. The professional suite of support services provided to all Foróige operated Youth Services, Projects and Programmes through the Foróige Operation Support Charge are as follows.

**Management Support:** Each Youth Service, Project or Programme provided by Foróige is assigned to a Foróige Area Manager. This Manager offers staff a number of key supports which ensure that the objectives of each initiative are achieved effectively, efficiently and within budget. The range of direct management supports include:

- ▶ Project planning, evaluation and reporting – The responsibility for the oversight and implementation of planning, evaluation and reporting lies with the Foróige manager. It involves coordination and organisation of the completion of quarterly reports and annual reports and plans across the project staff and other relevant sections within the organisation including the Foróige Finance and HR Teams. The manager has overall responsibility for the sign off on plans and reports and ensuring that they

# Notes to the Financial Activities

(continued)

are completed and returned in a timely manner. In recent years, in line with funders' requests, planning and reporting processes have become more robust and complex.

- ▶ Staff support and supervision – Formal supervision provides space for the youth workers to reflect on their practice, and to develop strategies in relation to improvements to future practice. Youth work by its nature is often characterised by engaging with young people facing difficult situations, responding to their needs and those of their families, the requirements of the funding body, relationships with partner organisations, colleagues and management, and the ever-increasing demands of administrative work, all of which is supported formally in regular and planned supervision. Outcome of supervision can entail the identification of specific trainings which require added follow up.
- ▶ Staff consultancy and problem solving – The complexity of the needs of the young people referred to the projects often requires management support. While formal supervision forms part of the Management support, informal, weekly support is imperative to guide and enable youth justice workers in their decision making.
- ▶ Child protection policy and procedure implementation – Identification and reporting of child welfare and child protection cases is common amongst the projects and services. Guidance, support and up to date and relevant child protection policies and procedures are essential to ensure the very sensitive element of the work is supported accurately.

**Finance:** A professional finance department which:

- ▶ Implements the financial control policies and procedures of the organisation, ensuring value for money and adherence to best practice
- ▶ Ensures compliance with FRS102 and Charities SORP, statutory obligations, DPER, internal policies and procedures, funders service level agreements, relevant company law and best practice
- ▶ Manages a full suite of finance functions including payroll, accounts payable and receivable functions
- ▶ Delivers on internal and external reporting requirements
- ▶ Manages budgets and cashflow on a project by project basis
- ▶ Facilitates strategic and operational financial planning

# Notes to the Financial Activities

(continued)

**Governance and Compliance:** Governance, risk management and compliance regarding the key priorities of the organisation is the responsibility of Senior Managers. Oversight of potential and actual risks and implementing effective policies and procedures to mitigate any challenges and threats. The priority components are:

- ▶ Overall Governance compliance in line with the Charities regulator
- ▶ Financial oversight and compliance of all statutory obligations as listed above
- ▶ Data Protection policy and systems that support projects in relation to data protection compliance and support, training and systems for data protection compliance
- ▶ Compliance with the Lobbying Act
- ▶ Health & Safety Compliance
- ▶ Child Safeguarding and protection
- ▶ Vetting of staff and any adult volunteers that become involved in the projects and services

**Marketing and Communications:** A full suite of marketing and communications services which include:

- ▶ Media relations and publicity support, including local, national and digital media
- ▶ A full communications and marketing consultancy service
- ▶ A media monitoring and evaluation service
- ▶ A social media monitoring and evaluation service
- ▶ Event management support
- ▶ Online communications support
- ▶ The provision of promotional literature and other promotional items

# Notes to the Financial Activities

(continued)

**Human Resources:** A comprehensive range of HR services which include:

- ▶ Provision of comprehensive HR advice to management and staff
- ▶ Recruitment and selection process
- ▶ On boarding of staff
- ▶ Disciplinary and grievance process
- ▶ Policies and procedure development and implementation
- ▶ Employee relations
- ▶ Legislative compliance
- ▶ HR administrative support

**Information Technology:** An in-house IT Department, which provides:

- ▶ Centralised IT purchasing processes ensuring value for money on IT purchases for all parts of the organisation
- ▶ Policies and solutions to ensure the organisation complies with data protection and security policies and guidelines
- ▶ IT support and training to staff
- ▶ Set up and ongoing support on all IT hardware and software
- ▶ Centralised security and encryption support

**Training, Learning and Development:** Foróige's Training, Learning and Development unit enables staff and volunteers to develop the competencies to carry out their job to the highest standard in order to best facilitate youth development and ensure that the objectives of each Youth Service, Project or Programme are being achieved. The operation support charge covers the cost of training programme development, the trainer and programme materials.

Courses include:

- ▶ Induction to Foróige
- ▶ Needs Assessment and Curriculum Design
- ▶ Planning and Evaluation
- ▶ Personal Effectiveness and Group Dynamics

# Notes to the Financial Activities

(continued)

- ▶ Child Safeguarding and Protection
- ▶ Organisational Procedures and Policies
- ▶ Tobacco, Alcohol and Drug Awareness
- ▶ Gender & Sexuality Awareness
- ▶ Skills to Succeed (Youth Employability)
- ▶ Manualised programme training- Leadership for Life, REAL U, Youth Citizenship, Putting the Pieces Together, Be Healthy Be Happy, Brief Intervention

**Volunteer Development:** Foróige provides support services to staff to enable them to proactively engage volunteers in roles relevant to the work of the particular project or service.

Services include:

- ▶ Staff and volunteer training
- ▶ Recruitment policy and procedures
- ▶ Garda vetting service
- ▶ Volunteer recognition and progression
- ▶ Development and dissemination of best practice guidelines on all aspects of volunteer involvement in the organisation
- ▶ Support in developing volunteer role descriptions.

## Charge amount

The Operation Support charge is calculated based on the number of staff employed in each project. The rationale for this method is that the number of staff indicates the level of activity in the project. There are two rates applied on a per employee per project per month basis. A higher rate where there is no Foróige manager on site and a lower rate where there is a manager on site. 1/2 of the appropriate rate may be charged where an employee does not work full time hours.

The rate in 2024 was €475 (2023 - €450) per employee per project per month where there is no Foróige manager on site and €285 (2023 - €270) per employee per month where there is a Foróige Manager on site.

The total charged for 2024 was €2,387,832 (2023 – €2,156,403) and this is reflected as a transfer from restricted to unrestricted reserves in the Statement of Financial Activities.

# Notes to the Financial Activities

(continued)

## 21. FINANCIAL INSTRUMENTS

The analysis of the carrying amounts of the financial instruments of the organisation required under Section 11 of FRS 102 is as follows:

	2024 €	2023 €
Financial Assets that are debt instruments measured at amortised cost		
Trade debtors and accrued income	2,319,226	1,139,575
Prepayments	396,588	111,243
Prize Bond investment	254	254
Cash at bank and in hand	11,472,684	10,806,618
	<b>14,188,752</b>	<b>12,057,690</b>
Financial liabilities at amortised cost		
Deferred Income	2,175,558	655,555
Trade Creditors and accruals	1,518,596	1,258,593
	<b>3,694,154</b>	<b>1,914,148</b>

## 22. MOVEMENT IN RESERVES

By activity	Closing reserves 2023 €	Reclassification by activity* €	Income €	Expenditure & Net Transfers €	Closing Reserves €
Universal Services	1,947,948	(1,028,344)	5,550,821	(5,556,549)	913,876
Targeted Services	6,649,824	413,653	32,272,005	(31,957,006)	7,378,476
Education Programmes	1,316,051	(116,706)	1,392,442	(1,457,354)	1,134,433
Specialist Projects	-	731,397	2,955,688	(2,412,141)	1,274,944
Unrestricted Designated Funds	545,473	-	17,386	-	562,859
<b>Total</b>	<b>10,459,296</b>	<b>-</b>	<b>42,188,342</b>	<b>(41,383,050)</b>	<b>11,264,588</b>

\*A number of projects were reclassified by activity during the year resulting in movement from the 2023 closing reserves by activity to the opening reserves in 2024.

# Notes to the Financial Activities

(continued)

By funder	Opening Reserves €	Income €	Expenditure & net transfers €	Closing Reserves €
Department of Children, Equality, Disability, Integration and Youth – Youth Service Grant	-	3,618,318	(3,618,318)	-
Department of Children, Equality, Disability, Integration and Youth – Other Grants	190,206	2,986,820	(2,992,541)	184,485
Education and Training Boards	309,303	8,949,409	(8,816,767)	441,945
Department of Justice	3,735,925	12,420,499	(12,496,500)	3,659,924
TUSLA	1,299,971	6,264,643	(6,312,882)	1,251,732
The Health Service Executive	377,433	1,192,682	(1,157,529)	412,586
Department of Education	-	300,000	(300,000)	-
Department of Community and Rural Development	-	168,280	(168,280)	-
Pobal	-	115,386	(90,261)	25,125
Other Income	4,546,458	6,172,305	(5,429,972)	5,288,791
<b>Total</b>	<b>10,459,296</b>	<b>42,188,342</b>	<b>(41,383,050)</b>	<b>11,264,588</b>

## 23. CONTINGENCIES

Foróige, in the normal course of its activities is subject to claims and legal matters. Due to the status and likely outcome of these matters, no provision has been recognised in the Financial Statements.

# Schedules to the Financial Statements

<b>RESTRICTED FUNDS</b>	<b>Schedule</b>	<b>2024</b>	<b>2023</b>
<b>CHARITABLE ACTIVITIES EXPENDITURE</b>		<b>€</b>	<b>€</b>
Salaries and Direct Costs	1	39,618,312	35,454,801
Administrative Support Costs	2	1,695,190	1,560,333
		<u>41,313,502</u>	<u>37,015,134</u>

<b>SCHEDULE 1</b>	<b>2024</b>	<b>2023</b>
<b>SALARIES AND DIRECT COSTS</b>	<b>€</b>	<b>€</b>
Salaries and Pensions	29,838,734	26,081,271
Travel and Subsistence	1,347,366	1,259,683
Training and Programme Costs	4,987,688	5,113,036
Project Premises and Operating costs	3,444,523	3,000,811
	<u>39,618,311</u>	<u>35,454,801</u>

<b>SCHEDULE 2</b>	<b>2024</b>	<b>2023</b>
<b>ADMINISTRATIVE SUPPORT COSTS</b>	<b>€</b>	<b>€</b>
Support offices premises costs	208,359	199,291
Insurance	178,256	185,030
Support offices operational costs	176,211	158,627
Public relations and advertising costs	115,591	99,268
Professional fees	55,359	84,383
Bank interest and charges	18,621	19,154
Human resources and recruitment	71,872	126,371
Audit and accountancy Fees	95,628	75,338
Voluntary committee expenses	37,268	20,644
Information technology	354,066	297,820
Depreciation	385,960	294,407
	<u>1,695,190</u>	<u>1,560,333</u>



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