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Chairperson's Statement 2025



Across the country, thousands of dedicated volunteers give their time and care to support young people. Their enduring commitment creates safe, inclusive spaces where young people can grow and thrive. This contribution is the foundation upon which Foróige is built, and I want to express my deepest gratitude to every volunteer. I also acknowledge the immense dedication and professionalism of Foróige staff, whose expertise and commitment ensure the consistent delivery of high-quality supports to young people and volunteers alike.

Strong governance remains central to ensuring that Foróige continues to deliver our services with integrity, transparency and accountability. As a Board, we are committed to the highest standards of governance, oversight and strategic leadership. This includes careful stewardship of resources, robust risk management and a clear focus on long-term sustainability. I want to thank my fellow board members for their inspiring dedication and guidance since I became Chairperson last May.

2025 was a milestone year in Foróige's history. After 40 years of outstanding service, 23 of them as CEO, Seán Campbell retired. I would like to humbly acknowledge the immense contribution that Seán made to Foróige. His leadership was instrumental in shaping the organisation as it stands today and his dedication to young people and volunteers has left a lasting legacy. Long standing Foróige Manager and Senior Manager Eric O'Brien was appointed as the organisation's new CEO in October. We wish him every success and happiness in the role as he guides the organisation into its next chapter.

Foróige remains a vital, trusted organisation in the lives of young people across Ireland. I am honoured to support its development as we work to strengthen our impact and reach, ensuring even more young people benefit from the opportunities Foróige provides.

Wayne Travers
Chairperson

My own journey with Foróige began as a young person where I found a place to develop confidence, build connections and realise my potential. Participation in programmes such as Leadership for Life played a significant role in shaping my path. It is a privilege to remain involved with Foróige as a volunteer and now as Chairperson; my experience speaks to the organisation's ability to inspire engagement over a lifetime.

Foróige exists to enable young people to involve themselves consciously and actively in their own development and in the development of society. This purpose continues to guide our work in a changing and often challenging environment. Throughout 2025, the organisation has responded to the evolving needs of young people with commitment, adaptability and a clear focus on quality and impact.

Young people are the true heart of Foróige and the reason for everything we do. Every young person should have the opportunity to find themselves and to be themselves, to develop skills, build friendships, and discover and reach their potential. I am encouraged by the many ways young people actively contribute to shaping Foróige and by our continued commitment to hearing and valuing their voices.

CEO Message 2025



It is a profound honour to write to you for the first time as CEO of Foróige. Since stepping into this role, I have been overwhelmed by the warmth of the welcome I have received from our staff, volunteers, and most importantly, the young people who are the heartbeat of this organisation.

I want to begin by expressing my deepest gratitude to my predecessor Seán Campbell. Seán's dedicated leadership has left Foróige in a position of real strength and I am privileged to build upon the incredible foundation he has helped lay over the last 23 years.

As you'll read in the pages of this annual report, young people are growing up in a world of unprecedented complexity. They are navigating a digital landscape that never sleeps, a changing climate and shifting social pressures that can often feel overwhelming. As I see it, Foróige has never been more vital. We are not just an organisation, we are a constant in their lives. We provide a safe space where young people can find their feet, build their resilience, and discover that they have the power to shape their own futures rather than just being shaped by them.

This year marks a significant milestone for the youth work sector with the movement of Youth Affairs back to the Department of Education and Youth. This is more than just a departmental shift. It is a powerful recognition of the intrinsic link between a young person's development and their educational journey. It reinforces the fact that non-formal education is an essential pillar of a thriving society. We look forward to working closely within this new structure to ensure that youth work is prioritised at the highest levels of government.

Beyond our existing services, Foróige holds a greater ambition for the future of youth work in Ireland. We believe that non-formal education should not be a luxury or a lucky find, but a universal opportunity available to every young person in every community. Our goal is to build a robust youth work ecosystem where high-quality initiatives are accessible to all, regardless of their background or Eircode. By resourcing a joined-up system, we can ensure that every teenager has a place to belong and a space to grow. Investing in this vision is not merely a social support; it is a transformative commitment to levelling up the opportunities available to the next generation so that no young person is left behind.

As I look to the coming year, I feel a huge sense of optimism. To all of our volunteers, staff, partners, supporters and funders: your deep and unwavering commitment to young people is the primary engine that drives Foróige's impact. I am enormously grateful for your belief in our purpose and for the part you play in making our work possible. Together, we will continue to innovate and adapt to ensure Foróige remains a beacon of support and opportunity for Ireland's young people.

Thank you for your continued support and for joining us on this journey.

Eric O'Brien
CEO

2025 Snapshot



55,741
Young People Engaged

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



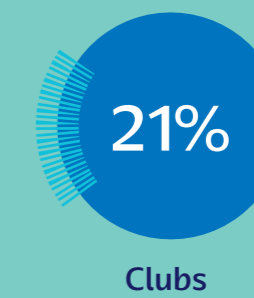
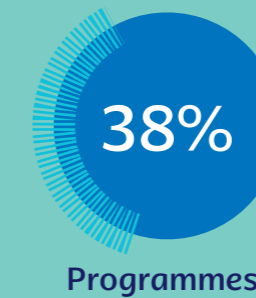
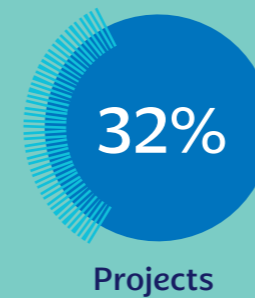
461
Clubs

181
Youth Projects

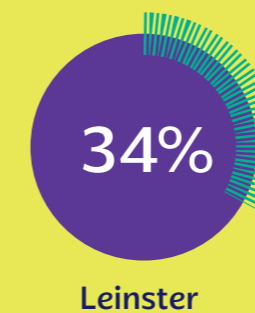
29
Youth Hubs

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

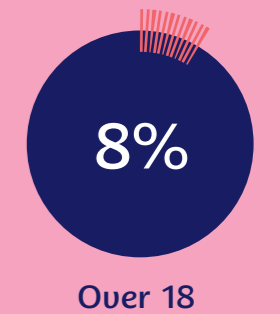
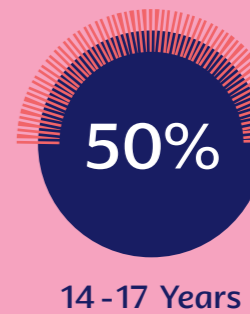
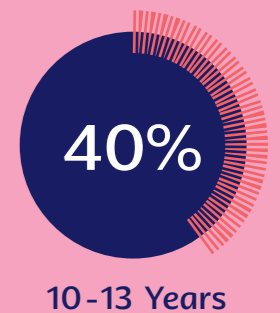
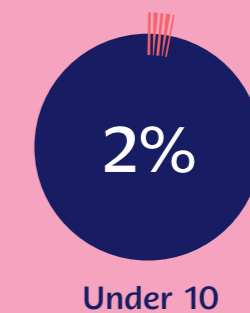
How Young People are Involved



Where Young People Are Involved



Ages of Young People Involved



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

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

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.



Snapshot

16

Staff Participated
in Designated
Liaison Person
Training

977

Volunteers and 97
Staff Participated
in Child Protection
Training

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 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.

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

New in 2025

In collaboration with Foróige's Youth Sub Group and young people involved in Foróige initiatives nationwide, a Young Person Friendly Accompanying Statement was developed and circulated across the organisation. This initiative provides safeguarding information designed by young people, for young people. The statement was made highly visible and actively discussed in Foróige spaces across the country.

A new Child Safeguarding Statement was submitted to Tusla's Child Safeguarding Statement Compliance Unit for review against the requirements of the Children First Act 2015, building on the compliance achieved in previous versions. The updated statement was then circulated to all projects and clubs nationally.

The Child Safeguarding Policy and Guidelines also underwent further review during the year. An updated working document was prepared and shared with Tusla's child safeguarding experts to support the process.

Foróige also engaged in Tusla's Child Safeguarding Commissioning Review, which included the completion of a self-assessment tool on safeguarding procedures across the organisation.

In addition, Garda Vetting processes were updated in line with guidance from the National Vetting Bureau. A high volume of vetting applications were reviewed and submitted during the year, supporting efficient and robust recruitment and selection processes for both staff and volunteers.



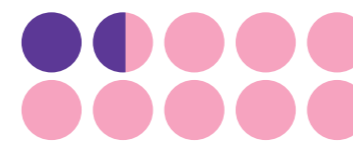
These responses include evidence based education programmes, bespoke initiatives, group work, individual support and mentoring.

Our work takes place in communities, youth facilities, schools, online and in virtual environments.

We also enable adult volunteers from communities to implement Youth Work responses suited to local needs, alongside staff led services.

Across all of this work, young people remain at the centre and are actively involved in identifying their needs and shaping the outcomes they want to achieve.

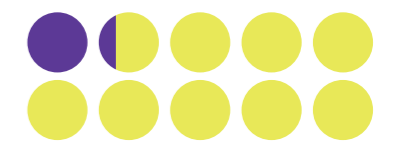
The Most Significant Issues Affecting Young People in 2025 as Ranked by Them



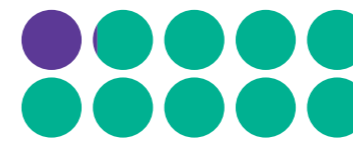
15.8%
Mental Health



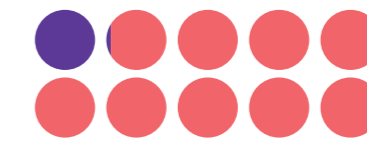
14.4%
Bullying



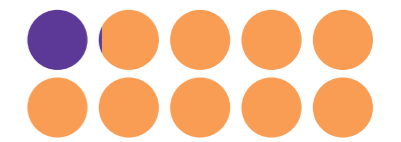
12.4%
Discrimination



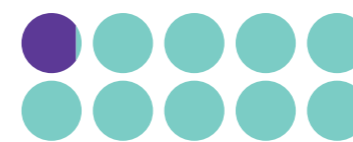
10.6%
Substance Misuse
(Drugs & Alcohol)



10.6%
Education



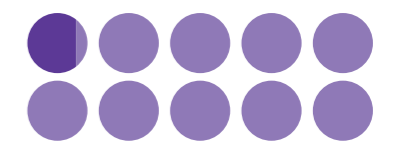
10.5%
Online Safety



9.2%
Cost of Living



8.7%
Gender & Sexuality



8%
Climate Justice and
the Environment

Directors' Report

In Foróige we work primarily with young people to enable them to be active participants in their own development and contributors to their communities. We identify needs with young people and implement a range of Youth Work responses to meet those needs and achieve identified outcomes.

Foróige Clubs

Foróige supports communities to respond to the needs of young people by enabling adult volunteers to establish Foróige Clubs in their local areas. Different types of clubs ensure that Foróige and communities can provide the most appropriate response to young people's needs.

Foróige Clubs play an important role in communities. They enable young people to develop skills and become actively involved locally, while also acting as a training ground for the next generation of Ireland's volunteers and community leaders.



Snapshot



Foróige Clubs

Foróige Clubs are the organisation's primary universal response for young people. Foróige recruits and trains adult volunteers to establish clubs within their communities. These clubs provide a safe and enjoyable environment where young people can meet friends, spend time together, take part in activities and have their voices heard.

Young people play a central role in the running of their local club, supported by adult volunteers. Members elect a committee which typically includes a Chairperson, Secretary, Communications Officer and Treasurer. This committee works with members and adult club leaders to organise and manage the club.

Foróige Clubs generally involve young people aged between 10 and 18, with different age groups typically meeting at different times within the same club.

Foróige Juniors

Foróige Juniors follow a similar structure to standard Foróige Clubs but are tailored to a younger age group, typically 10 to 12 year olds. Activities and content are adapted to suit this age range and meetings usually take place once a week for 60 to 90 minutes.

Special Interest Clubs

Special Interest Clubs exist throughout the Foróige network and bring together young people who share a common interest. These groups provide opportunities for members to explore particular topics, skills or themes in greater depth.

In 2025, in line with the Strategic Area of Focus of being the Youth Work organisation of choice for young people, volunteers, communities and funders, particular attention was given to the role of Foróige Clubs in achieving this aim. In many areas, particularly rural communities with dispersed populations and limited transport options, Foróige Clubs are the only Youth Work service available to young people.

Additional resources were directed towards supporting the development and sustainability of clubs, resulting in the establishment of 80 new Foróige Clubs in 2025.

New in 2025

In 2025, Foróige continued to support Club Volunteers in facilitating their Foróige Clubs. This support included recruiting new volunteers, providing training for both new and existing volunteers, assisting with funding applications, supporting the delivery of educational programmes, providing guidance on a range of topics, visiting clubs, promoting Foróige locally and regionally and supporting District Councils. District Councils bring clubs together at county or regional level to coordinate inter club events, organise training and share ideas and information.

Volunteer retention was a particular focus during the year. Data analysis established a retention rate of 52%, highlighting a significant challenge for the organisation. Foróige Clubs rely on volunteers who commit not only to weekly club activities but also to ongoing training and development. The role of the volunteer has evolved considerably over time, with increasing administrative requirements and more complex needs presenting among young people, including challenging behaviours.

Despite these challenges, volunteers report a strong sense of connection to their communities and place significant value on the contribution they make to the lives of young people.

A distinctive feature of Foróige Clubs, compared with other youth clubs, is the central role young people play in organising and running the club. When young people influence decisions that affect them, the club remains relevant to their lives and interests. Through participation in club committees, young people gain valuable skills that support them not only in the running of their Foróige Club but also in their future involvement in community life.

Throughout 2025, continued emphasis was placed on the role and importance of the Club Committee within Foróige Clubs.

What Foróige Members Say

- ▶ 77% felt involved in decision making in their Foróige Club.
- ▶ 70% said they gained teamwork skills from being involved in their Foróige Club.
- ▶ 65% said their communication skills improved through being involved in their Foróige Club.

An internal study was initiated in 2025 involving consultation with all District Councils, which act as county wide support structures for volunteers in Foróige Clubs. The study examined how District Councils currently operate, identifying what works well and where improvements may be needed. Early findings indicate that while some District Councils are operating extremely effectively, this is not consistent across the country and further work is required to ensure effective structures are in place in all areas where Foróige operates Clubs.

In late 2025, Foróige secured funding from the Department of Education and Youth through the Activating Volunteer Fund to commission external research into the effectiveness of the current club support model. Independent researchers were engaged to analyse the model and provide recommendations. The findings were overwhelmingly positive and compared favourably with organisations of a similar size and structure. While no fundamental changes were recommended, a number of adaptations were identified and will be considered and implemented in 2026.

Additional resources from the fund were allocated to support the development of Foróige Clubs through the recruitment and training of volunteers in commuter counties with high youth populations. Although the work was delayed initially due to recruitment challenges, it has already resulted in the establishment of six new Foróige Clubs in areas where there was previously no Foróige presence, with several other locations currently in the early stages of recruitment and start-up.

The funding also enabled Foróige to trial a new approach to administrative support for staff, particularly in the area of onboarding volunteers. This approach has proven to be very successful and the organisation will explore how roles of this nature can be expanded in 2026.



Together, they Found a Way Through

In Cloonfad, young people came together to support each other, and their community, in the wake of loss.

When two young men from Cloonfad Foróige Club, James and Harry, died, the impact was immediate and deeply felt. In a place where everyone knows everyone, the loss rippled through families, friendships and the club itself.

For a time, the club closed. When it reopened, it wasn't about rushing back to normal. It was about creating space. Space to sit together, to talk or not talk, to be with each other.

"Their first instinct was, what can we do?" says volunteer Josie Reagan.

From that question came an idea. A wake-a-thon. Twelve hours, from evening into morning, staying together in the club space they had made their own. Planned and led by the young people themselves, it became something more than an event. It became a shared purpose.

"We all came together in our Foróige Club so we could be together and support each other," said Lily-Mae, a young person involved. "We wanted to do something in memory of James and Harry."

They organised activities, managed social media, reached out for support. The wider community responded in kind. Local businesses donated food and supplies. Families showed up. By morning, they had raised almost €6,000 for the Irish Road Victims Association.

More importantly, they had created something positive in the midst of grief.

"It gave them something to focus on," Josie says. "They put their energy into it. They kept going."

Through the night, there were moments of laughter, quiet, and reflection. As dawn broke, the group walked together to the cemetery, carrying wreaths they had made themselves using flowers donated by a local florist. They laid them on the graves of James and Harry, and on the grave of another young man from the community who had passed away shortly after.

It was a simple act, but a powerful one. Time together, on their own terms.

Supported by volunteers Josie Reagan, Teresa Norby and Tanya Cousins, the young people of Cloonfad showed what a Foróige Club can be at its best. A place of care, connection and action.

A place where, even in the hardest moments, young people find a way forward.



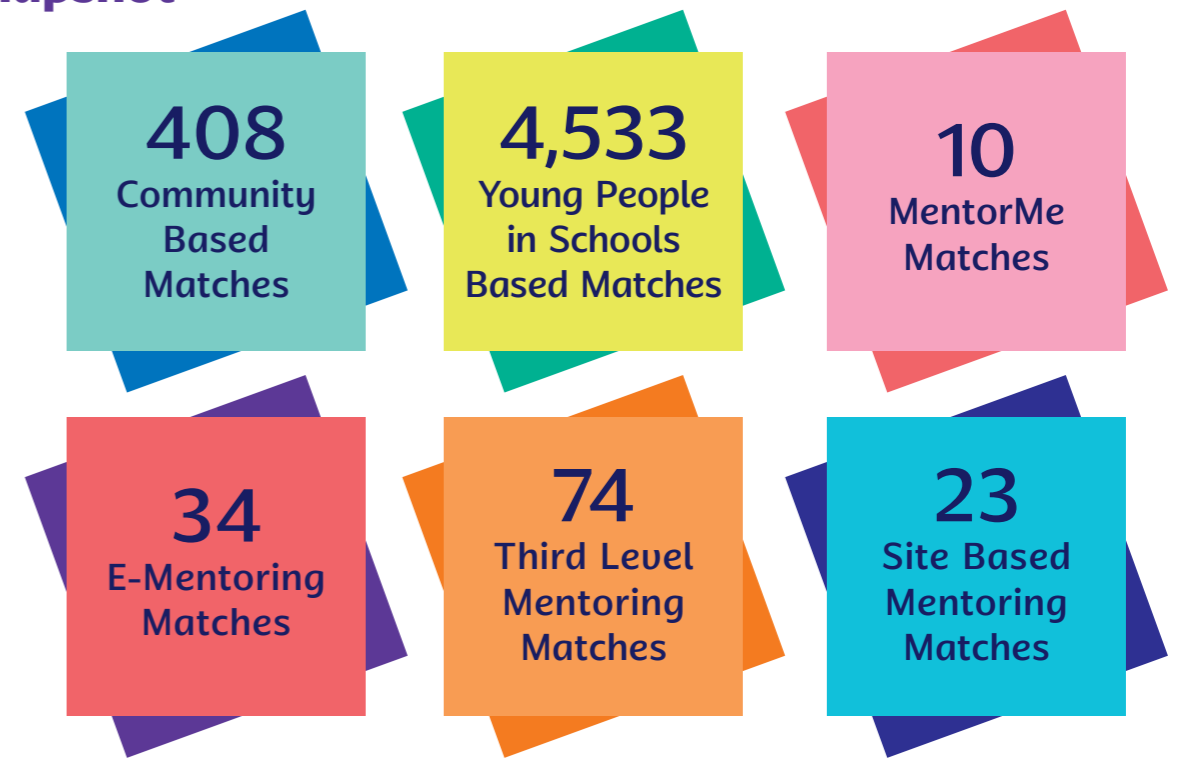


Youth Mentoring

Foróige recognises the powerful role mentoring can play in the lives of young people. We deliver a range of mentoring models that respond to the needs and circumstances of young people who engage with, or are referred to, our mentoring initiatives. Evidence from research on Foróige's youth mentoring programmes shows that young people who have a mentor experience:

- ▶ Improved emotional wellbeing.
- ▶ Better social support and relationships.
- ▶ Improved attitudes towards school and plans for completing further education.
- ▶ Reduced engagement in risky behaviour.
- ▶ Improved relationships with parents and peers.

Snapshot



Big Brother Big Sister

Big Brother Big Sister matches a young person aged 10 to 18 with a caring and suitable adult mentor. The pair meet weekly and take part in activities or pastimes they both enjoy. Through these regular interactions, a positive relationship develops that supports the young person's personal growth and development.

MentorMe

MentorMe is a model of natural mentoring in which a young person identifies a mentor from within their existing social circle. The aim is for this mentor to support the young person with a particular challenge they may be facing. Foróige staff guide both the mentor and the young person throughout the process. This model aligns with Tusla's Signs of Safety approach, which emphasises looking to existing networks as a first step in identifying sources of support.

E-Mentoring

Our Space is an innovative E-Mentoring app that enables mentoring participants to connect safely and securely online through their mobile phone or tablet. The app includes a video chat function, an activity feed and a range of games and educational activities that participants can engage with while connecting online. E-Mentoring is expected to enable more young people to access mentoring support, particularly those experiencing rural or social isolation, while also offering greater flexibility for volunteer mentors.

School Mentoring

Foróige's school mentoring programme supports young people in their first year of secondary school. The programme matches first year students with senior cycle students who meet weekly throughout the academic year. Sessions typically involve games and sports within the school setting. The programme is manualised and follows similar recruitment, training and supervision processes to the community mentoring programme. It is delivered by school staff who are trained and supported by Foróige staff. In 2025, 49 schools operated the programme across Ireland.

Third Level Mentoring

Third Level Mentoring supports first year students as they transition into college life. The programme aims to empower vulnerable students by fostering supportive mentoring relationships that help them feel more connected on campus. Mentors are employees of the college working in areas such as administration, academia and student support. Mentors and mentees meet once a month during the academic year. The programme currently operates in ATU Galway, Mayo, Sligo and Letterkenny, as well as in the University of Galway, SETU Waterford and UCC.

New in 2025

Training and Support

The training and resources provided to mentors was reviewed, updated and implemented. In addition, mentoring staff partnered with club support staff in the provision of a number of training courses relevant to all volunteers in Foróige.

In addition, the Young Person's Handbook, the Parent's Handbook and the Mentor Handbook were reviewed, updated and refreshed. These handbooks are an essential resource for all involved in mentoring.

National Recruitment Campaign: Toyota Partnership

2025 marked another successful year in the continued partnership between Toyota Ireland and the Foróige Big Brother Big Sister Programme. The campaign was launched in September by ambassador Paul O'Connell and delivered strong nationwide engagement over its seven-week run.

The campaign generated significant interest nationwide with particularly strong engagement recorded in Dublin, Cork, Galway and Limerick. National and regional media coverage, alongside influencer activity, amplified campaign visibility and reach. The continued Toyota partnership remains a key driver of national visibility and volunteer recruitment across the mentoring network.

Campaign Content and Storytelling

In 2025, a suite of promotional materials was developed to support local mentoring campaigns.

This included the creation of digital assets for social media, ensuring consistent and engaging messaging across platforms. A series of videos were also produced, capturing the real-life experiences of mentoring matches and highlighting the impact of the programme through authentic storytelling. These videos included stories from current matches as well as former participants, now adults, reflecting on their experience with the programme and the impact it had on the trajectory of their lives.

These resources supported staff in promoting mentoring more effectively at a local level, while also strengthening the overall visibility of the programme nationally. By placing a strong emphasis on real stories and lived experience, the campaign helped to connect with audiences in a meaningful and relatable way.



Youth Diversion Projects

Youth Diversion Projects (YDPs) are funded by the Department of Justice, Home Affairs and Migration in partnership with An Garda Síochána. YDPs are community based, multi-agency youth crime prevention initiatives that aim to divert young people involved in, or at risk of becoming involved in, criminal or antisocial behaviour away from the criminal justice system. This is achieved by providing activities and support that facilitate personal development, promote civic responsibility and improve long term employability prospects.

Snapshot



Through positive engagement with the projects, YDPs aim to create the conditions where young people's attitudes and behaviours towards law and order can develop and mature.

YDPs primarily work with young people aged 12 to 17 who have offended or are considered at risk of offending. Participants are supported through a process of learning and development that enables them to reflect on their behaviour, understand the factors influencing it and make positive lifestyle choices that reduce the likelihood of involvement in criminal, harmful or anti-social activity.

Following the publication of the Youth Justice Strategy in April 2021, the remit of YDPs expanded to include early intervention with children aged 8 to 11, family support and engagement with harder to reach young people.

New in 2025

In 2025, Foróige secured two new Youth Diversion Projects in Clare and Tipperary. These projects will provide essential services to young people in the communities of Thurles and Ballina/Killaloe. With the establishment of these projects, there is now full national coverage of the YDP service.

Significant work was undertaken during the year to restructure Foróige's Youth Diversion Projects. This restructuring largely involved the amalgamation of projects to ensure greater effectiveness and efficiency. While the number of projects has reduced, the overall scale of projects has increased, with larger teams and greater numbers of young people participating.

In 2025, Foróige was formally recognised for its 'A Life of Choices' intervention programme, which is designed specifically for young people involved in the justice system. The programme received an award from a national accreditation committee comprising youth organisation representatives, members of An Garda Síochána, civil servants and academics. The committee recognised the programme as excellent and noted its sustained commitment to achieving beneficial outcomes for young people. The accreditation process is supported by the Department of Justice, Home Affairs and Migration and the Research Evidence into Policy, Programmes and Practices project based in the School of Law at the University of Limerick.

"Through Foróige I've made friends I'd never have met otherwise."

Alan, 17, Co. Dublin

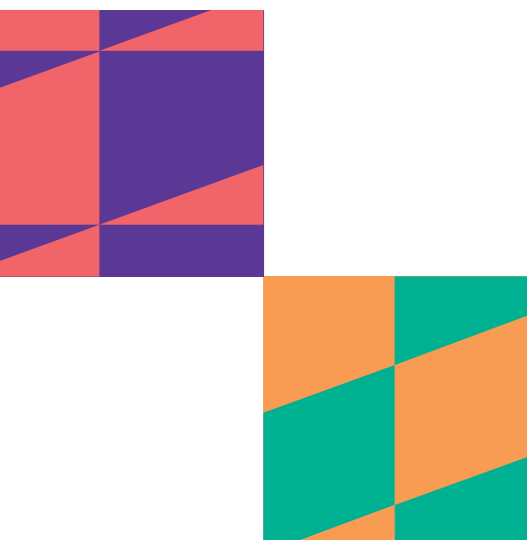


This award is the first of its kind presented by the national accreditation committee. The committee aims to identify and promote excellent practice in work with young people involved in the justice system that can stand up to rigorous scientific examination, using criteria informed by the European Union Crime Prevention Network.

A new initiative was also undertaken in 2025 to examine how best practice in support and supervision for staff working in YDPs can be strengthened. An internal project team carried out a literature review and extensive consultation with staff and line managers. The report was completed late in 2025 and its recommendations will be considered and implemented in 2026. The findings have the potential to positively influence not only YDP work but also practice across the wider organisation.

During the year, the Department of Justice, Home Affairs and Migration introduced a new initiative to train YDP staff in providing court accompaniment for young people involved in the youth diversion programme. This allows young people to have dedicated support in what can often be a challenging environment, both before and after court appearances.

Twenty staff members also attended international conferences in Berlin, Athens and Stockholm to gain new perspectives on youth justice practice and to share Foróige's experience and learning with international peers.



UBU Your Place Your Space

Foróige delivers 42 UBU Projects across 14 counties in partnership with Education and Training Boards. UBU Projects support young people to develop the personal and social skills needed to improve their life chances. This includes services focused on health and wellbeing, education, employment and social connectedness. The projects engage young people aged 10 to 24 who are experiencing economic, social or cultural disadvantage.



Snapshot



Activities within each project vary depending on the needs and interests of the young people involved. Outcomes are determined in partnership with young people and in line with the requirements of the funding scheme. Where appropriate, evidence based programmes such as Leadership for Life and REAL U are used to support these outcomes. In other cases, bespoke programmes are developed in collaboration with young people to achieve the desired results.

UBU Projects also provide opportunities for young people to participate in experiences they might not otherwise have access to, such as sailing, outdoor pursuits, kayaking and overnight trips. These activities enable young people to develop new skills while also creating space for reflection through Youth Work methodologies. This allows young people to recognise their wider personal development, including increased self-confidence, teamwork, problem solving and communication skills.

Demand for these services continued to increase in 2025. Due to the parameters of the funding scheme, participation in the projects is limited and demand currently exceeds available places. While Foróige values the rigour of the scheme, it is regrettable that more young people cannot be accommodated and that, in many cases, the only option is to place young people on waiting lists.

The needs of young people attending UBU Projects are increasingly complex. These include mental health concerns, both diagnosed and undiagnosed, school refusal, involvement in anti-social behaviour, behavioural difficulties and family breakdown, among other challenges. Where needs extend beyond a Youth Work response, young people are referred or signposted to additional supports, both within and outside Foróige. However, such services are not consistently available across the country and in many areas the UBU project may be the only accessible support for young people with complex needs.

New in 2025

In 2025, Foróige successfully tendered for four new UBU projects in Castlepollard, Monaghan Town, East Donegal and Castlebar. These projects will become fully operational in 2026.

While not formally part of the UBU scheme, Foróige also secured funding, in partnership with the relevant Education and Training Boards, for three new Youth Work projects in Gaeltacht areas. These are located in Iorras, Co. Mayo, and Corca Dhuibhne and Uíbh Ráthach, Co. Kerry.

These projects will deliver Youth Work services through Irish and will ensure that some of the most geographically isolated young people have access to high quality Youth Work opportunities.

A First Step Towards Something More

In Louth, young people from a Youth Diversion Project got the chance to build skills, confidence and a different path forward.

The starting point was simple. Staff asked the young people what they wanted to try, what might actually hold their interest. The answer came back clearly: barbering.

With support from the Community Safety Fund, that interest became an accredited 12 week course. Before it began, the young people applied through expressions of interest and took part in mock interviews, preparing CVs and speaking about themselves in a way many hadn't experienced before.

Once underway, the commitment was real. They travelled to training after school or other responsibilities, often staying late into the evening. Each week, they sourced their own models, learning not just the technical skills, but how to build trust, communicate and take responsibility.

For some, it came at a crucial time. Many were navigating difficult circumstances, including involvement in drug use or dealing, shaped by limited opportunities and financial pressure. The course offered something different, a practical way to build skills and earn money, but also a reason to show up and stay focused.

Over the weeks, the change was noticeable. Confidence grew steadily. What started as curiosity became routine, then commitment.

"They started to look forward to it," says project worker Lisa. "You could see the shift in them. They were taking it seriously."

Foróige's Youth Diversion Projects work with young people who may be at risk of, or already involved in, offending behaviour, supporting them to make positive choices and build better futures. Central to that work is listening to young people and responding in ways that feel real and relevant.

At the end of the programme, friends and family gathered for a small presentation. It was a moment to recognise what had been achieved.

"One of the boys didn't know how to hold the certificate for the photo," Lisa recalls. "He'd never received anything like that before. He was so proud."

It's a small detail, but it captures something bigger. For that young person, it was a first moment of recognition.

Across the group, the impact went beyond the skills they learned. It was in the confidence built, the routines formed, and the sense that a different path might be possible.





Youth & Family Support

Foróige Youth & Family Support Projects work with families experiencing a wide range of challenges associated with poverty, marginalisation and social exclusion. These can include underachievement in school, early school leaving, youth crime, substance misuse, mental health difficulties, isolation and violence. The goal of these projects is to provide education, training and development programmes delivered by professional Youth Workers, sometimes in partnership with adult volunteers, to young people who are particularly disadvantaged, at risk or marginalised.

Snapshot



Projects engage in a broad range of initiatives, including educational and developmental activities for young people as well as supports for parents and families. Foróige recognises that young people do not develop in isolation and that the family environment plays a significant role in their lives. While the young person is often the first point of engagement, support may also be offered to the wider family through group or individual work.

Most Youth & Family Support Projects are funded by Tusla and strong partnerships exist between the projects and Tusla services locally to ensure that supports for families are coordinated and complementary.

Programmes delivered through these projects are evidence based and outcomes focused, responding to the needs of both the young person and their family.

In 2025, there was an increase in referrals to Youth & Family Support Projects as well as a rise in the complexity of the needs presented by families. It is rare that a family is experiencing a single difficulty. More often families are dealing with multiple and interconnected challenges such as mental health concerns, domestic violence, financial stress and substance misuse. When a range of issues are present, coordination between specialist services is required. This often involves Foróige staff participating in Meitheal processes, which provide a multi-agency response to families in need.

New in 2025

Family support within Youth Diversion Projects continued to develop and strengthen in 2025. Workshops for Family Support Workers were held during the year to support professional practice, explore challenges and identify training needs. These workshops also helped to further develop the role of the Family Support Worker across the organisation in responding to the diverse and complex needs of the young people involved.

“They actually listen to us in Foróige, like what we say matters.”

Sasha, 15, Co. Wexford

Education & Employability Support

A core principle of Foróige's work is that Youth Work complements and strengthens the formal education system. Effective Youth Work responses can help young people remain engaged in education by supporting them to overcome challenges that may affect their participation and progress.



Snapshot

19
Projects

12
Counties

1,770
Young People

In recent years, alongside our long established work supporting young people who are at risk of leaving school early or who are out of school, Foróige has partnered with Local Management Committees of School Completion Projects to deliver SCP services.

Alongside our education support initiatives, Foróige also operates a number of employability projects. These programmes support young people to develop the skills, confidence and opportunities needed to access meaningful employment.

Foróige Education Support Projects

Foróige delivers a range of education support projects that engage young people who are at risk of leaving school early or who are currently out of school, with the aim of supporting their return to education. Projects work with young people through a range of Youth Work methodologies including individual and group work. Evidence based, outcomes focused programmes are used to strengthen young people's ability to participate meaningfully in their education. Additional supports such as literacy and numeracy development may also be provided where required.

School Completion Programme

The School Completion Programme is a targeted support for primary and post primary children and young people who have been identified as being at risk of early school leaving or who are currently out of school and have not successfully transferred to an alternative learning environment or employment. It operates as part of the Delivering Equality of Opportunity in Schools programme and is funded by Tusla Education Support Services.

The programme aims to support young people to complete the Leaving Certificate, an equivalent qualification, or to reach a level of educational attainment that enables them to transition into further education, training or employment.

There are more than 120 School Completion Programme projects operating across primary and post primary schools throughout Ireland. Foróige delivers six SCP projects covering areas in Arklow, Ballyfermot, Blanchardstown, Limerick City, Mullingar and Portlaoise. Across these projects, Foróige is committed to achieving the three national outcomes established by TESS: improved attendance, improved participation and improved retention.

In 2025, many young people continued to experience difficulties engaging fully with the formal education system. While some of these challenges relate to broader systemic issues, many young people are also dealing with complex personal circumstances that make meaningful participation in education more difficult. Issues increasingly observed in 2025 include school refusal and school avoidance, chronic absenteeism and the impact of reduced timetables or delays in resolving school suspensions.

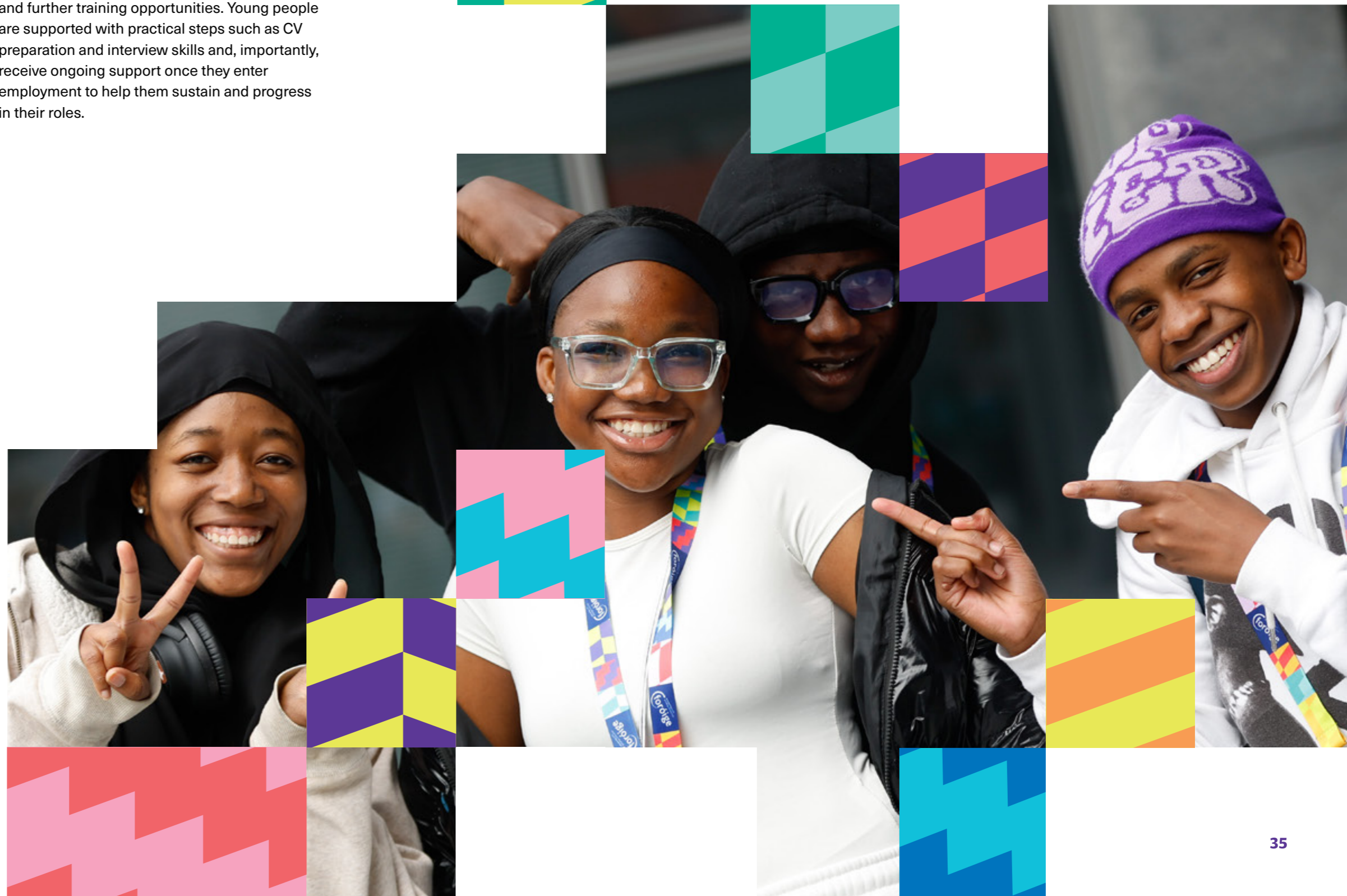
Employability Programmes

Foróige also delivers a number of employability programmes for young people. Despite Ireland's historically low unemployment rate, young people who have left school early, have limited qualifications or come from families experiencing intergenerational unemployment often face significant barriers to securing meaningful employment.

These programmes focus on building young people's confidence, capacity and readiness for work while helping them explore employment and further training opportunities. Young people are supported with practical steps such as CV preparation and interview skills and, importantly, receive ongoing support once they enter employment to help them sustain and progress in their roles.

“Foróige helped me actually speak up and say what I think.”

Den, 17, Co. Galway





Health & Wellbeing Projects

Foróige's Health & Wellbeing Projects take a holistic approach to supporting young people's health and wellbeing.

Snapshot



Drug Education and Prevention projects focus on clarifying information, dispelling myths, challenging attitudes and providing accurate information about tobacco, alcohol and drugs. The content is tailored to the age, developmental stage, gender and cultural context of the young people participating.

Other projects within this area focus on broader health promotion, engaging young people in activities that support mental, physical and sexual health.

Through participation in Health & Wellbeing programmes, Foróige is also able to identify emerging trends and issues that affect young people's health outcomes. This allows the organisation to respond appropriately by delivering evidence based programmes such as Putting the Pieces Together, REAL U and Be Healthy Be Happy.

In 2025, there was a continued increase in the number of young people presenting with mental health challenges. While Foróige is not a youth mental health service and does not seek to operate as one, Youth Work plays an important role in promoting positive mental health, identifying emerging needs and supporting young people to access appropriate services. Through Youth Work practice, Foróige can help young people build resilience and wellbeing while also signposting them to specialised mental health supports where needed.

Foróige will continue to support young people through strong Youth Work practice while they are engaging with external specialist mental health services.

New in 2025

In 2025, funding was awarded to continue the Skillseekers Project in Dublin City by the Department of Justice, Home Affairs and Migration. Skillseekers works with young international protection applicants aged 16 to 24 residing in Dublin City. The project focused on enhancing practical education support and employability. The curriculum is based on the needs and interests of young people with additional focus on practical and soft skills through the use of Foróige programmes such as Leadership for Life, Ready Steady Life and Be Healthy Be Happy.



Diversity, Equality and Inclusion

Foróige’s Diversity, Equality and Inclusion Projects bring young people from a wide range of backgrounds together to explore common issues and challenges affecting their lives. These projects provide safe and supportive spaces where young people can discuss topics such as disability, gender, equality, race, ethnicity, religion and culture.

Snapshot



The aim of these initiatives is to empower young people whose voices are often less heard, particularly those who may experience disadvantage, racism or discrimination. Through participation in the projects, young people develop the confidence and capacity to engage in conversations and decision making processes that influence the policies and practices affecting their lives.

Both Education and Training Boards and Tusla provided funding to support the engagement of young people from Ukrainian backgrounds, as well as young people seeking international protection and those in the asylum process.

Young people participating in these projects shape the direction of the work and the activities undertaken, often responding to issues identified within their own communities. Activities have included podcasting, mural projects and engagement with local and national decision makers.

While these projects have been very successful in engaging young people, the wider context in 2025 presented challenges. Increasing anti-immigrant sentiment in public discourse created additional pressures for some groups involved in these initiatives.

New in 2025

In 2025, a manager was appointed to lead Diversity, Equality and Inclusion work within Foróige. This role will support the development of best practice approaches to engagement and Youth Work methodologies, while also ensuring that the organisation continues to embed strong DEI practice across all areas of its work.

Extensive consultation took place during 2025 with young people, volunteers and staff to inform the development of a suite of policy and practice guidelines. These will support staff and volunteers in their work and strengthen the organisation’s overall approach to diversity, equality and inclusion.

As part of this process, Foróige has begun collating anonymised data to establish a baseline profile of those engaging with our services. This will help ensure that, where possible, Foróige reflects the diversity of the communities in which it operates and continues to be welcoming, accessible and inclusive for young people, volunteers and staff.

During the year, Pride also continued to be an important space for connection, visibility and celebration for many Foróige young people, with projects supporting participation in Pride related activities and creating opportunities for LGBTQI+ young people to come together in safe and supportive environments.

“Foróige is just somewhere I can be myself and not feel judged.”

Ella, 16, Co. Louth



Finding their Place on the Course

In Limerick, young people discovered confidence, connection and something new on the golf course.

For a group of young people in Abbeyfeale, many from the Traveller community, golf wasn't an obvious place to start. It carried all the usual assumptions, that it was for someone else, that it wasn't really for them, but when they were asked if they would give it a go, the answer was yes.

What followed was a 12 week commitment, supported through their Youth Diversion Project, spent on the course in Rathbane, stepping into a completely new environment and learning how to navigate it together. At the beginning, that unfamiliarity showed, with uncertainty and a bit of testing the boundaries, the kind of energy that comes with being somewhere new, but it didn't take long for things to shift. The pace of the game, the time spent outdoors and the simple act of walking the course side by side began to settle the group, and gradually they found a rhythm that worked for them.

"They were supporting each other," says Youth Justice Worker Shaun. "That didn't happen straight away, but you could see it building."

Part of what made it work was the nature of the space itself. Golf isn't just about the game. It's time spent walking together, talking, learning and paying attention to each other. Over hours on the course, the young people began to connect in a way that felt natural rather than forced, building trust and a sense that they belonged there.

"It wasn't just about golf," Dylan said. "It was about being out there together."

That sense of ownership became clear in the weeks that followed. When the group returned to the course after some time away, they picked it up immediately, not because they had been told to, but because they had been practising in their own time.

"They were practising on their own time, no one asked them to," Shaun says.

By the end, there was a different kind of pride in the group. They had stayed with something, worked at it, and seen their own progress in a way that felt real. In recognition of that, the club offered the group a year long membership, creating an opportunity for them to continue what they had started.

Supported by Foróige staff, the experience opened up a new space for the young people involved, one that felt different to what they were used to, and one they chose to return to.

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 2025, Foróige successfully tendered for and secured the contract from the Department of Children, Disability and Equality (DCDE) 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 8 Comhairle na nÓgs in 6 counties. Foróige supports 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 has 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 has developed a range of evidence based programmes designed to respond to the identified needs of young people. Staff and volunteers are trained as facilitators so that these programmes can be delivered where appropriate to support the development of individual young people or groups.

- ▶ **Empathy:** Develops empathy skills among young people aged 15 to 18.
- ▶ **A Life of Choices:** Supports young people involved in, or at risk of involvement in, offending behaviour by encouraging prosocial behaviour and positive decision making.
- ▶ **Be Healthy, Be Happy:** A holistic health and wellbeing 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 young people aged 14 to 21 who are first time users of drugs or alcohol.
- ▶ **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 young people aged 15 to 18 and includes opportunities for university accreditation.
- ▶ **Foróige Network for Teaching Entrepreneurship (NFTE):** A youth entrepreneurship programme.
- ▶ **Ready, Steady, Life:** A programme for young people aged 16 and over 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 use of digital resources.
 - **GoLevelUP:** Introduces digital skills for young people aged 10 to 14.
 - **GoLevelUP 2.0:** Builds on GoLevelUP skills for young people aged 14 to 18.
 - **GoVirtual:** Supports engagement through virtual reality and online experiences.
 - **GoBuild:** Develops practical STEM skills.
 - **GoSonic:** Uses audio technology to explore empathy and connection.

Foróige has also secured additional resources to promote a number of these programmes beyond the organisation and to support other professionals working with young people to become trained facilitators and deliver them within their own settings.

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.



Snapshot



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.

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.

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.

The GAA are a partner with Foróige and implement the Dermot Early Youth Leadership Programme through their network of GAA Clubs and this year 400 young people from GAA Clubs across the country were recognised for their participation in the programme.

The Annual Leadership for Life Conference was held in Maynooth University in the summer. This is an intensive weeklong conference for young people from Ireland and abroad focused on their leadership skills.

New in 2025

In 2025, with the support of Údarás na Gaeltachta, Foróige began to provide the full Leadership for Life programme resources through Irish. The programme can now be fully facilitated through Irish, benefiting young people in Irish-speaking communities and schools.

The STRIVE (Self-Awareness, Tenacity, Resilience, Initiative, Vision and Enthusiasm) Programme, a new leadership development programme aimed at 18-23 year olds, was developed and piloted with several Foróige groups. The programme will add to Foróige's offering in youth leadership development.

Staff from Foróige facilitated the Leadership for Life Programme for a group of young people from the LGBTI+ community. The programme brought young people from all over the country together for a blended version of the programme and has led to the group undertaking projects and initiatives to support other LGBTI+ young people.



NFTE

The Foróige Network for Teaching Entrepreneurship (NFTE) programme is a youth entrepreneurship education and development initiative delivered by Foróige in Ireland in affiliation with NFTE International. The programme has been adapted by Foróige to suit the Irish context, with a particular focus on supporting young people who are experiencing disadvantage in their lives.

Snapshot

12,320
Young People
Engaged (Across
Two Academic
Years)

164
Schools
Involved

NFTE enables young people to develop key skills in business and enterprise while helping them to recognise and unlock their individual talents and potential.

Many of the young people participating in the programme have experienced social or educational disadvantage, and the programme provides opportunities for them to build confidence, creativity and practical entrepreneurial skills.

The NFTE programme is also part of the YouthStart European network, which aims to inspire young people across Europe through entrepreneurship education.

New in 2025

In 2025, the NFTE National Awards were won by Eva Marie Whelan and Katie Hobson Shaw from Presentation Secondary School in Kilkenny. Their business, Bee Lush, draws on their family's beekeeping tradition and produces nourishing lip oils, lash serums and skincare scrubs using Irish honey.

Following their national success, the Bee Lush team represented Ireland at the YouthStart European Entrepreneurship Awards in Shkodër, Albania, where they were awarded a Bronze Medal.

Andrew Ardenleanu and Jason Heraty from Foróige Connect in Castlebar also received a Bronze Medal at the YouthStart European Entrepreneurship Awards for their social enterprise Sensory Nature Crafts.

Carla McDonnell, a student at St Louis Secondary School in Dundalk, won the Innovation Category at the Foróige NFTE Awards in Croke Park. This victory earned her the chance to represent Ireland at the World Youth Entrepreneurship Challenge at the United Nations Headquarters in New York. In a first for Ireland, Carla claimed overall first place in the Global Entrepreneurship Awards. She also secured a \$5,000 bursary to grow her business idea.

"Most of my closest friends now are from my Foróige Club."

Conor, 15, Co. Cork

From a Simple Idea to the Global Stage

Through Foróige's NFTE youth entrepreneur programme, one young person turned an everyday challenge into an award-winning idea.

For Carla McDonnell, the starting point wasn't a business plan or a pitch deck. It was something much simpler, something she had seen for herself.

Growing up around farming, she was used to the day to day realities of looking after livestock, and one issue kept coming up again and again. Vaccines needed to be kept cold, but there was no simple way to do it when animals were being transported. Fridges weren't practical, and nothing available seemed to properly solve the problem. As she puts it, "there was nothing really out there."

It was through Foróige's NFTE programme that that observation began to take shape. The programme supports young people to explore ideas, build businesses and develop the confidence to bring them to life, and for Carla, it offered a way to turn something familiar into something viable.

Her idea developed into Vax Chill, a compact refrigerated unit designed to safely store livestock vaccines during transport. But getting there took work, research, preparation and learning how to stand over the idea, especially under pressure.

At each stage of the process, she found herself presenting to judges, answering questions and refining her approach. Nerves were part of it, but so was other preparation. She knew the detail, knew the thinking behind it, and that made the difference. As she puts it herself, "I was nervous, but I knew my product."

As the competition progressed, so did her confidence. What began as an idea grounded in everyday experience became something she could clearly explain and defend, even in high pressure settings. That progression culminated in her winning at national level, before going on to represent Ireland internationally.

In New York, she presented alongside young entrepreneurs from around the world and was ultimately named overall winner, a moment that reflected not just the strength of the idea, but the work behind it.

Looking back now, she sees the impact in how she handles new challenges. Speaking in front of others, something that once felt daunting, now feels manageable, a shift she describes simply: "you get used to it."

Through Foróige NFTE, what began as a practical problem became something much bigger. Not just a business idea, but a way of seeing what is possible.



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.

Snapshot

96
Foróige Staff
Trained

51
External
Facilitators
Trained

New in 2025

Two update newsletters were sent to trained facilitators of the REAL U programme focussing on Sextortion and Pornography and Emergency Contraception and the 'Manosphere'. Updates were provided to facilitators about the Department of Justice's Zero Tolerance DSGBV Strategy, NHS updated guidance on DoxyPEP and the Gonorrhoea vaccine, and AI-generated child sexual abuse images.

"In my Foróige Club I feel like I actually belong now."

Patrick, 15, Co. Cavan

Foróige Go

Digital Youth Work has been part of Foróige's practice for more than 20 years. Today it takes many forms under the umbrella brand Foróige Go – digital skills for what's now and next.

Snapshot

92
Training Courses
Provided

428
Training Places
for Staff

83
Volunteers
Trained

1,851
Young People
Engaged

Through Foróige's digital youth work programmes, young people develop skills in empathy, critical thinking and digital citizenship. These capabilities are essential not only for engaging responsibly with digital technologies but also for everyday life and relationships. By building these skills, young people strengthen their personal and social development, their values and their ability to connect with others in positive ways.

New in 2025

In 2025, Foróige increased its engagement with the First Lego League, with many clubs and groups participating in regional finals across the country. The programme encourages creative thinking, problem solving and teamwork while giving young people practical, hands-on experience in designing, building and programming robots.

"Foróige is just part of my week now, I'd be lost without it."

Zara, 16, Co. Kilkenny

Foróige and the Irish Language

Foróige has a long history of service delivery in some Gaeltacht regions throughout the country. In 2025 a concerted effort was made to examine how the Irish language lives in the organisation beyond this. Foróige piloted three dedicated Irish Language Youth Work Projects in partnership with Kerry and Mayo, Sligo, Leitrim ETBs. Funding was provided by the Department of Education and Youth and Údarás na Gaeltachta.

The projects aim to strengthen and support the use of the Irish language in Youth Work, enabling young people to participate socially in an out-of-school setting. They work with each individual young person and group in the design and delivery of programmes through the use of the Irish Language, and through the employment of Irish speaking staff, enables a deep understanding of Gaeltacht culture. These projects work closely with Irish Planning Officers, local schools and the ETBs.

By giving young people access to Youth Work in Irish, Foróige supports the Department of Education and Youth's goal of increasing the number of daily Irish speakers outside of the education system. Young people can become more actively engaged in the language through their participation in Foróige projects and programmes, which in turn will contribute to making Irish a living and engaging language.

Alongside the pilot, Foróige has secured funding to enable the development and availability of training and safeguarding resources in Irish. These resources will support any club or project to provide opportunities to young people through Irish if demand exists. Further exploration is underway to progress Foróige's offer through Irish such as the Foróige Leadership for Life Programme, Foróige Clubs specifically through Irish, pop up Gaeltachts and digital online spaces.

Foróige Hubs

In 2025, Foróige continued to develop its Hub model. A Hub positions volunteer led universal Youth Work, open to all young people, as the foundation. From this base, young people can engage in universal groups and programmes that focus on particular themes based on their needs and interests.

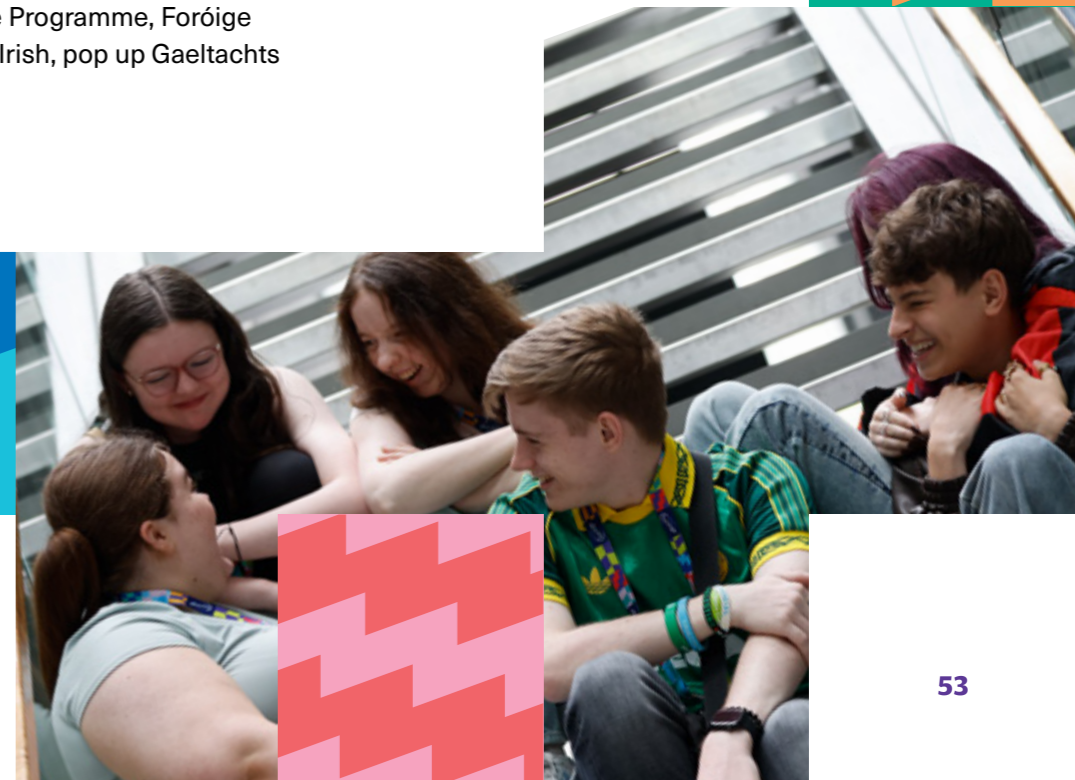
The model also includes bridging interventions described as targeted universal Youth Work, such as youth mentoring and other targeted universal services. At the highest level of support are targeted Youth Work interventions, including services such as Youth Diversion Projects and UBU projects.

Foróige believes that this stepped approach is essential, providing different levels and intensities of support and creating clear pathways in and out of particular Youth Work interventions. This enables young people to access the most appropriate support for their circumstances at any given time.

The Hub model also strengthens collaboration between youth organisations and other agencies working with young people and families. Clearer connections and referral pathways allow young people to move between different supports as their needs change, helping to reduce stigma for those accessing more intensive interventions.

A Hub is not only a model of Youth Work but also a physical space designed with and for young people. These spaces bring together the full range of Foróige's work under one roof, including clubs, projects and programmes. Hubs typically include digital equipment, kitchen and cooking facilities, sensory spaces, chill out areas, one to one meeting rooms and group spaces.

There are currently 26 Foróige Hubs across 13 counties. Four of these hubs have additional staff, beyond existing project and club teams, to support young people through a wider range of programmes and activities.



Summary of Progress

2025 was the second year of Foróige's Strategy. It was a year spent building on the work of 2024 to 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 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 for 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.
- ▶ Develop a network of Foróige Hubs and Flagship Premises integrating Foróige's range of Youth Work offerings.



The refreshed Foróige brand and website were launched in 2025. The new **Foróige.ie** is faster, clearer and built with the user in mind. It is fully mobile friendly, easier to navigate and better showcases the breadth of Foróige's work, from local clubs and projects to national programmes and volunteering opportunities.

A new 'Find Your Foróige' tool allows young people, parents and volunteers to easily connect with clubs, services and opportunities in their local area.

The refreshed visual identity brings greater consistency across everything Foróige does. Updated logos, colours and a brighter, bolder design create a stronger presence while remaining rooted in the organisation's core values. The visual approach draws inspiration from a traditional Irish weave, reflecting both Foróige's Irish heritage and the many threads that come together to shape the organisation.

Website performance reflects the impact of these changes. Total sessions increased by 39% year on year, while homepage traffic rose by 47%. Average time spent on the site also increased by 11%, demonstrating the effectiveness of clearer navigation, stronger content and improved user pathways.

In November, Foróige launched its first national advertisement telling the story of the organisation through the voices and experiences of young people. The campaign ran across multiple media channels and contributed to a strong increase in website engagement during the final quarter of the year.

Foróige continued to grow across a number of key areas in 2025. New Youth Work hubs were opened in Portlaoise, Longford and Tubercurry, further strengthening local access to Youth Work services.

Funding for the organisation increased by 12%, with additional investment from philanthropic, corporate and government partners, particularly the Department of Justice, Home Affairs and Migration and the Department of Education and Youth.

Engagement across social media platforms also grew significantly, with increased interaction with Foróige's content through likes, shares and comments. Growth across platforms included Facebook +9%, Instagram +31%, TikTok +29% and LinkedIn +24%.

Snapshot

55,741
Young People

5,606
Volunteers

629
Staff

461
Clubs

175
Youth
Projects

19
Education
Programmes

29
Youth Hubs

The review of Foróige's Districts Councils was completed and recommendations will be implemented in 2026. In addition, significant work was placed on developing the role of the National Council of Foróige to ensure that volunteers are influencing decisions that affect them. Volunteers engaged in consultations on the review of the By Laws, the model of support provided to clubs and received information workshops on the work of the organisation and Foróige Insurance. Meetings of the National Council were restructured to ensure that they are volunteer led, members have the opportunity to raise issues that are important to them and receive relevant information. This led to increased attendance at meetings.

Youth participation is the heart of the work that Foróige engages in. A key element of this work is the national consultation survey called 'Have Your Say' and 20 Regional Conferences and Seminars for young people that take place in the first quarter of each year. In 2025 we received over 1,000 survey responses. Year on year, young people are expressing an increased feeling of being part of the decision making of Foróige. Additionally, due to significant work on the content, format and remit of Regional Conferences and Seminars, there was increased engagement of young people in these fora.

Area of Focus:
Provision of quality, relevant Youth Work.

Key Activities

- ▶ Training for Foróige staff and volunteers to enable appropriate needs and interests' identification for young people.
- ▶ Communication 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 institutions.

Building on the work in 2024, Foróige's new, streamlined recruitment processes were implemented across the organisation. This has led to increased efficiencies while still retaining the in-person decision making. It has enabled the organisation to gather detailed metrics in relation to Recruitment which will lead to evidence informed decisions in 2026.

Foróige engaged with the Irish Examiner to promote Foróige as a place to work as part of their 'Careers with Conscious' and engaged in a number of graduate fairs throughout the year. It continues to be a competitive recruitment environment.

Foróige has a retention rate of 80% which compares extremely favourably across the sector. Benchmarking of salaries was delayed as this is part of an exercise being conducted by the DEY and results should be available in 2026.

Foróige recruited 144 new people into the organisation in 2025 all of whom received comprehensive Induction Training.

In total 2,892 training places were availed of by Foróige volunteers and staff to enhance their Youth Work skills and practice.

Foróige programmes are central to our work and in 2025 there was a focus on the Citizenship programme. Eight flagship events were held in 2025 to showcase the work of clubs and projects in engaging in active Citizenship.

Area of Focus:
Enhance the complementarity between Foróige's work and the formal education system.

Key Activities

- ▶ Promote 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.

Throughout 2025 there were meetings with relevant Ministers, Secretary Generals, Assistant Secretary Generals and Principal Officers from a number of Government Departments. The transfer of the Youth Affairs Unit to the Department of Education and Youth presents Foróige with the opportunity to ensure the complementarity between formal and non-formal education. In 2025, discussions began with a number of ETBs to develop a model that enhances this complementarity and improves outcomes for young people.

Foróige has also begun to develop new academic partnerships with DCU, SETU and UCD to complement our existing relationship with the University of Galway and to enhance our research capabilities.

2025 saw an increase in engagement in European Youth Work and of particular note is the developing partnership between Foróige and JFF - the Institute for Media Research and Media Education, Germany and Humak University of Applied Sciences, Finland

Two Foróige programmes were reviewed and updated in 2025.

Area of Focus:
Organisation structures are fit for purpose.

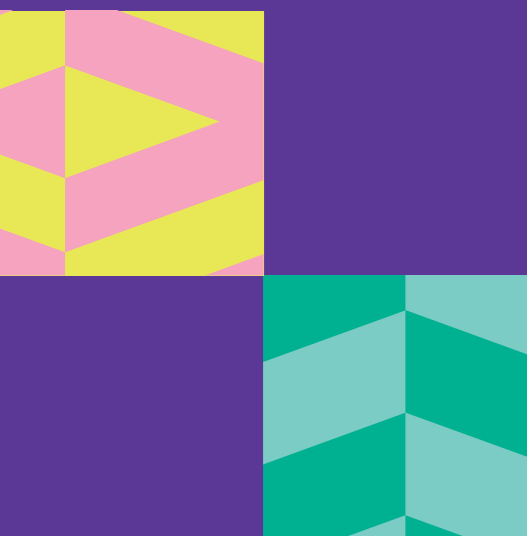
Key Activities

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

Building on the work of the Constitution Review, the relevant changes were implemented. Additionally, the By Laws of Foróige were comprehensively reviewed and updated in consultation with young people and volunteers.

A review of Foróige's organisation structure was commissioned in late 2025 with a report due to be issued in 2026. The Club Support Model was reviewed in 2025 and recommendations are to be considered and implemented in 2026.

During 2025 Foróige completed the move of all projects to Salesforce. This will allow for baseline data to be centrally collated and commence the process of ensuring that all Foróige projects 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.

During 2025 management and the National Council engaged in an activity to identify the urgent and most pressing issues facing young people today. A number of areas were identified and are under further consideration regarding actions to be taken.



Challenges Impacting on Young People's Wellbeing

Complexity of Needs:

Increasing complexity in young people's needs requires a re-evaluation of how we respond.

Rural Isolation:

Rural isolation remains a significant concern.

Maintaining Relationships:

Maintaining relationships is a key priority for young people.

Social Media vs Reality:

The impact of social media versus reality continues to shape young people's experiences.

Extremism:

The rise of extremism is a growing concern that needs to be addressed.

LGBTI Issues:

There is a need for stronger responses to support LGBTI young people.

Digitalisation and Online Content:

Increased digitalisation and limited control over online content present ongoing risks that require appropriate responses.

Access to Services and Inclusivity:

Ensuring access to universal youth work and making services inclusive across mental health, neurodiversity, poverty and gender identity remains a challenge.

Cost of Living and Mental Health:

Cost of living pressures and social media impacts continue to affect young people's mental health.

Policy, Advocacy & Public Engagement

Policy and Political Engagement

Foróige's policy and political engagement is grounded in the belief that every young person who wishes to access Youth Work should be able to do so. The organisation also advocates for young people to have meaningful opportunities to influence the decisions that affect their lives.

2025 was an important year in Ireland's political cycle, with the formation of a new Government. Throughout the year, Foróige continued to engage with politicians, policy makers and public officials to ensure that young people and Youth Work remained central to policy discussions and the broader political agenda.

The new Programme for Government, launched early in 2025, set out strong commitments relating to young people and youth services. Importantly, it also confirmed the transfer of the Government's Youth Affairs Unit to the new Department of Education and Youth. This move strengthens the focus on young people and highlights the role of Youth Work and non formal education within Ireland's wider education and development landscape.

During the year, Foróige produced a number of policy position papers and submissions to Government consultations on issues affecting young people and central to the organisation's work. This included a submission to the consultation on the National Digital and AI Strategy.

Foróige also worked closely with sectoral colleagues and the National Youth Council of Ireland to highlight the need for increased investment in Youth Work. Through the sector's Pre Budget Submission, a key ask of €21.3 million in additional resources for Youth Work was outlined.

Engagement with parliamentary parties and their decision making structures continued throughout the year, helping to raise awareness of both Foróige's work and the needs of young people. The organisation also continues to receive strong support from Ministers, TDs, Senators, local councillors and other public representatives who engage with Foróige events and initiatives at both local and national levels across the country.

Funding

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

- ▶ PayPal Ireland renewed their commitment to fund the expansion of the NFTE Programme in the North East and Dublin regions.
- ▶ Tomar committed to funding a research partnership between Foróige and the Insight Research Centre.
- ▶ basis.point renewed their commitment to support the roll-out of the NFTE programme in Cork.
- ▶ The Irish American Partnership provided funding for a small number of Foróige Alumni to work in the US as Camp Counsellors for the Summer of 2025.
- ▶ Dormant Accounts funding was secured to grow the Foróige Leadership for Life Programme.
- ▶ Funding was secured from the new Volunteer Activation Fund administered by the Department of Education and Youth to help support volunteerism in Foróige.

Public Engagement

In 2025, Foróige continued to promote its work and amplify the voices of young people across a range of media platforms. Each channel plays a distinct role in how we communicate. Instagram remains the key platform for engaging directly with young people, while LinkedIn and Facebook provide important spaces to connect with professionals, policy makers, parents and volunteers.

TikTok has become an increasingly valuable channel for Foróige. It allows us to share short form, event led content that captures the energy and immediacy of Youth Work in action. From conferences and awards to programme highlights and youth led initiatives, TikTok provides a space where young people can see themselves reflected in the work and where the pace and creativity of Youth Work can be communicated in a way that resonates with younger audiences.

Across all platforms we saw steady growth in followers, driven by a commitment to sharing local stories nationally and using each channel in a way that is purposeful and audience focused. This growth reflects the increasing reach and visibility of Foróige's work online.

On Facebook, where many organisations are seeing a decline, we successfully maintained our audience at 108,800. Foróige remains the largest youth organisation in Ireland on the platform.

Media engagement also remained a key pillar of our communications work, with a continued focus on ensuring that young people's voices are included in the national conversation. From youth leadership and mentoring to entrepreneurship and digital innovation, Foróige young people were featured across a wide range of media coverage during the year.

In 2025, Foróige also hosted a media workshop at RTÉ headquarters with producers and programme teams to explore how young people are represented in national broadcasting. The session brought together young people from Foróige and RTÉ content teams to discuss how youth focused content can better reflect the experiences and perspectives of young people. The workshop created space for direct dialogue between young people and programme makers and highlighted the importance of ensuring that young people remain at the heart of stories about their lives.

On Instagram, our Following Increased by **30.5%** to **7,801**

On LinkedIn, our Audience Grew by **30%** to **7,438** Followers



A Summer that Changed Everything

With support from Foróige youth worker Kim Cummins, one young person travelled to the US, building confidence, skills and experience along the way.

For Maciek Kowalski, travelling to the US to work in a summer camp was something he had always wanted to do, but it didn't feel within reach. Having been involved in Foróige through the UBU in Tyrellstown for a number of years, the opportunity came about through a collaboration with USIT, and with the support of Foróige youth worker Kim Cummins, it began to feel possible.

From the start, Kim worked alongside him to make it happen, supporting him through applications, visa appointments and preparing him for travel and camp life. Step by step, what had once felt distant became something real.

Arriving at camp, he stepped into a new routine that quickly began to settle.

"Life at camp was amazing," he says. "We had a daily routine which we followed every week. It was great and easy to follow, nothing I would have changed."

Like any new experience, it came with challenges. Learning how to lead activities involving ropes was one of the biggest.

"It really scared me at the start because someone's life was in my hands," he says. "But once I got a lot of practice, I was really confident and was one of the camp's top picks for activities that required ropes."





Plans for the Future

Foróige will continue to implement the Strategic Plan 2025 – 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.

Area of Focus:

Provision of quality, relevant Youth Work provision.

Key Activities 2026

- ▶ Young people/participants are active partners in the development of non-formal education programmes, activities and events tailored to meet their needs.
- ▶ Review youth participation structures, develop resources, support and train staff and volunteers to enable young people to effectively engage and influence decisions that affect them.
- ▶ Ensure effective methods in place for volunteers to influence decisions that affect them.
- ▶ Strategic engagement with national volunteering representative bodies.
- ▶ Lobbying to ensure recognition of the value of volunteerism in Youth Work at a national level.
- ▶ Develop a strategy to enhance volunteer retention in Foróige.
- ▶ Develop mechanisms to simply demonstrate value for money that Foróige offers including using the social return on investment model.

Key Activities 2026

- ▶ Engage with schools, colleges and others as appropriate to promote Foróige as an employer of choice for graduates.
- ▶ Ensure responsive mechanism are in place for the recruitment of volunteers.
- ▶ Implement strategies to mitigate against volunteer attrition.
- ▶ Sourcing of resources for evaluations and outcomes measurements.

Our People

At the end of December 2025, Foróige employed 629 staff and was supported by 5,606 adult volunteers.

Recruitment continued to be challenging during the year due to the highly competitive employment market. Despite this, 135 new posts were created in Foróige in 2025, reflecting the organisation's continued growth and development. Staff retention remained strong at 80%, demonstrating both the commitment of staff to Foróige and the value of the competitive terms and conditions offered.

Foróige remains committed to supporting staff development and wellbeing through a range of initiatives including internal and external training, learning and development opportunities and flexible working arrangements.

The organisation also continues to advocate for increased investment in staffing, highlighting to funders the full costs involved in recruiting, developing and retaining skilled Youth Work professionals.

Volunteers remain one of Foróige's greatest strengths in engaging young people across the country. Volunteer led services account for approximately one third of the young people involved in Foróige.

Foróige continues to advocate for additional resources to support volunteers, recognising that in many communities a Foróige Club may be the only Youth Work opportunity available to young people.

Area of Focus:

Enhance the complementarity between Foróige’s work and the formal education system.

Key Activities

- ▶ Promotion of Foróige’s non-formal education programmes throughout the formal education system.
- ▶ Training and quality assurance system in place for teachers to implement Foróige’s programmes and methodologies.
- ▶ Engagement with key decision makers at departmental level, curriculum design and assessment bodies and key educational bodies e.g. ETB.

Area of Focus:

Organisation structures are fit for purpose.

Key Activities

- ▶ Engagement with, and review of, current support structures for volunteers and development of an integrated plan to enable all volunteers in Foróige to avail of appropriate supports.
- ▶ Continue to review projects, programmes, structures and models to ensure they are aligned with Foróige’s 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, Board members are elected from the membership of Foróige and six Adult Club Volunteers, three Adult Project/Programme volunteers and five Specialist Volunteer Directors appointed with specific skills and expertise required. 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 2025 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. 2025 was the end of the maximum term of office of many of the Directors who retired on 25th May, 2025 and were replaced with duly elected Directors on 25th May, 2025 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 2025	Date of Appointment	Date of Resignation
Ashraf Siddiqui*	6/6	May 24, 2025	
Chloe Williams*	5/6	May 24, 2025	
Jack Fagan*	7/7	May 25, 2024	May 24, 2025
Grainne Jordan	11/13	May 25, 2024	
Jim Ryan	4/6	May 24, 2025	
Mary G Duffy	9/13	May 25, 2024	
Niamh Meehan*	3/7	May 25, 2024	May 24, 2025
Noel Kelly	10/13	July 22, 2022	
Odhrán O'Mahony	13/13	July 22, 2022	
Pat Dolan	4/6	May 24, 2025	
Pat O'Meara	10/13	May 25, 2024	
Sandra McIntyre	11/13	July 22, 2022	
Sharon Reilly	13/13	May 25, 2024	
Sinead Barrins	11/13	May 25, 2024	
Siobhan O'Neill	12/13	May 25, 2024	
Tanya Nolan Owers	12/13	May 25, 2024	
Viktorija Gecaite	7/13	May 25, 2024	
Wayne Travers	13/13	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 2025, 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 organisation 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 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. Robust child protection policies and procedures are in place to ensure that both staff 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 2025 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 organisation's work minimises the potential exposure to reputational risk. We monitor sentiment and commentary regarding the organisation 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 2025, 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 2025. 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 2025.

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 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 2025: working with our partner Cirrico, we developed processes for student placements, Family Support projects and implemented improvements based on end user feedback.

In 2025, 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 a 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.

"In my Foróige Club, we actually get a say in what we do, it's not just decided for us."

Julie, 17, Co. Limerick



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:

Wayne Travers - Chairperson
Ashraf Siddiqui (Young Person Representative)
Chloe Williams (Young Person Representative)
Sinead Barrins
Pat Dolan
Mary G Duffy
Viktorija Gecaite
Grainne Jordan
Noel Kelly
Sandra McIntyre
Odhrán O'Mahony
Pat O'Meara
Siobhan O'Neill
Tanya Nolan Owers
Sharon Reilly
Jim Ryan

Board Committees and Other Information

Finance Committee

Aiden Casey-Hayes ^{2,3}
Gemma Kelly ^{1,3}
Jake O'Grady ^{2,3}
Michael McAteer ³
Noel Kelly - Chair
Sarah McLoughlin ³
Shauna Nolan ^{1,3}
Siobhán O'Neill
Wayne Travers

Audit & Risk

Amina Costello ^{1,3}
Ciara Dennehy ^{1,3}
Denis Mudimbi ^{2,3}
Mairead Eachthigheirn ³
Niamh Dillon ^{2,3}
Pat O'Meara - Chair
Paul Maher ³
Rory McBride ³
Sharon Reilly
Sinéad Barrins
Wayne Travers

Governance & Nominations

Callum Scott ^{2,3}
Noah O'Shea ^{1,3}
Pádraic Barry ^{2,3}
Paula Martins ³
Richard Mckeever-Burke ^{1,3}
Rohan Cooney ^{2,3}
Sandra McIntyre - Chair
Shane Fallon ³
Sinéad Barrins
Siobhán O'Neill
Tanya Nolan-Owers

Human Resources & Remuneration

Charlotte Langan ^{1,3}
Dara Walsh ^{2,3}
Donagh O'Connell ^{1,3}
Ellen Kelleher ³
Grainne Jordan
Jack Fagan ^{2,3}
Mary G Duffy
Sandra McIntyre
Sharon Reilly - Chair
Sinead Morgan ³
Sophie Tyrell ^{2,3}
Una McCarthy ³

¹ Retired from the Committee May 2025

² Joined the Committee July 2025

³ 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

Eric O'Brien, *Chief Executive Officer*¹
Seán Campbell, *Chief Executive Officer*²
Claire Gavigan, *Area Manager - North West*
Karen Hannify, *Director of Marketing, Communications and External Relations*
Sarah Haslam, *Director of Training, Programmes and Research*
Rachael Murphy, *Director of Support Services*
Siobhan McCormack, *Director of Finance*
Miriam Ryan, *Director of Targeted Services and Safeguarding*

Company Registration number (CRO): 552248

Registered Charity number (CRA): 20007812

Charitable Status number (CHY): 5359

¹ Appointed October, 2025

² Retired September, 2025



Financial Statements

Financial Statements

Financial Review

The results for the year are presented on Pages 83 and 84 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 2025 was €47,076,107 (2024 – €42,188,342). 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 €12,498,210 (2024 €11,264,588) and unrestricted general funds were €1,201,251 (2024 – €709,620). €10,709,581 is held for restricted purposes (2024 – €9,992,109) as the funds were donated for specific programmes and projects as set out below.

Restricted and Unrestricted Funds at 31 December	2025	2024
Universal Services	1,478,507	913,876
Targeted Services	7,624,937	7,378,476
Education Programmes	1,464,489	1,134,433
Specialist Projects	1,342,899	1,274,944
Unrestricted Designated Funds	587,378	562,859
	12,498,210	11,264,588

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 Education and Youth
Education and Training Boards
Department of Justice, Home Affairs and Migration
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 2025 and up to the date of approval of the financial statements are set out on the accompanying table.

All directors serve in a voluntary capacity.

The company secretary is HBK Secretarial Services.

Board Member	Date of Appointment	Date of Resignation
Ashraf Siddiqui	<i>September 10, 2025</i>	
Grainne Jordan		
Jim Ryan	<i>May 24, 2025</i>	
Mary G Duffy		
Noel Kelly		
Odhrán O'Mahony		
Pat Dolan	<i>May 24, 2025</i>	
Pat O'Meara		
Sandra McIntyre		
Sharon Reilly		
Sinead Barrins		
Siobhan O'Neill		
Tanya Nolan-Owers		
Viktorija Gecaite		
Wayne Travers		

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, 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 30 April 2026 on its behalf by:



Wayne Travers
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.



Wayne Travers
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 2025, 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 2025 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.

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

Independent Auditors' Report (continued)

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.

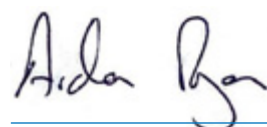
Auditors' responsibilities for the audit of the financial statements

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. 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
7 May 2026

Statement of Financial Activities

Incorporating the Income and Expenditure Account for the year ended 31 December 2025

	Notes	Restricted Funds €	Unrestricted Funds- General €	Unrestricted Funds- Designated €	2025 Total Funds €	2024 Total Funds €
Income						
<i>Income from charitable activities</i>						
Department of Education and Youth – Youth Service Grant		3,817,325	–	–	3,817,325	3,618,318
Other income		42,723,106	471,257	–	43,194,363	38,521,526
		46,540,431	471,257	–	47,011,688	42,139,844
<i>Income from other trading activities</i>						
Other trading activities		26,360	13,540	–	39,900	31,112
Income from investments		–	–	24,519	24,519	17,386
		26,360	13,540	24,519	64,419	48,498
Total income		46,566,791	484,797	24,519	47,076,107	42,188,342
Expenditure						
Charitable activities		45,790,485	–	–	45,790,485	41,313,501
Other expenditure		–	52,000	–	52,000	69,549
Total expenditure		45,790,485	52,000	–	45,842,485	41,383,050
Net income/ (expenditure)		776,306	432,797	24,519	1,233,622	805,292
Transfers						
Transfers between funds						
Income transferred	20	(3,687,337)	3,687,337	–	–	–
Expenditure transferred		3,628,503	(3,628,503)	–	–	–
Net income/ (expenditure) before other gains and loss	2	717,472	491,631	24,519	1,233,622	805,292

Statement of Financial Activities

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

Notes	Restricted Funds €	Unrestricted Funds- General €	Unrestricted Funds- Designated €	2025 Total Funds €	2024 Total Funds €
Carried forward	717,472	491,631	24,519	1,233,622	805,292
Other gains and losses	-	-	-	-	-
Net movement in funds	717,472	491,631	24,519	1,233,622	805,292
Reconciliation of funds					
Total funds/ (deficit) at the start of the year	9,992,109	709,620	562,859	11,264,588	10,459,296
Total funds/ (deficit) at end of year	10,709,581	1,201,251	587,378	12,498,210	11,264,588

All results derive from continuing operations. The notes on pages 87 to 108 form part of these financial statements.

Balance Sheet

As at 31 December 2025

Notes	Restricted Funds €	Unrestricted Funds- General €	Unrestricted Funds- Designated €	2025 Total Funds €	2024 Total Funds €
Fixed Assets					
Tangible Fixed Assets	6 1,031,013	419,497	-	1,450,510	1,484,219
Investments	7 -	-	254	254	254
		1,031,013	419,497	254	1,450,764
Current Assets					
Debtors	8 941,345	340,608	6,436	1,288,389	2,715,814
Cash at Bank and in Hand	11,137,069	1,618,315	580,688	13,336,072	11,472,684
	12,078,414	1,958,923	587,124	14,624,461	14,188,498
Current liabilities					
Creditors (Amounts falling due within one year)	9 (2,399,846)	(1,177,169)	-	(3,577,015)	(4,408,383)
Net Assets	10,709,581	1,201,251	587,378	12,498,210	11,264,588
The funds of the organisation	11 10,709,581	1,201,251	587,378	12,498,210	11,264,588

The notes on pages 87 to 108 form part of these financial statements.

The Financial statements were approved by the Board on 30 April 2026 on its behalf by



Wayne Travers
Director



Noel Kelly
Director

Statement of Cash Flow

For the Year Ended 31 December 2025

	Notes	2025 €	20243 €
Cash used in Operating Activities	14	2,285,423	1,655,135
Cash flows from Investing Activities			
Interest received		24,519	17,386
Expenditure on tangible fixed assets		(446,554)	(1,006,455)
Net cash used in Investing Activities		(422,035)	(989,069)
Net (decrease)/increase in cash and cash equivalents		1,863,388	666,066
Cash and cash at bank at beginning of period		11,472,684	10,806,618
Total cash and cash at bank at end of period	15	13,336,072	11,472,684

Notes to the Financial Activities

For the Year Ended 31 December 2025

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 2025.

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 2025, €5,968 (2024 – €12,178) was received under the VAT Compensation Scheme in respect of VAT expended in 2024. 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 & software</i>	<i>3 years</i>
<i>Furniture & 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.

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.

Retirement Benefit Costs

During 2025 the organisation operated defined contribution contributory pension schemes for employees.

Notes to the Financial Activities (continued)

Defined Contribution Schemes

Pension contributions in respect of the schemes 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 €450,400.

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.

Notes to the Financial Activities (continued)

Going concern

The net asset position of Foróige at 31 December 2025 was €12,498,210. Directors have reviewed the current reserve levels, forecast income and expenditure 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.

2. NET INCOME

The net income/(expenditure) is stated after charging	2025	2024
	€	€
Depreciation	480,264	437,960
Operating Lease payments	1,200,000	1,000,000
Auditor's remuneration – statutory audit	96,543	95,628
Directors' remuneration	–	–

3. WAGES AND SALARIES

The average number of persons employed (excluding casual employees) full time equivalent 617 (2024 – 581)	2025	2024
Administration and Operations	645	602
Wages and salaries	28,102,301	25,606,917
Social welfare costs	3,112,637	2,836,395
Other retirement benefit costs	1,509,520	1,366,551
Redundancy costs	3,012	–
	32,727,470	29,809,863

Statutory termination benefit were paid to one staff member in 2025 (2024 – 0) due to the posts becoming redundant.

The remuneration paid to the senior management team in respect of qualifying services for the year amounted to €1,003,971 (2024 - €1,014,707) including employers PRSI and pensions costs. Seán Campbell, Ex Foróige CEO was paid €150,629 (2024 – €168,765) during the year prior to his retirement on 30 September 2025 and Eric O'Brien was paid €32,058 from his appointment as Foróige CEO on 1 October 2025 to the end of the year. These costs are before the costs of employers PRSI. Contributions were made to the defined benefit pension scheme of 9.5% for Sean Campbell and 6.9% for Eric O'Brien.

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 (retired September 30th 2025)</i>
Eric O'Brien	<i>Chief Executive Officer (appointed October 1st 2025) Area Manager Cork with SMT responsibilities (to September 30th 2025)</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 Training, Programmes and Research</i>
Siobhan McCormack	<i>Director of Finance</i>
Rachael Murphy	<i>Director of Support Services</i>

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

	2025	2024
€60,000 – €70,000	43	39
€70,000 – €80,000	11	7
€80,000 – €90,000	5	7
€90,000 – €100,000	6	3
€100,000 – €110,000	2	1
€110,000 - €120,000	-	-
€120,000 - €130,000	-	-
€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

2025 saw a continued strong vibrant volunteer cohort in Foróige, in a range of roles and bringing diverse skills and experiences for the benefit of young people. We had 5,606 adult volunteers in 2025, contributing 349,000 hours to Foróige's youth development purpose. These figures count only the contribution of adult volunteers aged 18 and over.

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 8,000 hours during 2025

Club Volunteers

Clubs open for approximately 2 hours each week for 8 months of the year. Based on a survey in 2025 48% of volunteers attend every time the club is open. We estimate that club volunteers contributed 227,000 hours of their time during 2025 including planning, Leader meetings and club management.

Projects and Programmes 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 91,000 hours in 2025

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 23,000 hours during 2025 to training and events.

In summary we estimate that a total of 5,606 volunteers contributed 349,000 hours during 2025 (2024 – 325,000). At the average wage this would be valued at approximately €10,800,000 (2024 - €9,500,000).

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 €450,400 and is reflected in both income and expenditure in 2024 (€409,800 in 2024).

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 €
Cost:							
At 1 January 2025	256,545	793,770	352,278	1,593,413	384,027	1,082,187	4,462,220
Additions	9,718	82,333	3,189	193,111	74,518	83,685	446,554
At 31 December 2025	266,263	876,103	355,467	1,786,524	458,545	1,165,872	4,908,774
Accumulated Depreciation:							
At 1 January 2025	(238,707)	(754,591)	(318,882)	(808,274)	(245,859)	(611,688)	(2,978,001)
Charge for period	(14,684)	(16,035)	(9,355)	(322,425)	(54,896)	(62,869)	(480,264)
At 31 December 2025	(253,391)	(770,626)	(328,237)	(1,130,699)	(300,755)	(674,557)	(3,458,265)
Net Book Value							
At 31 December 2025	12,872	105,477	27,230	655,825	157,790	491,315	1,450,509
At 31 December 2024	17,838	39,179	33,396	785,139	138,168	470,499	1,484,219

Notes to the Financial Activities (continued)

7. INVESTMENTS

	2025 €	2024 €
Prize Bonds	254	254

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

8. DEBTORS

	2025 €	2024 €
Debtors and accrued income	972,814	2,319,226
Prepayments	315,575	396,588
	1,288,389	2,715,814

9. CREDITORS (AMOUNTS FALLING DUE WITHIN ONE YEAR)

	2025 €	2024 €
Deferred income 9(a)	1,511,906	2,175,558
Tax and social insurance due	686,816	714,229
Trade creditors and accruals	1,378,293	1,518,596
	3,577,015	4,408,383

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

	2025 €	2024 €
Opening balance	2,175,558	655,555
Recognised during the year	(2,175,558)	(655,555)
	-	-
Deferred income during year – Funding received relating to subsequent year allocation	1,511,906	2,175,558
Closing balance	1,511,906	2,175,558

10. COMMITMENTS

Operating Leases

The organisation holds a number of leases for its properties around the country. There are 34 leases in operation (2024 – 25), the duration of which ranges from 1 to 10 years. The total minimum lease payments under non-cancellable operating leases are as follows

	2025 €	2024 €
Due within one year	734,743	476,650
Expiring between two and five years	1,320,058	918,006
Expiring between six and ten years	37,310	224,530
	2,092,111	1,619,186

11. FUNDS OF THE ORGANISATION

	2025 €	2024 €
Balance at beginning of year	11,264,588	10,459,296
Net income/(expenditure)	1,233,622	805,292
Balance at end of year	12,498,210	11,264,588

Notes to the Financial Activities (continued)

12. FUNDS OF THE ORGANISATION (2024 MOVEMENT)

	Restricted funds €	Unrestricted funds- general €	Unrestricted funds-designated €	2024 Total Funds €
Income				
<i>Income from charitable activities</i>				
Youth Service Grant	3,618,318	-	-	3,618,318
Other income	37,602,661	918,865	-	38,521,526
	41,220,979	918,865	-	42,139,844
<i>Income from other trading activities</i>				
Other trading activities	13,773	17,339	-	31,112
Income from investments	-	-	17,386	17,386
	13,773	17,339	17,386	48,498
Total income	41,234,752	936,204	17,386	42,188,342
Expenditure				
Charitable activities	41,313,501	-	-	41,313,501
Other expenditure	-	69,549	-	69,549
Total expenditure	41,313,501	69,549	-	41,383,050
Net income/(expenditure)	(78,749)	866,655	17,386	805,292
Transfers				
Transfers between funds				
Income transferred	(2,387,832)	2,387,832	-	-
Expenditure transferred	3,076,563	(3,076,563)	-	-
Net income/(expenditure) before other gains and Loss	609,982	177,924	17,386	805,292
Other gains and losses				
Net movement in funds	609,982	177,924	17,386	805,292
Reconciliation of funds				
Total funds /(deficit) at the start of the year	9,382,127	531,696	545,473	10,459,296
Total funds/ (deficit) at the end of the year	9,992,109	709,620	562,859	11,264,588

Notes to the Financial Activities (continued)

13. BALANCE SHEET 2024 BY FUND

	Restricted Funds €	Unrestricted Funds General €	Unrestricted Funds Designated €	2024 Total funds €
Fixed Assets				
Tangible Fixed Assets	1,009,064	475,155	–	1,484,219
Investments	–	–	254	254
	1,009,064	475,155	254	1,484,473
Current Assets				
Debtors	2,283,534	427,673	4,607	2,715,814
Cash at Bank and in Hand	9,907,378	1,007,308	557,998	11,472,684
	12,190,912	1,434,981	562,605	14,188,498
Current liabilities				
Creditors (Amounts falling due within one year)	(3,207,867)	(1,200,516)	–	(4,408,383)
Net Assets	9,992,109	709,620	562,859	11,264,588
The funds of the organisation	9,992,109	709,620	562,859	11,264,588

14. CASHFLOWS FROM OPERATING ACTIVITIES

	2025 €	2024 €
Income	1,233,622	805,292
Adjusted for:		
Depreciation	480,264	437,960
Investment income	(24,519)	(17,386)
Movements in trade and other receivables	1,427,423	(1,464,996)
Movements in trade and other payables	(831,367)	1,894,265
Net Cash inflow in operating activities	2,285,423	1,655,135

Notes to the Financial Activities (continued)

15. ANALYSIS OF NET CASH

	2025 €	2024 €
Cash at bank and in hand	13,336,072	11,472,684

16. RETIREMENT BENEFITS

The organisation operated two defined contributions contributory pension schemes during 2025 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 €1,449,099 (2024 – €1,333,204). Amounts outstanding payable to the schemes at year end totaled €219,610 (2024: €176,811).

Notes to the Financial Activities (continued)

17. INCOME FROM THE DEPARTMENT OF EDUCATION AND YOUTH

On May 1st 2025 the Youth Affairs Unit of the previously named Department of Children, Equality, Disability, Integration and Youth transferred to the Department of Education and Youth.

The following income was received directly from the Youth Affairs Unit and direct funding schemes of the Department of Education and Youth in 2025:

	2025 €
Youth Service Grant (Youth Affairs Unit)	3,817,325
Big Brother Big Sister Funding (Youth Affairs Unit)	1,201,144
Network for Teaching Entrepreneurship (Youth Affairs Unit)	300,000
Leadership for Life Programme	270,000
Digital Skills Programme	150,000
Online Safety Programme (Youth Affairs Unit)	145,000
Irish Translation Initiative	45,086
	5,928,555

The following income was received directly from the Department of Children, Equality, Disability, Integration and Youth in 2024:

	2024 €
Youth Service Grant	3,618,318
National Participation Office and Hub na nÓg	1,112,054
Big Brother Big Sister Dormant Accounts Funding	1,155,000
Other grants and invoiced services	357,735
Climate Action	49,916
Online Safety	140,000
Integration Funding	60,175
Capital Grants	-
The LEAD Project	73,000
The Skillseekers Project	38,940
	6,605,138

Notes to the Financial Activities (continued)

The Department of Education 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	3,382,913	434,412	3,817,325
Pay, Service Provision and General Administration	(3,382,913)	(434,412)	(3,817,325)
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 2025, 9 Directors were reimbursed for expenses incurred in the performance of their responsibilities as Directors for a total of €16,724 (2024 – 12 Directors €9,381).

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 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 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.

Notes to the Financial Activities (continued)

- ▶ 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.

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.

Notes to the Financial Activities (continued)

- ▶ 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.
- ▶ 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.

Notes to the Financial Activities (continued)

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.

Basis of calculation

Youth Diversion Projects

The Youth Diversion Projects funded by the Department of Justice, Home Affairs and Migration make a contribution to the central operation of the organisation using a full cost recovery model. The calculation is based on a percentage of the funding allocation to the project. In 2025 a 10% funding allocation was made.

Non Youth Diversion Projects

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 funded by the project and a lower rate where there is a manager fully funded by the project funder. 1/2 of the appropriate rate may be charged where an employee does not work full time hours.

The rate in 2025 was €475 (2024 - €475) per employee per project per month where there is no Foróige manager funded and €285 (2024 - €285) per employee per month where there is a Foróige Manager funded by the project funder.

Notes to the Financial Activities (continued)

Charge amount

The total charged for 2025 across all projects including Youth Diversion Projects was €3,687,337 (2024 – €2,387,832) and this is reflected as a transfer from restricted to unrestricted reserves in the Statement of Financial Activities.

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:

	2025 €	2024 €
Financial Assets that are debt instruments measured at amortised cost		
Trade debtors and accrued income	972,814	2,319,226
Prepayments	315,575	396,588
Prize Bond investment	254	254
Cash at bank and in hand	13,336,072	11,472,684
	14,624,715	14,188,752
Financial liabilities at amortised cost		
Deferred Income	1,511,906	2,175,558
Trade Creditors and accruals	1,378,293	1,518,596
	2,890,199	3,694,154

22. MOVEMENT IN RESERVES

By activity	Opening Reserves 2025 €	Income €	Expenditure & Net Transfers €	Closing Reserves €
Universal Services	913,876	5,417,270	(4,852,639)	1,478,507
Targeted Services	7,378,476	38,567,615	(38,321,154)	7,624,937
Education Programmes	1,134,433	1,664,420	(1,334,364)	1,464,489
Specialist Projects	1,274,944	1,402,283	(1,334,328)	1,342,899
Unrestricted Designated Funds	562,859	24,519	-	587,378
Total	11,264,588	47,076,107	(45,842,485)	12,498,210

Notes to the Financial Activities (continued)

By funder	Opening Reserves €	Income €	Expenditure & Net Transfers €	Closing Reserves €
Department of Education and Youth– Youth Service Grant	-	3,817,325	(3,817,325)	-
Department of Education and Youth – Other Grants	-	2,150,465	(1,974,918)	175,547
Department of Children, Disability and Equality	184,485	1,507,544	(1,692,029)	-
Education and Training Boards	441,945	9,526,058	(9,474,557)	493,446
Department of Justice, Home Affairs and Migration	3,659,924	16,401,840	(16,397,612)	3,664,152
TUSLA	1,251,732	6,786,593	(6,655,961)	1,382,364
The Health Service Executive	412,586	899,014	(886,394)	425,206
Department of Community and Rural Development	-	52,472	(52,472)	-
Pobal	25,125	320,389	(254,668)	90,846
Other Income	5,288,791	5,614,407	(4,636,549)	6,266,649
Total	11,264,588	47,076,107	(45,842,485)	12,498,210

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.

Notes to the Financial Activities (continued)

RESTRICTED FUNDS	Schedule	2025	2024
CHARITABLE ACTIVITIES EXPENDITURE		€	€
Salaries and Direct Costs	1	44,108,270	39,618,312
Administrative Support Costs	2	1,682,215	1,695,190
		<u>45,790,485</u>	<u>41,313,502</u>

SCHEDULE 1	2025	2024
SALARIES AND DIRECT COSTS	€	€
Salaries and Pensions	32,727,471	29,838,734
Travel and Subsistence	1,545,499	1,347,366
Training and Programme Costs	5,679,623	4,987,688
Project Premises and Operating costs	4,155,678	3,444,523
	<u>44,108,270</u>	<u>39,618,311</u>

SCHEDULE 2	2025	2024
ADMINISTRATIVE SUPPORT COSTS	€	€
Support offices premises costs	271,043	208,359
Insurance	168,769	178,256
Support offices operational costs	163,140	176,211
Public relations and advertising costs	136,204	115,591
Professional fees	69,999	55,359
Bank interest and charges	19,061	18,621
Human resources and recruitment	107,826	71,872
Audit and accountancy Fees	96,543	95,628
Voluntary committee expenses	38,149	37,268
Information technology	183,217	354,065
Depreciation	428,264	385,960
	<u>1,682,215</u>	<u>1,695,190</u>



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