

**ANNUAL
REPORT
2021**

**ANNUAL
REPORT
2021**



Contents

Who We Are and What We Do	2
Our Purpose	2
Our Core Values	3
Where We Work	4
A Message from our Chairperson	5
A Message from our Chief Executive Officer	6
Legal and Administrative Information	7
Report of the Board	8
Strategies, Objectives and Activities	8
Summary of Activities and Achievements 2021	11
Volunteer Led Services	12
Targeted Services	20
Education Programmes	27
Measuring Success and Learning from Programmes	34
Integrated Services	35
Challenges in 2021	40
Longer Term Strategy and Objectives	41
Structure, Governance and Management	42
Other Matters	44
Plans for the Future	44
Statement of Directors' Responsibilities	48
Independent Auditor's Report	49
Financial Statements	52



Who We Are and What We Do

Foróige is a youth development organisation. We believe profoundly in the potential of every young person. You will find us in local communities right across Ireland where we engage adult volunteers and staff to enable young people¹ to lead happier, healthier and more fulfilled lives. We work with young people aged 10 – 25 to develop their knowledge, skills, behaviour and attitudes.

We believe in a world where young people have opportunities to grow and develop, one where young people are an intrinsic part of their communities and where adults and young people work in partnership to achieve this.

Our Purpose

Foróige enables young people to involve themselves consciously and actively in their own development and in the development of their community.

We empower young people to develop their own abilities and attributes, to think for themselves, to make things happen and to contribute to their community and society. As a result, they develop greater self-confidence, self-reliance, resilience and a greater capacity to take charge of their lives. Foróige's clubs, projects and programmes are designed to achieve this aim. We work in a friendly and safe environment in which young people can meet friends and, importantly, have fun.

We support adults to engage them as volunteers and provide them with the required training and supports to facilitate the development of young people.



¹Young people refers to individuals aged 10 – 25

Our Core Values

Foróige's purpose is supported by the organisation's philosophy – our core values. These are built on the beliefs and values of our founders, volunteers, staff and young people over the past 69 years. These core values are lived by volunteers, young people and staff in their everyday interactions. In the broadest terms our philosophy can be summarised as follows:

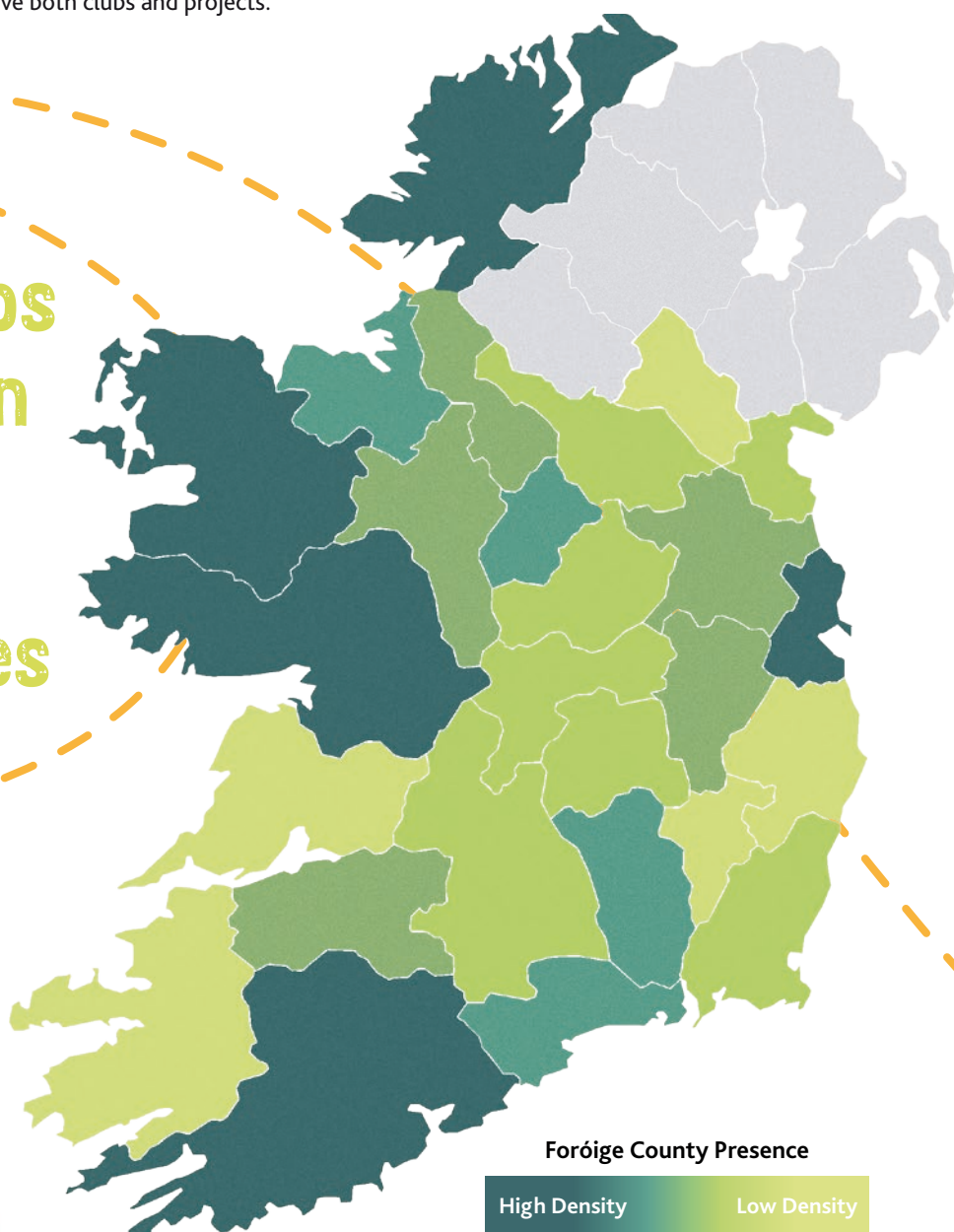


Where We Work

Foróige primarily works in the Republic of Ireland and has partnerships and projects with organisations in Northern Ireland and the United States of America.

We have clubs and projects in over 500 communities in Ireland in both urban and rural areas. Some communities are fortunate to have both clubs and projects.

Foróige clubs
& projects in
500+
communities



A Message from the Chairperson

"It was the best of times, it was the worst of times" is the opening line of Charles Dickens' *A Tale of Two Cities* and in many ways it very accurately captures my feelings about 2021.



It was another year dominated by the COVID-19 pandemic and though we had much to mourn, we perhaps had as much to celebrate with thanks to the strength, dedication and resolve of those who never stopped working to uphold the purpose of Foróige and to continue to support young people, whatever it took.

As you can see in the moments and milestones highlighted in the pages of this annual report, our collective impact over this extraordinarily challenging year is something of which we can all be extremely proud. There is no doubt that young people, volunteers, staff and management continued to experience a disconnection from each other due to the uncertainties caused by COVID-19. The isolated nature of 'living through' the pandemic and the necessary public health restrictions have had negative impacts on all of us. The challenge for Foróige now is in helping young people to navigate the return to normality, nurturing their social development and rebuilding the skills that have been lost during that period.

In the face of these challenges, our community of volunteers, staff, management and partners have been resilient and remain more committed than ever to connecting young people with the opportunities they need to build happy, healthy and fulfilled lives. When I look to the coming year I know there is a considerable journey of recovery ahead, but we are very well placed to meet this challenge. Foróige will stand alongside young people every step of the way, providing support, guidance and enabling them to enjoy their adolescence and look forward to very bright futures. Building skills, confidence and resilience in young people not only shows that we believe in them; it is a commitment to ourselves and to the future of our society.

I would like to say a particular thank you to everyone who has supported our work in this time of uncertainty — it has been appreciated more than ever. I am extremely grateful to our funders and partners whose commitment to young people and their development remains absolutely steadfast. My thanks also to my fellow board members and to our incredible team of volunteers and staff who work tirelessly together to make Foróige a place where young people can thrive.

I'm delighted to commend to you the Foróige Annual Report 2021.

Barbara Daly
CHAIRPERSON

A Message from the Chief Executive Officer

The COVID-19 pandemic has brought additional and complex challenges for young people over the last two years, with almost every aspect of their lives disrupted at a critical stage in their development. It has had profound implications on the life chances of a generation of young people and in truth, much of the extent of the impact on them remains unknown. It has made even more urgent the need to further invest in and scale access to youth work right across our country.



As an organisation, every action we take recognises the immense potential of every young person and what they can achieve, both now and in the future, if they are given the chance. The very essence of Foróige is about giving young people the opportunity to realise and reach their potential in life – but while potential is everywhere, opportunity is not.

Access to youth work for young people is important and young people can no longer wait until policy catches up with need. We need to find ways, creative ways if necessary, to ensure that youth work is available to young people when they need it, and they need it now.

We are simply not willing to let the devastation of this pandemic affect a whole generation of young people who we know – with the right support, skills, and confidence – can go on to achieve great things; not just for themselves but for their families and for society as a whole. Foróige's work is, and continues to be, a great collective effort and it is rooted in our National model.

I believe it is vitally important that Foróige is a strong National Youth Organisation and a strong force for good for the young people of Ireland. Foróige unites people from every corner of the country, inspired by a shared drive to make life better for young people, communities and the country as a whole, it enables collective action for the common good on a large scale.

Throughout the pandemic young people told me, time and time again, that what they missed most was that sense of belonging, of being a part of something bigger and the opportunity to have fun! Young people feel they belong in Foróige, they experience Foróige in their local communities, their local clubs, projects or services but also engage in county, regional and national activities and programmes.

A National Organisation brings assurance and reassurance. The economies of scale mean that it is the best value for money and the best use of resources. It avoids duplication and ensures quality support services and management in areas such as finance, operations, HR, IT and Training. It allows for collective and effective communications both internally and externally. It provides for best practice in governance and facilitates rapid responses to emerging needs or requests.

There have also been many positive aspects of 2021 and I'm extremely proud of how the organisation has navigated the year. The sense of community, teamwork and dedication shown by volunteers, staff and young people over the last 12 months has been extraordinary. We have been innovative, creative and brave in our work. I believe many of these changes have made Foróige a stronger, more agile and more responsive organisation. One that can now, and in the future, offer more choice in supports to young people, volunteers, families and communities across Ireland – and as we go into 2022, our challenge will be how we continue to maintain and build upon all that we have learnt during what has been an extraordinary two years.

My thanks to everybody who has played a part in Foróige during 2021 and beyond. Your friendship, faith and support is hugely appreciated.

Seán Campbell
FORÓIGE CEO

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:

Adam Peerbux
 Alan Prendergast¹
 Barbara Daly – Chairperson
 David Guillfoyle
 David O'Reilly
 Grace Gallagher
 Grainne Reynolds²
 Mairi McMahon
 Mary Osubur Kennedy²
 Patrick O'Meara
 Róisín McGlone
 Seamus Carey
 Thomas Horan
 Wayne Travers

¹ Appointed July 2021

² Elected July 2021

The following were members of the Board in 2021:

Evan Murphy
 (Term Ended July 2021)
 Shauna Gilbride
 (Term Ended July 2021)

Board Committees and Other Information

Finance Committee

Wayne Travers – Chair
 Tommy Horan
 Seamus Carey
 Shauna Maye Gilbride³
 Ryan Payne^{3, 5}
 Lorna McKernan^{4, 5}
 Tyrone Williamson^{4, 5}

Audit & Risk

Pat O'Meara – Chair
 Conan Doonan⁵
 Jim Leahy⁵
 Grainne Reynolds³
 Darragh Flynn^{3, 5}
 Eoin Forkan^{4, 5}
 Emily O'Reilly^{4, 5}

Governance & Nominations

Mairi McMahon
 Grace Gallagher
 Dave O'Reilly
 Robbie Sweeney^{3, 5}
 Eoghan Flood^{3, 5}
 Sarah McGrath^{4, 5}
 Mohammed Serajpour^{4, 5}

Human Resources & Remuneration

David O'Reilly
 Catherine Fahy³
 Lilly Kelly⁵
 Catherine McCaughey⁵
 Deborah Nicoll Walsh⁵
 Daniel Read^{4, 5}
 Aoife May^{4, 5}
 Ruari McGovern^{3, 5}
 Aine Fox^{3, 5}

Banker

AIB
 Naas Rd, Dublin 22

Solicitors

Beauchamps,
 Riverside Two,
 Sir John Rogersons Quay,
 Dublin 2

Auditor

Mazars,
 Block 3 Harcourt Centre,
 Harcourt Road,
 Dublin 2

Registered Office

Block 12D, Joyce Way,
 Park West, Dublin 12, D12 Y0A6

Senior Management Team

Seán Campbell
Chief Executive Officer

John Cahill
Assistant CEO & Director of Operations

Claire Gavigan
Area Manager – North West

Declan O'Leary
Area Manager – Cork

Karen Hannify
Director of Marketing, Communications and External Relations

Miriam Ryan
Area Manager – Dublin North

Rachael Murphy
Director of Support Services

Sarah Haslam
Director of Programmes and Research

Siobhan McCormack
Director of Finance

³ Retired from the Committee July 2021

⁴ Joined the Committee September 2021

⁵ Member of National Council, not a Board Member

Report of the Board

The Board of Foróige presents its report and consolidated financial statements for the year ended December 31, 2021.

Strategies, Objectives and Activities

As COVID-19 and resulting public health measures remained in place in 2021, the Board of Foróige extended the Strategic Plan 2017 – 2020 to December 31, 2022. This decision was made in the best interests of the organisation as it was understood that long term forward planning in a time of extreme uncertainty would likely not result in a robust, future proofed strategic plan. Therefore, this Annual Report is based on the strategies and objectives of the Strategic Plan 2017 – 2020.

Despite the uncertainty, Foróige continued its commitment to four critical impact goals:

- ▶ Enhance the quality of engagement with young people and volunteers.
- ▶ Be the 'go to' youth organisation for young people and those interested in youth development- locally, nationally and internationally.
- ▶ Sufficient supports in place to operate a quality organisation.
- ▶ Secure adequate, sustainable funding to maintain and develop Foróige services.

COVID-19

As an organisation we are centred on people – young people, participants, volunteers, parents, families, funders and staff. We utilise personal contact and relationship building in all aspects of our work to grow and develop – personally, professionally and organisationally. Relationships between young people, participants, volunteers and staff enable our work and the achievement of our purpose. Whether this is in formal meetings, interventions, activities and programmes or informal conversations, it is the heart of what we do.

The continuation of the global pandemic of COVID-19 and the resulting public health restrictions significantly challenged who we are, what we do and how we do it. This report will focus on how Foróige continued to meet the challenge. It will report on progress against objectives but within the context of COVID-19 and its impact on young people, staff and volunteers.

Foróige maintained its commitment during the pandemic to prioritise supporting the most vulnerable young people, participants and their families while endeavouring to engage as many young people, participants and volunteers as possible in youth work.

Timeline of Public Health Measures and their impact on Foróige's work



January – April

In-person youth work restricted to one to one engagements for the most vulnerable young people. All other youth work taking place online, via telephone and through messaging.



April – November

In-person youth work allowed outdoors with a maximum of 15 young people, indoor in-person youth work restricted to groups of six young people (pods where space allowed).



November – December

In-person youth work indoors increased to groups of 15 young people (pods where space allowed).

In addition to the above, public health measures were in place including: staff working from home, restrictions on transport (mini bus use, transporting young people in cars), restrictions on the types of activities that could be undertaken (indoors and outdoors) and restrictions on in-person training for staff and volunteers.

The restrictions throughout 2021 had a significant impact not only on young people but also on Foróige's ability to engage and support young people, participants and their families.

Board Response

The Board determined that the health and safety of all involved in Foróige was the priority and everything possible would be done to support young people, participants, volunteers and staff in their youth work roles. Further, the most vulnerable young people and families should be prioritised to receive any service available within the public health restrictions.

It was recognised that while this was a time of global crisis, Foróige must continue to operate within the restrictions and continue to develop innovative methods of meeting the needs of young people, participants and volunteers.

Summary of Organisation Wide Response to COVID-19 during 2021

Supporting staff to support young people, participants and volunteers was the priority of the organisation. Therefore, Foróige had to be nimble and both responsive and reactive to emerging needs and ensure there was a solid scaffold in place for all our work.

Foróige built on, modified and refined the activities, programmes, events and engagements for young people and volunteers that had been developed in 2020 as a result of the pandemic throughout 2021 to ensure that Foróige continued to provide services to young people, participants and their families.

IT Systems

All staff are equipped with secure, encrypted smart phones and laptops. Foróige uses the cloud based G Suite for all document storage and all financial and HR systems are cloud based. This ensured that all staff were equipped to work from home. The use of Google Chats, Hangouts and Meet enabled all staff to remain in contact with one another and their line managers.

Young People & Volunteers and Online Youth Work

Staff continued to engage young people through a variety of online methodologies. It should be noted however, that young people became less interested in engaging online due to online schooling and general 'Zoom fatigue'.

HR

Foróige have an Employee Assistance Programme (EAP) provided through the VHI. It offers confidential support on a wide range of issues to staff and their families. This service was heavily promoted throughout 2021 to provide staff with additional supports as required.

Foróige were understanding and flexible for staff managing difficult home situations and/or trying to juggle home schooling with working from home. All staff were regularly encouraged to reach out to colleagues and their line managers for support.

All recruitment and onboarding of staff was managed remotely and while this was challenging for new staff in the organisation it was an efficient means of ensuring continuity of services.

Staff Council

Foróige have a representative group of staff – the Staff Council – whose role is to facilitate engagement between staff and the Board and to act as a consultative group. The Staff Council brought forward ideas and activities for staff engagement throughout 2021. Monthly 'Coffee Mornings' for staff were continued allowing staff to have an opportunity to have a non-work related chat with colleagues.

Foróige's Big Day In

On the recommendation of the Staff Council Foróige held a second Big Day In for staff in March. This was a day for staff where they could choose to opt into a number of online events and activities. The tagline for the day was ***your time, your choice***. There were live sessions with speakers on resilience, wellbeing and inspiration, workshops on mental health and fitness and herb growing in addition to activities such as a National Coffee Morning, Smile and Share, and Let's Get Quizzical – a national Foróige quiz.

The main purpose of the day was to allow staff to take time out and focus on their wellbeing and also as a token of appreciation for their work during the extraordinary time.

Guidelines, Policy and Procedures

Foróige maintained a Plan for the Continued Operation of Services, modified to reflect the Government's *Resilience and Recovery 2021 – The Path Ahead* and sector specific guidance from Department of Children, Equality, Disability, Integration and Youth (DCEDIY). This document provided a clear framework for the operation of services during 2021.

Child Safeguarding

Foróige continued to emphasise the primacy of Child Safeguarding, regardless of the medium used for engagement.

Data Protection

All staff were reminded of their obligations under Foróige's Data Protection Policy and Guidelines. All staff were re-issued with Data Protection training in 2021 to ensure that all knew and are compliant with Data Protection legislation.

Internal Communications

Throughout 2021, there were regular communications and updates for staff and volunteers in relation to COVID-19. Each communication outlined the measures in place and the actions staff could and could not take. Foróige's intranet – the Staff Portal – had a dedicated page that acted as a one-stop shop for all items related to COVID-19 including relevant guidance in place, use of IT, useful resources, staff well-being, guidance on working from home.

External Communications and Social Media

Social Media and the Foróige website continued to play an important part in keeping the organisation's stakeholders engaged and informed during 2021. Social media campaigns were developed and delivered across all platforms targeted at key audiences including young people, volunteers and funders.

Foróige also highlighted young people's authentic voices through the media to ensure their concerns, hopes, fears and opinions related to COVID-19 were heard and formed a part of the national conversation.

Recording Innovation and Engagement

Between January and June, staff were asked to record the numbers of young people, participants, volunteers and families that they had engaged with, the issues emerging for each group and any new innovative programmes or methodologies that they had tried. It also recorded the number of unsuccessful attempts to engage with young people, volunteers and families.

Leadership

Throughout 2021, the Senior Management Team met fortnightly to ensure the systems were in place for staff to manage through COVID-19 and to ensure there was regular and close communication between all parts of Foróige.

Engagement with Funders

Throughout 2021 we maintained close engagement with all of our funders. In particular, Foróige was represented on the National Advisory Council of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) and contributed to the development of the DCEDIY Guidance for Youth Work Organisations.

Conclusion

The above actions enabled and supported staff to continue their work with young people, volunteers and families throughout 2021. The following pages outline a summary of achievements and activities within this context.

A stylized illustration of a woman with short black hair, wearing a black top with white polka dots and white trousers with a large black flower on the left leg. She is holding a large teal shape that contains text. A dashed orange line with a bee at the end curves around the top of the teal shape. The background features large green and yellow shapes and a grey ground area with white dashed lines.

Summary of Activities and Achievements 2021

In 2021 we operated in 26 counties with programmes in Northern Ireland and in the USA. We focussed on three main types of services – Volunteer Led Services, Targeted Services and Education Programmes. Our work contains a mixture of these components and was implemented on an integrated basis.

Volunteer Led Services

The goal of our Volunteer Led Services is to enable young people to involve themselves consciously and actively in their own development and in the development of society. This is facilitated by adult volunteers who are supported by professional youth workers.



The main objectives of our volunteer led services are to:

- ▶ Enable communities to develop and facilitate a range of Foróige Clubs and Groups in their own locality.
- ▶ Recruit, support and develop adult volunteers in their youth work roles.
- ▶ Support and develop young people in their Foróige roles.
- ▶ Support and develop the network of Big Brother Big Sister Mentoring Matches.
- ▶ Support and develop volunteers to provide holiday programmes for young people.

Progress Against Objectives

Foróige Clubs, Foróige Juniors, Foróige Interest Groups and Foróige Cork Youth Clubs are at the heart of the organisation. These various types of clubs for young people are based on the needs of local communities. The clubs are a partnership between the young people (members) and adult volunteers (leaders). They facilitate the democratic participation of young people in the club structures and enable young people to 'learn by doing'.

2021 was the most challenging year for clubs in the organisation's history. Due to the public health restrictions it was simply not possible for clubs to meet in their usual ways. Foróige Clubs meet in local spaces e.g. community halls, schools, in the evenings where it is a time for young people and volunteers to not only implement programmes and activities but also to meet friends and socialise. Inter-Club events such as quizzes and discos are an important element of the club calendar.





Clubs that normally would have opened in September 2020 didn't due to the public health restrictions (the club year runs from 1st September to 31st August with the majority of clubs taking a break during the summer coinciding with school holidays). Throughout 2021 the public health restrictions in place meant that clubs could not meet indoors until November 2021. In effect, clubs lost a full year of operating, young people lost a full year of activities and events, and communities lost their Foróige Club.

At the end of February 2020 there were 438 clubs open. Throughout the entire 12 months of 2021 just a quarter (111) of these clubs reopened in some form and there were just 12 new clubs formed bringing the total number of clubs operating in 2021 to 123.

Response to COVID-19

As clubs could not meet as normal for the majority of 2021 the focus for staff was to maintain engagement with volunteer leaders, young people and clubs. This was done through communications, training, programme development, county meetings and other opportunities to bring volunteers and young people together.

A monthly newsletter was issued to volunteers with details of upcoming events, training and programmes for volunteers and young people.

A World of Opportunities – an initiative to engage volunteers and young people in Foróige programmes, events and activities – was operated between January and June. Staff maintained close contact with clubs and volunteers during this time. On average there was weekly engagement with 157 clubs and 221 leaders during this period.

There were two national meetings of leaders from District Councils and the National Council to discuss the current situation for clubs and identify further actions and supports that clubs required to maintain engagement through 2021.

A World of Opportunities

'A World of Opportunities' was an initiative designed to enable Foróige to provide opportunities for young people and volunteers to interact, socialise, enjoy, learn and contribute, despite the restrictions caused by the pandemic. The plan was based on a major listening exercise conducted in October 2020, which involved some 150 members, 75 leaders and 22 staff from all around the country.

The plan was based on four key principles:

1. The understanding that even at this difficult time, volunteer leaders are central to young people's engagement in Foróige.
2. That the club is both a place for young people to engage and learn, and a door to involvement in other activities and programmes provided by other volunteers through the District Council, or by the national organisation. To open the door, leaders need to register their members through the online parent permission form.
3. District Councils provide strong local leadership in making these opportunities real for young people.
4. Adaptability. We live in an age of uncertainty so we need to be able to adapt and change as restrictions come and go.

Each month, a range of opportunities for clubs, young people and volunteers were circulated. Highlights included:

- ▶ **Career Coaching Clinics** for young people with inputs from a range of volunteers discussing their careers with young people and answering their questions. Over 15 sessions or clinics, 48 adults described their career journey in sessions on areas such as medical, STEM careers, agriculture and the environment, and more. 1,877 young people recruited through Foróige Clubs and transition year programmes in schools, signed up for these interactive experiences. Over 90% of the young people were aged 15 to 17, and evaluation revealed a high satisfaction rate.
- ▶ **Foróige Against Bullying (FAB Feb):** A series on online TAB Times (Tea and Biscuits Time) for members to have a chat, stay connected and workshops on Cyber Safety, mental health awareness and positive peer influence.
- ▶ **Webinars** on mental health including young people and anxiety, young people and screen time. These included professional speakers such as psychologist Stella O'Malley giving a series of 6 interactive talks with volunteers, each on a separate theme related to how the volunteers can best support themselves and work with young people through the pandemic. There were almost 400 sign ups to these webinars.

Summary of Activities and Achievements 2021 – Volunteer Led Services (continued)

- ▶ **Workshops** on hosting online club meetings, online games and activities, mental health promotion. These were provided to young people and volunteers. They introduced adults to best practice in online interaction with young people, and engaged young people in activities based on Foróige's Be Healthy Be Happy programme.
- ▶ A National **FIFA ESports Tournament** for young people was hosted online for Foróige Clubs, BBBS and projects. This provided an ideal opportunity for young gamers and sports fans to engage during the lockdown.
- ▶ **Volunteer Appreciation Week** was held in May with engagements from over 1,800 volunteers. Activities included a message of appreciation from Chairperson, Barbara Daly, Cookery Classes, Growth Mindset Workshop and a National Quiz.
- ▶ A **National Photography Competition** was held to encourage young people and their Clubs to appreciate their local area and get outdoors during the pandemic.
- ▶ A national online quiz for Foróige clubs was held in 2021 called **Foróige's Got Knowledge**.
- ▶ **Kinsalebeg Foróige Club, Clashmore, Co. Waterford**, delivered a little 'love' to their members with personalised care packages which were hand delivered to them in February.
- ▶ **Cill Dara Foróige Club, Co. Kildare**, livened up their online Zoom meetings with a 'Crazy Hair' evening.
- ▶ Members of **Rath Eglishe Foróige Club, Co. Offaly**, created window decorations of hope, love and safety for their local community centre which were warmly welcomed by members of the community.
- ▶ **Churchtown Foróige Club, Co. Cork** collected Easter Eggs for Street Angels – a local charity working with homeless families and vulnerable people.
- ▶ **Foróige, New York** have seven active clubs with 29 volunteers leaders and 230 members.
- ▶ **National Online Clubs** were set up for young people from anywhere in the country. Clubs included an Arts & Crafts Club, Book Club, Health & Wellbeing and a Camera/Photography Club.
- ▶ Father and daughter team, Kevin (Leader) and Laura (member) from **Kanturk Foróige Club, Co. Cork** took part in a 100km walk for Laura Lynn Hospice. Members of the club assisted by doing their own sponsored walk and donating the proceeds. They also used the opportunity to meet outdoors and do a local clean up.
- ▶ **Clarinbridge Foróige Club, Co. Galway** began meeting outdoors in May with walks through local woods.
- ▶ 20 members from clubs in **Co. Cork** took part in a four-week programme called **Nurturing Bright Futures** in collaboration with the **UCC Graduate Attributes Programme**. The members got the opportunity to explore things such as subject choices, learning preferences, influences, career clusters, picking courses, apprenticeships, college life and college jargon. The members got the opportunity to listen to guest speaker Glenn who is a Foróige Volunteer and trainee Doctor about the alternative college routes available for studying medicine as medicine was the group's highest voted career path.

In addition to these national initiatives, clubs were engaged in a range of projects:

- ▶ **Clohamon Foróige Club, Co. Wexford** used a kit builder website to run an online competition to design a sports jersey for their Foróige club. They also organised a socially distanced Easter egg hunt. The clues stayed up over Easter weekend for anyone within 5km of Clohamon who wanted to use it for their kids.
- ▶ **Syddan Foróige Club, Co. Meath** took part in a four week online fitness programme.
- ▶ **Dromahane Foróige Club, Co. Cork** hosted a Zoom Pet Talent Show. While a few diva dogs refused to co-operate, a talented cat and dog duo stole the show with their rendition of Whitney Houston's "I will always love you". The Club also delivered a kindness pack to one member each week containing something to do, treats and a wellness journal to help young people through these strange times.

Foróige Clubs in Numbers 2020

In total, 123 Foróige Clubs, Juniors and Interest Groups operated in 2021.

Recruit, support and develop adults in their youth work roles

An essential element of Foróige's service is to ensure that volunteers are supported to achieve their roles. In the main, this is achieved through the provision of high quality, relevant training. During 2021 a range of training courses were offered online to maintain engagement with volunteers and to use the time to upskill them in a number of areas.

Some of the achievements include:

- ▶ Nearly **400 hours** of training were provided to volunteers and young people in clubs. **997 training places** were taken up by volunteers. Training is an essential part of enabling adult leaders to work effectively with young people to ensure the purpose of Foróige is achieved. In 2021, **200** volunteers were trained in our Child Protection Awareness Programme. Volunteers availed of a range of other training courses such as **Online Youth Work, Salesforce (Club Management System), COVID-19 Briefings, LGBTI+ Capacity Building Workshops, Citizenship, First Aid, Games Workshops and Technology**. There is no cost for volunteers availing of these training opportunities.

Exchange

Develop

Support

Train



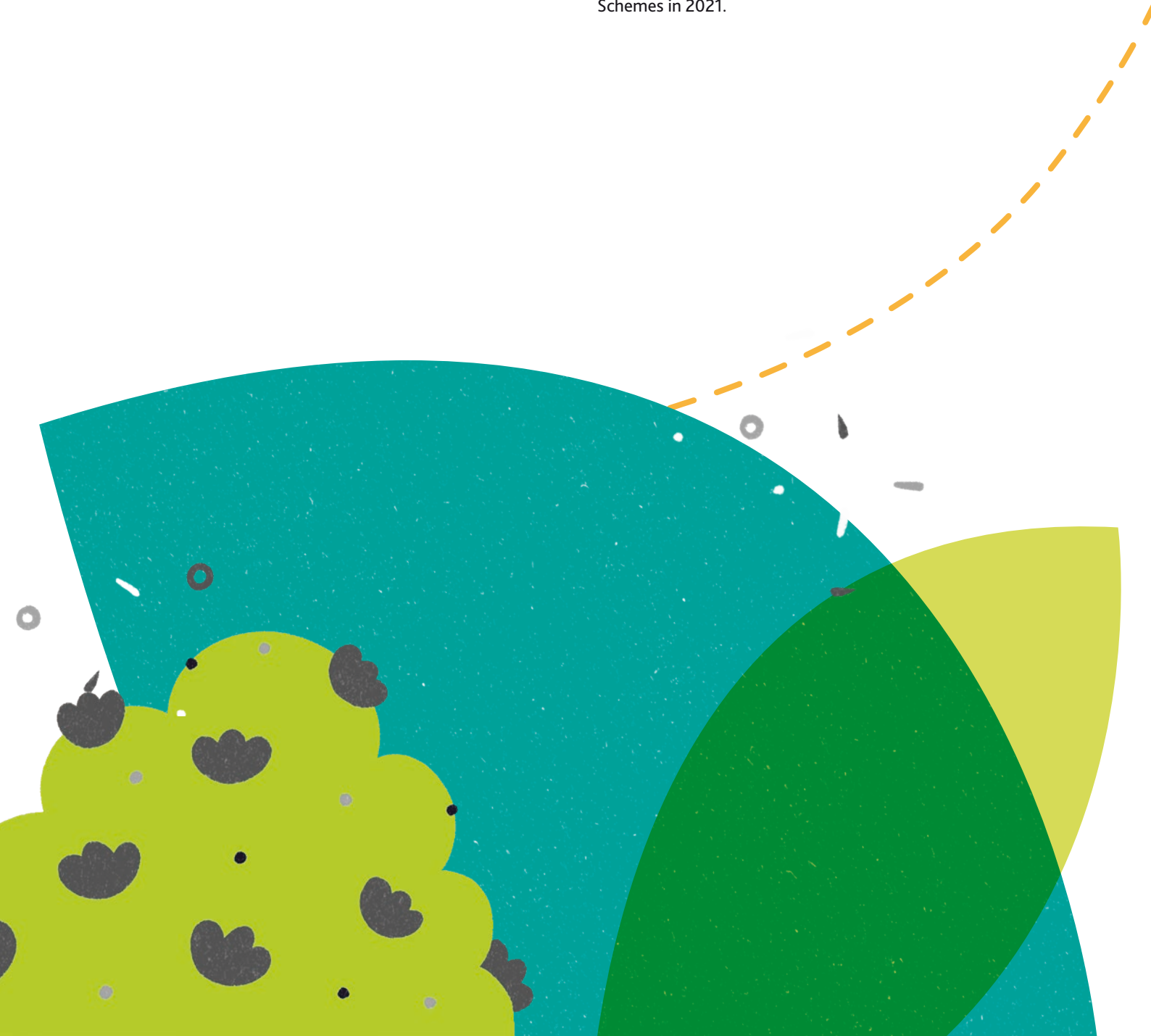
Summary of Activities and Achievements 2021 – Volunteer Led Services (continued)

Support and develop young people in their Foróige roles

- ▶ 31 Training programmes were held for young people involving 545 members to assist them in their Foróige roles.
- ▶ Due to the pandemic, this was restricted in 2021. However, volunteers and staff provided young people with a range of opportunities to engage with Foróige and other youth work activities.

Support and develop volunteers to provide holiday programmes for young people

In Cork, there is a very long tradition of running volunteer led summer schemes. These summer schemes train and support volunteers to provide summer holiday programmes for young people. They involve learning new skills such as gardening, cooking, art and swimming and provide recreational opportunities for young people who may not otherwise have the opportunity. Due to COVID-19, it was not possible to facilitate the Cork Summer Schemes in 2021.





Support and develop the network of Big Brother Big Sister Mentoring Matches

The Big Brother Big Sister Programme (BBBS) is an internationally recognised youth mentoring programme that forms supportive friendships for young people, inspiring them to brighter futures. An adult mentor is matched with a young person, based on mutual interest. Matches meet for one to two hours each week and do various activities that are mainly focused on building a supportive relationship between the adult and young person. Big Brother, Big Sister operated in 22 counties in 2021 with 435 community based matches and 1,340 school based matches.





Daniel is a mentor to Aiden, a college student, who moved to Castlebar in 2019 to attend GMIT in Castlebar. Daniel and Aiden have been connecting regularly through face-to-face meetings and online video calls. With his in-depth knowledge of the local third level system, student supports and the local area, Daniel has been able to provide guidance, reassurance and practical support, enabling Aiden to successfully navigate this important period in his life. Aiden is currently completing year three of his studies, leading to diploma accreditation.

Some of the achievements of BBBS include:

- ▶ **435** Big Brother Big Sister community based matches operated in 2021. These matches are between an adult mentor and a young person. Matches typically last 12 – 24 months and are based in the community that the young person lives in. These matches are proven to improve young people's wellbeing, improve their social support and relationships with others.
- ▶ School based matches are where an older student mentors a younger student in the school setting. In 2021 there were **1,340 school based matches** helping to improve young peoples' hopes and aspirations for their academic achievements and combating bullying.
- ▶ Mentoring was successfully introduced to three new **Third Level Institutes** in 2021; Sligo IT, NUIG and Letterkenny IT in addition to GMIT. In 2021, 52 students were supported when they transitioned into their new college campus. These students were matched with staff in the institute. A second year grant from the HSE has been secured to expand the programme to a further two third level institutions in 2022.
- ▶ Mentoring was successfully piloted in the **Direct Provision Centre in Ballyhaunis**. This programme matched young refugees and asylum seekers from Syria and Africa to local community volunteer mentors. We plan to expand this programme in the coming year to support more young people in direct provision centres nationally.



Colm is matched to Wesley who is originally from Zimbabwe and has been residing in a Direct Provision Centre for four years. Being the eldest of three brothers, BBBS provides Wesley with the opportunity to learn skills that are helping him to connect with the local community. Mentoring has helped Wesley to become accustomed to Irish culture, access resources and realise his potential to make a positive contribution to society as a unique and creative individual. In recent months, Wesley and Colm have participated in a local drama festival, joined the local soccer club and learnt new skills through technology and music.

- ▶ **E- Mentoring** is new and exciting to Foróige and enables young people to connect with their mentors online via video catch-ups. E- Mentoring has enabled BBBS to expand into a new county, Kildare, by securing funding from the HSE to roll out e- mentoring in the county. Matches can now use the 'OurSpace' E- Mentoring App, which is bespoke to BBBS, and enables them to connect in a safe, secure, online environment. Nationally, E- Mentoring is being offered to all new and existing BBBS matches making mentoring a more flexible and accessible youth work offering.
- ▶ BBBS GYDP was successfully expanded into Dublin North Central. BBBS GYDP provides an additional protective layer of support, a mentor and positive role model, to a young person to help divert them from at-risk behaviour and make better choices. Stephen, Age 17, from North Central Dublin said, "It gives me the space to think about other things and have a laugh with someone who really has my back."
- ▶ The **MentorMe Programme** has gained momentum as a new model of mentoring, where a young person identifies a mentor from within their social circle to support and encourage them. Staff in seven sites nationally support and train the mentor and support the young person throughout the process.

Daisy and Megan have been matched for six years. The match is very important to both and over the years they have built a close and supportive friendship. E-mentoring allowed them to connect every week during Lockdowns and Covid-19 Restrictions. E-mentoring helped the match to maintain consistency and helped to reduce feelings of isolation for both Daisy and Megan. Together they played games, took part in quizzes, and tried new activities. Daisy and Megan have now switched to a blended approach to mentoring which incorporates both in person meetings and online video catch-ups.

Chloe believes that MentorMe came into her life "at the perfect time" because of her plans to go to college and the challenges of meeting new people and being in a new environment. Chloe chose her Aunt Annie to be her Mentor because she enjoyed spending time with her as she is chatty, fun and has a positive outlook on life. With Annie's support, Chloe's confidence grew and they worked together on overcoming Chloe's fears and realising her full potential. They had lots of fun and explored new activities and experiences building up a very special bond in the process. Reflecting on her MentorMe journey Chloe says "I am really happy and proud I got involved" and encourages other young people to do so. Chloe has just completed her first year in college, the first person in her family attend college.



Targeted Services

The goal of our Targeted services is the provision of education, training and development programmes directly by professional youth workers, sometimes in partnership with adult volunteers, to young people who are particularly disadvantaged, at risk or marginalised. Foróige operate targeted services in 23 counties in the Republic of Ireland.



Our main objectives are to:

- ▶ Provide local, community based youth work projects catering to a broad range of young people's identified needs.
- ▶ Impact upon the attitudes, behaviours and circumstances that give rise to youth offending.
- ▶ Support young people and their families to strengthen positive informal social networks.
- ▶ Promote healthier lifestyle choices among young people generally and to prioritise prevention interventions on those in communities who are at particular risk of problem drug/alcohol use.
- ▶ Ensure that children and young people will have a voice in their individual and collective everyday lives.

Foróige operate a range of projects in geographical areas that have been designated as disadvantaged or working with young people and their families experiencing adversity and/or social exclusion. These projects aim to ensure that young people living in these areas or young people at risk have access to a wide range of community based, youth work programmes and activities that enable them to reach their full potential.

The programmes are based on the needs and interests of the young people in the area. They are based in the communities that young people live in. These projects often identify needs that are beyond the scope of the project but due to their local networks and connections are able to refer young people to other appropriate services while continuing to engage with them through the youth project. Foróige operate these youth and community projects in 18 counties.

Progress Against Objectives

Foróige operate a range of targeted Services through various funding streams. These services operated, in the main, out of Foróige controlled premises and are staff led. They provide essential youth work services to some of the most marginalised and vulnerable young people and families. Critical to their success is the relationship that develops between the staff and the young person and their families.



Some of the achievements in 2021 include:

- ▶ There were **169** Targeted Services operating in 2021.
- ▶ There were **56** youth and community projects operated by Foróige in 2021.
- ▶ **1** Youth Employability Project was in operation that runs employability initiatives for 16 – 25 year olds. It aims to support individuals to take better control of their lives by exploring good relations, cultural identity, personal development and employment opportunities. The projects offer a range of accredited and non-accredited training.
- ▶ Foróige operate **56** projects funded by the Department of Justice in partnership with An Garda Síochána. These Garda Youth Diversion Projects (GYDP) are local community based projects, which work with young people. The projects aim to help young people move away from behaving in a way that might get them or their friends into trouble with the law. They can help young people develop their sense of community and their social skills through different activities. GYDP's offer opportunities for education, employment, training, sport, art, music and other activities. Most projects operate outside of school hours. However, in areas with a high proportion of early school-leavers, activities may also be planned during the daytime. The projects seek to encourage a better quality of life for everyone in the community and to support good relations between the Gardaí and the community.
- ▶ Foróige operate **28** projects aimed at working with young people and supporting their families, mainly in partnership with Tusla, the Child and Family Agency. These projects engage in a wide variety of initiatives including involving young people in educational activities and working with their families and their parents to enable them to achieve the identified outcomes for their young people.
- ▶ Foróige operate **16** projects specifically aimed at drug education for young people, their parents and the communities in which they are based and **8** Health & wellbeing projects providing a holistic approach to young people's health and wellbeing.
- ▶ Foróige manage **4** School Completion Projects on behalf of local management committees.

UBU – Your Place Your Space

UBU – Your Place Your Space – was a new funding stream launched in mid-2020 to provide quality, flexible and responsive services to young people in their local communities. As a result of this, there were a number of amalgamations of previously standalone projects. This has led to a decrease in the overall number of projects and, resulting from the requirements of the funding a reduction in the provision of universal youth work in many areas with a decrease in the overall numbers of young people engaged.

Foróige operate **39** UBU projects across the country and continues to work in partnership with ETBI, the National network of ETB's and the ETB Youth Officers to design and deliver premium quality targeted services for young people.

COVID-19

The restrictions in place during the first six months of 2021 had a significant negative impact on young people and their families. Data was collected from staff on a weekly basis to record engagement with young people and the issues they were experiencing as a result of the public health restrictions.

Financial/Economic Stress

It was reported that there were many families experiencing financial difficulties due to COVID-19. Unemployment caused significant levels of stress in many homes leading, in some cases, to food and fuel poverty. There was a lack of employment opportunities in sectors that were shut down due to the restrictions in place.

FORÓIGE RESPONSE

Foróige staff engaged with young people and families experiencing financial difficulty and, in the first instance, ensured that they had the information to access appropriate services. Care packages of food, fuel and other essential items were provided to families where necessary.

Summary of Activities and Achievements 2021 – Targeted Services (continued)

Relationships/Family

Families found the restrictions at the start of the year particularly challenging, more so than previous lockdowns in 2020. There were numerous reports of conflict in the home. There was little or no respite for young people or parents from the continuous pressure created by the restrictions. Instances of aggressive or violent behaviour were recorded and there was a noted increase in family breakdown. There were instances recorded of parents having difficulties implementing boundaries with their children, which contributed to problematic behaviour. Some young people entered homelessness at this time.

FORÓIGE RESPONSE

Parenting courses were provided online such as Parenting Plus and Strengthening Families. Parents were offered one to one telephone support, information, and advice on managing difficult situations. Activity packs for younger children were posted to families with all the materials and resources required.

Where there were significant concerns, Foróige staff visited the families to provide care packages and support. On average between January – April there were 579 engagements with families per week and 82 home visits per week.

Mental Health

Young people's mental health was noted as a significant cause for concern. There were consistent reports of young people feeling isolated, depressed, anxious and lonely. The worst cases reported attempted suicide. Addiction issues with drugs and alcohol were also reported. Many of the mental health issues were exacerbated by a lack of routine and structure. Young people were worried and frustrated with the restrictions. Sleep patterns were disrupted and motivation levels decreased significantly.

FORÓIGE RESPONSE

Where there was significant concern about a young person's mental health, Foróige staff met with them in-person in a COVID-19 safe environment. This provided a space to discuss the issues affecting them and to signpost other appropriate services. Foróige staff also referred young people to more specialised services. Such young people were prioritised and on average between January and April, there were 73 one to one meetings per week.

Education

Online schooling presented challenges ranging from non-attendance to 'presenteeism' (logged on but not engaged). Young people were stressed due to the workload of online school and general fatigue relating to the restrictions. There was a lot of anxiety regarding the uncertainty of the Junior and Leaving Certificate exams.

FORÓIGE RESPONSE

Foróige staff engaged with young people who were struggling with schooling. Young people's concerns were listened to and advice and support provided as appropriate. Online sessions in various subjects were organised and young people were assisted in creating study schedules. Learning packs and study plans were sent to young people to assist them with their schooling.

Programmes and supports were put in place by staff to prepare young people returning to school and also supporting them once the schools had reopened.

Technology

Young people reported 'online fatigue' – which made engaging with them extremely challenging as, up until April it was the main means of engagement. They were spending a significant amount of time on online schooling and did not want to engage in online youth work. In addition, parents expressed concerns about the amount of time young people were spending online.

Despite these reports of online fatigue for others, it was the lack of access to reliable internet and/or devices to engage online. This was a particular issue for young people in rural areas and for young people experiencing poverty.

FORÓIGE RESPONSE

Some staff connected with young people through online games and met them where they were at, while gaming, they could chat to one another in a safe environment. Foróige collaborated with ESports Ireland to create a secure online gaming platform for young people.

Foróige also provided technology to young people in need of it – laptops, smart phones, credit and Wi-Fi vouchers. This enabled the staff to maintain contact with young people and ensure they could connect with their friends online.

COVID-19 Restrictions

Some young people expressed extreme anxiety, particularly regarding the health of relatives. Some parents found it challenging to prevent their children leaving the house and meeting up with their friends. Young people struggled to understand the restrictions and how they were to apply them. There were reports of anti-social behaviour with young people sneaking out late at night or congregating in large crowds and Gardai issuing public order offences.

FORÓIGE RESPONSE

Foróige staff listened to young people and reiterated the public health guidelines in easy to understand language. They dispelled myths, answered questions and signposted young people to reliable sources of information. They discussed the restrictions with young people to enable a greater understanding of and compliance with the restrictions.

In partnership with the Gardai in areas where there was anti-social behaviour, Foróige staff did outreach work in compliance with strict guidelines provided by the organisation. This work involved going to such areas in highly visible and branded clothing, approaching groups of young people and engaging in short conversations to explain the restrictions and the importance of adhering to them. They utilised easily understandable graphics to explain social distancing. This was met with an extremely positive response from young people, families, communities and the Gardai. On average, there were 125 outreach interventions per week between January – April.

Engagement

Online engagement with young people and staff was challenging. They reported missing the in-person engagement and found that online just did not compensate. Lack of routine and the disruption to normal sleep patterns meant that scheduled calls were missed. Young people felt that there was nothing to talk about, conversations seemed the same and each week was just like the last.

FORÓIGE RESPONSE

Staff worked extremely hard to maintain contact with young people utilising all platforms – telephone, messaging, WhatsApp, Zoom, Instagram, Snapchat, Facebook. It was challenging and on average, 62% of attempts to engage were unsuccessful. Despite this, staff persevered as the wellbeing of young people, parents and families was prioritised. On average between January and April per week there were 954 online individual engagements and 1,113 young people were involved in an online group.



Summary of Activities and Achievements 2021 – Targeted Services (continued)

Highlights

Despite the significant challenges 2021 posed, the following are some examples of the innovation, creativity and resilience of young people involved in Foróige's targeted services during the year.

- ▶ **West Limerick Youth Initiative** established a Creative Learning Hub after a series of consultations with local young people about what they and their peers need. Following on from the consultations a 'Youth Advisory Squad' was formed who came up with the idea for the Creative Learning Hub based on the feedback that young people wanted a space of their own where they could explore their creativity and foster their talents. The Creative Learning Hub is in Newcastle West and is a hive of activity and learning for the young people of the area. Activities include music performance and production, community art, podcasting, photography, animation, digital art, app development and creative collaborations through VR.
- ▶ **36 Young People from Corduff Community Youth Project, Dublin 15** participated in the Active Youth Challenge in 2021, which is an initiative of the Dublin and Dun Laoghaire Education and Training Board. Through the Active Youth Challenge, young people are encouraged to participate in a variety of sports and physical activities in a non-competitive environment to support both their physical and mental health. The initiative is based on 12 hours over a 12-week period with a minimum of six different activities. The young people from Corduff participated in football, hockey, basketball, handball, ultimate frisbee, bowls, rounders, walking (Couch to 5km), volleyball, badminton, bowling, footee golf, orienteering, kayaking, sailing and fun team building activities. At the end of the 12-week programme the group was awarded a Dublin and Dun Laoghaire ETB Active Youth Challenge Plaque and each participant received an Active Youth Challenge Medal for their achievement.
- ▶ In April 2021, young people from **The BEY Project in Ballyhaunis** collaborated with the local Darkness into Light Committee to design a special Darkness into Light sign to be displayed in the local park annually for the event. Eilís O'Brien, aged 17, designed the sign with support from other young people in the project. Eilís won the overall Garda Community Award for Co. Mayo for her work on the sign and for being a very positive role model for young people in The BEY Project.
- ▶ The **KRIB Garda Youth Diversion Project** serves the Kilmainham, Rialto, Inchicore, and Bluebell areas of Dublin's South City. In 2021, the project said goodbye to four young people who had been involved in the project since its inception in 2016. To mark their achievements and their departure from the project, the four young people were invited to Richmond Park where St. Patrick's Athletic players presented them with jerseys and tickets to the St. Pats vs Shamrock Rovers match. This is the latest in a series of collaborations with the Inchicore club including Mural Art Projects in Richmond Park, and support with local football tournaments involving KRIB project participants, local schools, and members of St Patrick's Athletic Football club.
- ▶ A Basketball outreach programme was delivered in the MacUilliam Estate in Tallaght as a way to involve and engage new groups of young people in the **Tallaght UBU Project**. Weekly basketball sessions took place facilitated by Foróige staff and supported by Basketball Ireland. The programme was initiated when COVID-19 restrictions limited indoor work, but given the success of the initiative, the programme continued and many of the young people engaged are now involved with other Foróige services locally.
- ▶ **Rathkeale GYDP** and the **Evolve Early Intervention Project**, together with the West Limerick Garda District Division and West Limerick Resources joined forces in late 2021 to tackle high levels of unreported crime in Askeaton in Co Limerick. In consultation with young people and their families they came up with an awareness initiative called 'See It Say it' focused on community safety and combatting the stigma associated with reporting crime. The programme included the creation of highly successful weekly Garda community clinics to create opportunities for local people to talk with members of the Gardaí in an informal setting and air issues and concerns with them directly.
- ▶ An innovative new youth employability skills initiative for the **South-East Region** – called **Project 21** – was established in late 2021. The project is funded by HSBC and basis.point, which is an initiative of the Irish funds industry. This innovative model incorporates leadership, employability and technology education, to provide participants with a suite of hard and soft 21st century skills that will set them up for success in the future. The programme is open to 15 – 18 year olds and is based in The Drum in Kilkenny with

outreach across the Southeast through local youth services, Youthreach centres, schools and community projects in both urban and rural areas.

- ▶ The **Donegal Youth Voices Group** was set up to provide a safe space for young people to be empowered and to develop leadership skills by contributing to the decision-making processes within Tusla, where appropriate. There are 13 young people from across Donegal involved in the group and it was set up as part of Tusla's Youth Participation Strategy 2019-2023. With support from Foróige staff, the young people meet with Tusla to share their views or come up with new ideas. An example of an initiative the Donegal Youth Voices Group were involved in was designing a new Tusla premises. The group met with the Tusla Principal Social Worker to talk about their ideas for the premises and brainstorm how they could make it a more youth friendly and welcoming for young people, children, parents, and staff to meet and work together. The new building has the theme of a family tree and has a focus on children's rights running throughout.
- ▶ The **YETI Project, Co. Cavan**, which is funded by IFI, has a remit for engaging young people 16-25 in education, training and employment opportunities. The project worked with 12 young people who were disconnected from their communities and no longer engaged in any form of education, training or employment. Through intensive bespoke 'one to one' and small group work sessions, the young people were supported in goal setting, to participate in employment taster programmes and supported to develop the skills and qualities needed by employers. They engaged with the Accenture/ Foróige programme to support their CV preparation, CMETB training programmes and Cavan Institute as well as a host of practical training programmes. 9 of the participants returned to education, training or employment during the course of their engagement with YETI.

Ensure that children and young people will have a voice in their individual and collective everyday lives

A central tenet of the work of Foróige is ensuring that young people can influence decisions that affect them. To this end in 2021 there have been a number of projects and initiatives that support this aim. The structure of Foróige ensures that young people from all aspects of the work of the organisation have an opportunity to engage in influencing organisational decisions and also, decisions that affect them outside Foróige.

Internal

Each year Foróige host a number of Regional Conferences and Regional Seminars to provide young people with an opportunity to exchange views, influence local, regional and national decisions and make representations concerning the organisation to the Foróige Board or District Councils.

In February and March, a number of **Regional Conferences and Regional Youth Participation Seminars** took place for young people in Foróige. Due to public health restrictions, these took place online. While attendance was lower than in previous years, the level of engagement and discussion was impressive.

Key issues emerging from these events were:

- ▶ Diversity and Inclusion
- ▶ The impact of COVID-19 on young people
- ▶ Climate Change
- ▶ Mental Health & Wellbeing.

At the Regional Conferences and Regional Seminars a total of 58 young people were elected onto the Reference Panel of Foróige. The Reference Panel met three times in 2021 – all meetings took place online.



Summary of Activities and Achievements 2021 – Targeted Services (continued)

The Reference Panel discussed the issues raised through the Regional Conferences and Seminars, identified specific actions that Foróige could take and then worked on these actions at their meetings. In particular, young people worked on reviewing and updating Foróige's Charter of Rights.

During May, 16 young people were elected onto the National Council of Foróige (who also form the Youth Sub-Group of the Board) and, from these 16, two young people were elected onto the Board at the AGM in July. Young people from this group were also appointed to each of the four Board Committees.

External

- ▶ In 2021, Foróige was awarded two separate contracts to provide Children and Young People's Participation Support Services to the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) for **The National Participation Office** and **Hub na nÓg**, the national centre of excellence and coordination on giving children and young people a voice in decision-making.
- ▶ **The National Participation Office**, operated by Foróige in partnership with Youth Work Ireland, continued to provide National support to the 31 Comhairlí across the country ensuring that all Comhairlí were able to fulfil their 'Comhairle Lifecycle' including continuing to work on their topic, liaise with local decision makers and influence change, promote the work of their Comhairle and host an online AGM.
- ▶ In April of 2021, the Minister for Children, Equality, Disability, Integration and Youth, Roderic O'Gorman TD, officially launched the '*National Framework for Children and Young People's Participation in Decision-Making*' on behalf of Hub na nÓg. Developed by Hub na nÓg in association with Professor Laura Lundy, the Participation Framework provides guidance and checklists for decision-makers on the steps to take in giving children and young people a meaningful voice in decision-making, in planning and everyday contexts both in face-to-face and online settings.
- ▶ The **Education Research Centre** requested the assistance of Hub na nÓg and the National Participation Office to develop a consultation with Primary and Second Level Students on the development of an evaluation framework for teachers professional learning (also called continuing professional development or CPD).
- ▶ As part of the **National Dialogue on Climate Action**, a period of citizen consultation commenced in March 2021 to inform the Climate Action Plan (CAP) 2021. A specific youth strand was a key part of this, and consultations with members of Comhairle na nÓg were at the heart of this process.
- ▶ As part of the Programme for Government, the inaugural **Rural Youth Assembly** was held in November 2021. A Youth Advisory Group was established to assist in the development and pilot of the methodology and agenda for the Rural Assembly. 40 young people from Comhairle na nÓg and young people from Rural Youth Organisations took part in the online event.
- ▶ The National Executive were successful in their proposal to the Government for a National Youth Travel Card. The Youth Travel Card will be available to all young people aged 19-23 around Ireland, and will provide for a 50% reduction in price on all public transport regardless of status.
- ▶ The Comhairle na nÓg 5 year Development plan was launched by Minister Roderic O'Gorman in July 2021. The 5 year development plan aims for Comhairle na nÓg to reach more children and young people, influence more decision makers and continue to ensure delivery of Article 12 of the UNCRC so that young people have a real influence in decision making on matters affecting their lives.

Education Programmes

The goal of our Education Programmes is to enable participating youth and adults to develop, implement and evaluate programmes that foster and promote the development of young people and their involvement in the development of their communities.



Our main objectives are to:

Implement, support and develop the following programmes:

- ▶ Leadership for Life
- ▶ Aldi Foróige Youth Citizenship Programme
- ▶ REAL U
- ▶ Best Practice Development Team (GYDP)
- ▶ Network for Teaching Entrepreneurship.

Impact of COVID-19

The ongoing impact of COVID-19 meant that provision of programmes continued online. This involved a huge amount of work on the part of those developing and implementing programmes. While staff and volunteers now engage in programme training, through platforms such as Google Hangouts and Zoom, training remains interactive with a learning by doing approach at its core.

The programmes that are facilitated online follow this methodology also – ensuring that there is optimum engagement and interactivity for participants making the learning a fun and engaging experience.

In addition, COVID-19 led to the development of new programmes and initiatives. These included:

- ▶ Future Proof (Climate Justice)
- ▶ SoundSurfers (Audio Technology)
- ▶ VRóige (Virtual Reality)
- ▶ LevelUP (Technology)
- ▶ Bridging Worlds (Formal and non-formal education).

Progress Against Objectives

Leadership for Life

Foróige's *Leadership for Life Programme* is a personal development programme facilitated across three modules. Aimed at equipping young people to explore their vision and passion, the programme develops key leadership skills such as planning, decision-making, critical thinking, goal setting and problem solving.

Participants have the opportunity to demonstrate their newly developed leadership skills through a self-directed Community Action Project in Module 3. In addition, they have the option to work towards formal accreditation by NUI Galway, receiving a Level 6 Foundation Certificate in Youth Leadership and Community Action on submission of all three completed modules for assessment.

Summary of Activities and Achievements 2021 – Education Programmes (continued)

- ▶ A critical element of the Leadership for Life programme is the training of facilitators to implement the programme. In 2021, due to the restrictions, all training was provided online. There were **209** participants trained in the programme through the provision of **9** trainings for facilitators, **4** Dermot Earley Youth Leadership Initiative and **1** specific training for **New York** schools.
- ▶ Facilitators were offered support sessions throughout the year for the first time. These sessions aimed to support first time facilitators to start the programme and also to assist all facilitators with grading and assessment. **68** facilitators attended these sessions.
- ▶ The development of the learning platform, Moodle, was progressed in order to utilise this method of programme delivery into the future. In total, **53** people participated in **7** Moodle Development workshops in order to trial this platform. A number of participants attended from Accenture as part of Foróige's ongoing partnership with them.
- ▶ Throughout 2021, **3,033 young people** completed the Leadership for Life Programme across all platforms (Leadership for Life, Dermot Earley Youth Leadership Initiative etc.).

Dermot Earley Youth Leadership (DEYL) Initiative

- ▶ A total of **223** young people participated in the programme. Participants have learned valuable leadership skills that they can use both on and off the pitch.
- ▶ **57** new facilitators from **GAA** clubs across the country were trained in the DEYL Initiative. The programme was run in **16** GAA clubs in Dublin, Kildare, Wicklow, Galway, Donegal, Sligo, Kilkenny, Cork and Longford.

Level 6 Certificate in Youth Leadership and Community Action, NUI Galway

- ▶ **333** participants registered to graduate for 2021 accreditation. Unfortunately, due to COVID-19 this conferring ceremony has been postponed until April 2022.

Leadership for Life Conference

- ▶ The Leadership for Life Conference was unable to take place in-person due to the ongoing restrictions imposed by COVID-19. It was replaced with an online Leadership summer programme that saw a total of **63** young people complete a module of the Leadership for Life programme online. Among the Irish delegates, there were also **9** international participants.

LGBTI+ Leadership Programme

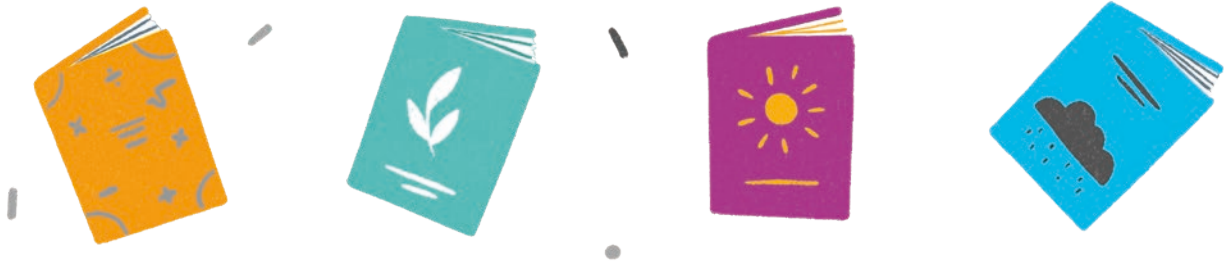
- ▶ An LGBTI+ specific version of the programme for both 15-18 year olds and 19-24 year olds was developed. This programme was provided in collaboration with BeLonG To, with the support of the Department of Children, Equality, Disability, Integration & Youth. A total of **55** participants completed the LGBTI+ programme. The feedback from participants was very positive, with many of the participants saying they felt more empowered to use their voice and speak out about issues that are affecting young people in the LGBTI+ community. The participants undertook research projects in areas that they were passionate about. Research was carried out on a wide range of issues and topics such as mental health of LGBTI+ young people, creating safer environments for LGBTI+ young people, awareness raising of LGBT issues in schools, development of LGBTI+ resources for rural youth, representation of LGBTI+ community in RSE curriculum.

Leadership for Life in New York

In June 2021, a group of 13 teachers from schools across New York were trained as facilitators of the Leadership for Life programme. The programme was started in All Hallows High School, Stepinac High School and Maria Regina High School. The schools hope to be in a position to bring a group of their students to the 2022 Leadership for Life Conference in Maynooth.

Leadership for Life Online

A custom-built online version of the Leadership for Life programme was developed on the Virtual Learning Platform, Moodle. The online programme maintains the interactive and group facilitated nature of the in-person programme. Having the option to complete the programme online means more young people than ever can get involved in the programme. Having an online option makes the programme more accessible to more young people regardless of their location.



Youth Citizenship

The Aldi Foróige Youth Citizenship Programme is a youth development programme that empowers young people to use their talents and initiative to make a positive difference in the world around them. It involves young people researching the needs of their community, organising practical action in response, evaluating the effectiveness of their work and reflecting on what they are learning along the way.

2021 was the last year of the Aldi sponsorship of the Youth Citizenship Programme and Awards. To mark the end of their successful sponsorship, and in lieu of their usual investment in the Youth Citizenship Awards, Aldi donated an additional €120,000 to Foróige to support the organisation's ongoing work in communities.

The Youth Citizenship Awards did not take place again in 2021, and although the level of engagement in the programme was somewhat limited due to the public health restrictions in place for most of the year, young people continued to work to improve their communities through the Youth Citizenship Programme.

- ▶ **Lismore Foróige Club** teamed up with St Carthages Rest Home. The young people planted a beautiful island garden so the residents could enjoy the colour of the newly planted flowers well into the summer months.
- ▶ **Spraoi I Nadúr Foróige Juniors** in Bishopstown Cork, explored the impact they were having on the environment and created a mural for other young people in the local playground to challenge others to consider it.
- ▶ Young people in **Whitestrans Foróige Club** in Dungarvan Co. Waterford, for young people with high functioning Autism, participated in a litter pick around The Fusion Centre. The club felt it was important to give back to the community as well as receive. In addition, the club have been very involved in successfully lobbying Waterford County Council to provide two Hidden Disability parking spaces at Scanlon's Yard in Dungarvan. The club distributed the stickers to families who have children/adults with autism so they can use the hidden disability car spaces to make life a bit easier. On foot of the success of this initiative, a local public representative has submitted a motion to Waterford County Council with a view to rolling out these spaces in other publicly-owned car-parks throughout Waterford City and County.

REAL U

The REAL U Programme (Relationships Explored and Life Uncovered) is a personal development and sex education programme aimed at equipping young people with the skills, knowledge and confidence to develop healthy relationships and delay the onset of early sexual activity. Informal sex education can be an important and effective way of enhancing young people's knowledge, attitudes and behaviour. Foróige, with funding from the HSE Sexual Health Crisis Pregnancy Programme, trains volunteers and staff – both internally within Foróige and also to external agencies – to run the programme with young people.

In 2021 the programme was reviewed and updated. This update includes the inclusion of a new core module session as well as new elective modules as a result of consultations with young people, trained facilitators and other stakeholders. Organisations involved in the update of this programme include; Rape Crisis Network Ireland, BeLonG To, and the Marie Keating Foundation. Joining their support for the programme, Dublin Rape Crisis Centre and HIV Ireland have contributed to the development of this updated edition.

As a result of Foróige's involvement in the TEACH-RSE DCU research project in 2020, Foróige has joined the SPHE Network and spoke at their annual Network Conference in November about the REAL U Programme and how REAL U can complement the current RSE curriculum in schools – particularly with Transition Year students.

The demand for the REAL U Facilitator Training continues to grow on an annual basis. Whilst the Youth Work sector is the predominant sector availing of this training, 2021 saw an increase of participants from the intellectual disability sector, social care residential sector and education sector.

275 participants were trained in Foróige's Relationship and Sexuality Education (RSE) suite that includes REAL U Facilitator Training, REAL U Refresher Training, Gender & Sexuality Capacity Building, and Consent Capacity Building. **240** participants availed of **26** training courses with funding made available through the HSE Crisis Pregnancy Programme with an additional **35** participants from South Dublin CYPSC and the HSE Central Mental Hospital.

Best Practice Development Team

With funding from the Department of Justice and in partnership with Crosscare, Youth Work Ireland Galway and the Independent Network, Foróige provides support to the Garda Youth Diversion Project network through the Best

Summary of Activities and Achievements 2021 – Education Programmes (continued)

Practice Development Team for Garda Youth Diversion Projects (GYDP BPD). The purpose of the GYDP BPD is to achieve better outcomes for young people engaged in Garda Youth Diversion Projects nationally by providing ongoing support to Youth Justice Workers, Line Managers and An Garda Síochána in relation to the provision of a high-quality service, informed by both international research and best practice.

Foróige's involvement in the GYDP BPD in 2021 focused on further developing and enhancing practice for the network through a range of learning experiences developed specifically for the online context given the remote working climate. This not only included the continuation and enhancement of existing supports such as the evidence based risk/need assessment training and Communities of Practice, but the development of new supports such as the Referral, Assessment and Engagement Workshop for Garda Juvenile Liaison Officers in conjunction with the Garda Youth Diversion Bureau.

A bespoke Restorative Practices Model, developed in conjunction with Ulster University, initially designed to be facilitated in-person, was adapted for the online context in 2021 and this facilitated the continuation of the national implementation. Following the successful implementation of *Together Stronger: Guidelines for effective partnership between Garda Juvenile Liaison Officers and Garda Youth Diversion Projects*, the Best Practice Development Team and Garda Youth Diversion Bureau commenced a process of developing supports for Line Managers and Garda Committee Chairpersons.

The team continued to be involved in the appraisal of the GYDP Annual Plans for 2022, providing detailed feedback with the intention of enhancing both the implementation and development of current and future plans, and work continued on both the Early Intervention and Family Support initiatives, which will support both the existing pilot sites and the wider YDP network with the structure and focus of this work moving forward.

Network for Teaching Entrepreneurship

Foróige's youth entrepreneurship programme, Network for Teaching Entrepreneurship (NFTE), is a youth entrepreneurship education and development programme operated in Ireland by Foróige since 2009.

NFTE is committed to changing the lives of young people in disadvantaged communities by enabling them to develop core skills in business and enterprise that help them to unlock their individual talents and potential. Involvement in the Foróige NFTE programme improves the business,

academic and life skills of young people. It increases school completion rates and career aspirations for young people while supporting them to develop transferable life skills, confidence and empathy.

- ▶ **5,000** young people across **150** sites were involved in the NFTE Programme in 2021 through **110** schools and **40** youth projects.
- ▶ Engaged and supported all NFTE sites online during COVID-19, including hosting all Regional, Semi Finals and National **Competitions Online**.
- ▶ **Recruited and trained 90 New Certified Entrepreneurship Teachers** to roll out the NFTE programme. This increased the number of Certified Entrepreneurship Trainers from 180 to **240** currently active in the programme.
- ▶ Tadhg O'Brien, age 17, from Co. Louth won the title of **Foróige Youth Entrepreneur of the Year 2021** with his business called Scriptorium Pens. Tadhg's business involved making handcrafted wooden pens from native Irish trees such as Beech, Ash, Irish Yew, and ancient Irish Bog Oak. Tadhg participated in the NFTE Youth Entrepreneurship programme in his school, Scoil Uí Mhuirí in Dunleer, Co. Louth.
- ▶ **3** young people received European awards at the YouthStart 2021 digital awards hosted in Vienna. Patrick D'Arcy from Castlepollard Community College, Co. Westmeath was a gold winner in his category at the European Awards 2021 for 'Best Idea' with his business – Wide Awake, which is a device specifically designed to alert children to fire. Joseph Mannion from Meanscoil San Nioclás in Co. Waterford won a silver award in his category 'Real Market' with his business JM Woodwork and Personalised Engraving. JM Woodwork is a company that provides handmade bodhrán sticks to bodhrán players in Ireland and internationally. Jessica Griffin from the Cork Life Centre also won silver in her category 'We Grow Together' with her business Jessie GH Designs – a Real Life Comic Series to educate people about what it's like to live with Asperger's.
- ▶ The **NFTE Business Mentoring Programme** was implemented which was designed to promote and connect young people to employers in their community to improve their employability prospects. This initiative created opportunities for young people to develop their business to the next stage and open up a world of employment and training opportunities for them.



- ▶ Foróige and the Department of Rural and Community Development have collaborated on a **pilot Social Enterprise** initiative to encourage more young people to explore and participate in Social Entrepreneurship.
- ▶ **6** Foróige NFTE Alumni were selected to attend a **Leadership in Business Course** with **Western Michigan University** led by Dr. Doug Lepisto. This opportunity made it possible for young people to explore the concept of leadership in business and what it means to be a leader, while developing mentoring, networking, and resume-building skills and experience. It also allowed young people to experience an insightful introduction to a third level college course.

Climate Justice

Foróige's Climate Justice Initiative entered its second year in 2021, with renewed funding from the DCEDIY Youth Climate Justice Fund. This saw Foróige scale and embed the organisation's Climate Justice activities through the Future Proof programme, and Climate Justice Ambassador training for young people across Foróige. The organisation has also been developing a statement on climate action, which will be finalised and launched in 2022. The ECOLlective (Foróige's climate youth advocacy group) has had a busy year, having recorded a second series of their successful podcast series 'Future-Proof Living' and running a series of webinars with experts on climate issues. Themes this year included sustainable farming, marine conservation, and energy – the first webinar notably featured Seán McCabe from the think-tank TASC discussing his research into the Just Transition in agriculture, alongside the perspective of a young farmer from Galway, Ella, who is also on the ECOLlective and who told us about the realities of farming life. Podcast guests included academic and industry experts such as Emer Keaveney, marine researcher and co-founder of ORCAIreland, and Donna Gartland, CEO of Dublin's energy agency Codema, as well as a special appearance by Jedward who joined the podcast from Los Angeles to talk about how they are adopting a greener lifestyle and giving us insight into their 'greenest' celebrity pals.

Foróige's second Climate Justice Digital Youth Conference was held online in November 2021, to coincide with the culmination of COP26. The conference was hosted by members of the ECOLlective and supported by staff and volunteers. ECOLlective members interviewed Minister Roderic O'Gorman about his beginnings in sustainability and what drives his politics, as well as revealing his most unpopular opinion and what tree he might like to be!

Attendees also heard from Dr Niamh Shaw, an engineer and advocate for science and sustainability who is on a mission to get to space. Dr. Shaw spoke about her tips for incorporating eco-friendly changes into our lives, and why sustainability is important to her as a scientist and wannabe astronaut. To round things off, the Conference featured a fun, high-energy workshop by the Useless Project on upcycling our clothes to combat fast fashion, followed by Foróige's chairperson Barbara Daly showing her own family's example of a well-loved communion dress in her closing address. This year a Conference pre-event was also held, bringing young people together to discuss the role of climate justice in Foróige and make recommendations to the organisation, which were presented at the Conference and will shape Foróige's work on climate in years to come.

SoundSurfers

Foróige SoundSurfers is a recently established programme, for young people aged 13-18, that aims to develop empathy and prosocial skills through the medium of audio technology. The programme covers six sessions featuring introductory workshops in sound engineering along with content creation exercises and group discussion. The programme culminates in the creation of an empathy/prosocial-based audio project such as a song, rap, poem, short story or podcast.

In partnership with the UNESCO Child and Family Research Centre at NUI Galway an exploratory research paper by Dr. Rebecca Jackson highlighted the wide-ranging benefits of the programme. Further research on SoundSurfers will be carried out in 2022.

Over the past twelve months, the SoundSurfers programme has grown from strength to strength. The purchase and introduction of Spotify's Soundtrap education license software has enabled young people to engage with the programme seamlessly in person or online at their discretion. Podcasting has been identified as an emerging popular choice for SoundSurfers audio projects. This type of content creation is intrinsically linked to developing empathy skills in young people. With this in mind, work has already commenced on a Podcasting specific version of the programme.

SoundSurfers currently has **26** active project sites. At these locations, programmes are being rolled out on an ongoing basis, continually upskilling and empowering young people in their respective localities.

Summary of Activities and Achievements 2021 – Education Programmes (continued)

31 staff were trained up in the SoundSurfers programme. These sessions were conducted online. In addition to this, follow up one to one technical support sessions were made available by the training coordinator. Guidance was also supplemented through peer-to-peer facilitator workshops on a weekly basis. **79** young people to date have completed the programme.

VRóige

VRóige began as a Foróige pilot initiative in September 2020. The aim of the programme is to explore the opportunity to harness VR equipment and immersive spaces for the purposes of youth work. Over the course of 16 months, Foróige have developed a unique understanding of how to use immersive technology, including VR, in youth work and have created a national VRóige network.

- ▶ In 2021, the VRóige programme engaged with over **200 young people** across **40 sites** nationwide.
- ▶ **44 staff** and **10 volunteers** received training and ongoing support to enable them to use VR in their youth work. All VR demos and training sessions were delivered both online and in VR.
- ▶ Foróige secured funding from the Department of Children, Equality, Disability, Integration and Youth/Rethink Ireland Digital Solutions Fund in September 2021 to further develop and grow the VRóige programme.
- ▶ The **VRóige Youth Advisory Panel**, which consists of **17 young people** from **10 counties**, including Co. Antrim, continued to meet throughout 2021. This group of young people connect in VR every week using the popular social platform, RecRoom, where they have a private clubhouse hosted by Foróige staff members. The aim of this fully immersive youth group is to explore the growing opportunities to connect in VR and to share their feedback and ideas relating to the growth and development of VRóige.
- ▶ In November 2021, the VRóige Islands pilot began, which is a weekly VR meetup for **12 young people** living across **5 Islands** along the Irish coastline, namely Bere Island, Inishbofin, Inishman, Arranmore and Rathlin. Foróige staff co-host each meetup and the group plan and engage in a range of activities including walking debates, scavenger hunts, basketball, hide and seek and mindfulness activities. Feedback from participants and the wider Island

communities has been extremely positive for giving a space and place for young people who might otherwise be quite isolated to connect with their peers.

- ▶ In partnership with the Foróige Soundsurfers Programme, VRóige has been working with Belfast's RCity youth service using the music/DJ app TribeXR. The project is designed to create safe and neutral spaces for young people to connect, learn a new skill and explore a shared interest in music. TribeXR opens users to an immersive collaborative DJ space, where groups can learn to DJ and host music events in VR.

LevelUP

LevelUP, Foróige's Creative Digital Skills and Innovation Programme, is aimed at young people aged 10 and over. The LevelUP Programme educates young people about their digital footprint and challenges them to use technology in a positive and purposeful way. **152** people, staff, volunteers and students were trained in the programme across 2021.

With the support of Accenture, LevelUP was launched at a virtual event, featuring speakers including Lord David Puttnam, Ireland's first Digital Champion and Simon Harris T.D., Minister for Further and Higher Education, Research, Innovation and Science. Young people who were involved in the pilot programme spoke about the positive impact it has had on their lives and wellbeing.

Speaking at the launch event Lord David Puttnam said, "I'm delighted to help launch Foróige's LevelUP programme. I have long believed in the need to equip young people with the tools required to navigate our vast digital world, and to help them understand how their behaviour online has real-world repercussions. This LevelUP programme is a terrific way to help bridge the gap in young people's digital skills, and prepare them for their digital future."

Foróige secured additional funding and support from Accenture in 2021 to grow and develop the LevelUP programme. This additional support will enable the creation of a LevelUP 2.0 programme aimed at young people aged 14 and over. LevelUP 2.0 will build on the 3 key pillars of the programme: Inform, Inspire Invent and support young people to "level up" their skills in digital citizenship, digital literacy, digital collaboration and communication, digital creativity and inclusion along with the addition of 'Design thinking'.

Bridging Worlds (Formal and non-formal education)

The Bridging Worlds initiative was an exploratory programme with an ambitious aim: to increase the scaffolding and support for young people by creating a wrap-around model linking the formal and non-formal education sectors. Bridging Worlds – Learning Spaces for New Times – was launched in collaboration with Foróige and NUI Galway in November 2020, with the main part of the pilot project taking place in 2021.

The project was funded by Rethink Ireland and involved 65 participants comprising of secondary school teachers and youth workers in the Galway, Mayo, and Roscommon areas. Participants were able to avail of the “Bridging the Gap” training programme aiming to create a shared community where both groups learn together, understand each other's sectors and explore the application of blended learning approaches. Both groups were then offered training in at least one of four of Foróige's Positive Youth Development Programmes and support on how to facilitate these programmes online. Follow up sessions were also provided on Blended Learning, Online Learning tools and how the sectors can provide a wrap-around model for young people moving forward.

An extensive evaluation was conducted by the UNESCO Child and Family Research Centre, NUI Galway, to assess the impact of the pilot. The overwhelmingly positive feedback indicates that there is considerable potential in this initiative for cross-sectoral working and positive engagement across the youth and education sectors. Participants indicated that their knowledge and skills increased across the various learning outcomes, including Online Learning, Blended Learning approaches and the formal and non-formal sector. The results indicated that the various programme components were enjoyable and useful and respondents also reported increased confidence across the target areas. The research makes a strong case to embed the project and extend it nationally enabling it to fully deliver positive outcomes for young people.

Foróige and NUI Galway believe Bridging Worlds has the potential to support the progression of teacher and youth worker skills and to enable more effective cross-sectoral joint working. Fully implemented, Bridging Worlds will create a more cohesive, connected, responsive and supportive environment for young people to develop and thrive.



Measuring Success and Learning from Programmes

Foróige believes in the importance of measuring the impact and effectiveness of its projects and programmes.



Throughout the organisation a 'learning by doing' approach is utilised. All staff are trained in evaluation methods and evaluation is built into how Foróige staff and volunteers do the work. Programmes and activities are planned using logic models – this enables staff, volunteers and young people to identify the desired short, medium and long term outcomes. This method of planning ensures that desired outcomes are identified in advance and, after the programme or activity, evaluate how these outcomes were achieved.

This method of planning and evaluation extends across all aspects of the organisation to ensure that all systems and processes are effective and efficient.

Where possible Foróige partners with academic institutions e.g. NUI Galway to conduct research into particular programmes or issues. This research and other relevant evaluations are widely disseminated throughout the organisation.

Within the resources available, Foróige endeavours to ensure that successes and failures are captured. However, large scale evaluations and data capture systems are resource intensive and unfortunately, Foróige does not have the resources (both human and financial) to invest in evaluation and measurement to the extent that is desired.



Integrated Services

Foróige has a number of services that work across the organisation to the benefit of Foróige, its staff, volunteers and young people.



Foróige operate a shared services model i.e. central services such as Child Safeguarding, Finance, Audit and Risk, Governance, Human Resources, IT, Data Protection, Training, Learning and Development, Public Engagement, Funding, Marketing and Communications. Projects contribute to the resourcing of these services enabling all to receive a professional, cost effective service.

Child Safeguarding

Child Safeguarding and Protection is of paramount importance in Foróige. An internal management working group ensures that the organisation is fully compliant with *Children First 2015* and all other relevant legislation and Child Safeguarding is a standing item on the agenda of Foróige Board meetings.

Work on the monitoring, review and amendment of Foróige's Child Safeguarding Statement and Child Protection and Welfare Policy and Procedures was ongoing in 2021.

In light of the significant growth in online activity in the organisation, the adaptation of guidance for online working was prioritised and refined. The organisation was funded by DCEDIY through Dormant Accounts funding for a two year period to review and develop its Online Safety Programme for young people. Programme resources and training in the updated programme will be made available across the youth sector later in 2022.

In 2021 Foróige's Garda Vetting Policy and Procedures were reviewed and comprehensively updated. We continued the re-vetting of our staff and commenced re-vetting of our adult volunteers.

All new staff and volunteers continue to undergo a rigorous recruitment process that includes application, Garda Vetting and reference checks as well as attendance at Induction and Child Protection Training.

Finance

There is strict adherence to statutory obligations, internal policies and procedures and best practice in the operation of the finance function within the organisation. During 2021 the finance function continued to work online.

Monthly management accounts continued to be produced for each project and both the external audit and a number of funder audits were completed successfully remotely.

Public Engagement

- ▶ Foróige.ie remains the key conduit of our public engagement strategy. All social media posts and Staff Portal calls to action bring users and staff back to our website. We continued throughout 2021 to increase website traffic and time spent on the site by users.
- ▶ Foróige.ie had 239,740 page views in 2021, a **41% increase** year on year.

Summary of Activities and Achievements 2021 – Integrated Services (continued)

- ▶ In March of 2021 Foróige submitted the Shine with Pride artwork for inclusion in the Government of Ireland's **Live Out Loud** campaign, which promoted how LGBTI+ young people are visible, valued and included in Irish society, culture and sport. Foróige's submission included a micro documentary which showed the journey from beginning to end of the collaboration between the LGBTI+ young people and artist KinMx. The artwork was created in collaboration with SUBSET. LGBTI+ young people from across Ireland engaged in a series of virtual sessions with the artist KinMx to share their lived experiences of growing up LGBTI+ in Ireland and come up with the messages they wanted the mural to communicate. The Shine with Pride initiative received widespread media attention across print and broadcast.
- ▶ In 2021 Foróige was presented with the **Public Sector Magazine Award** for excellence in the Services to Community and Recreation Category.
- ▶ Foróige is represented on a variety of **networks and organisations** that contribute to the promotion of youth work nationally. Examples include the National Children's and Young People's Advisory Council, National Youth Council of Ireland, Children's Rights Alliance, Prevention and Early Intervention Network, Children and Young People's Services Committees, Public Participation Networks and local and regional drug and alcohol task forces.

Training, Learning and Development

Foróige's Training, Learning & Development function experienced its second year of successful online training. There was a steady increase in training numbers with **2,175** training places in 2021 (1,299 staff, 80 volunteers and 787 externals) over **54** courses. 2021 also saw the introduction of self-directed learning courses via the Moodle platform which were incorporated, as a pilot, into the Tobacco, Alcohol & Drug Policy and Guidelines training.

Feedback across all programme training has been extremely positive, with participants enjoying the interactive nature and variation in methodologies. Thanks to the valuable feedback of attendees, training has continuously been developed and enhanced.

Ready, Steady, Life, is a new programme aimed at young people who are transitioning to adulthood or in the early stages of adulthood and want to become more independent in their lives in the areas of education and training, finance management, nutrition & cooking skills etc. The pilot programme was launched in 2021 and is currently ongoing with a committed group of young adults across a variety of projects and services.

Foróige's **Activating Social Empathy Programme**, developed in partnership with UNESCO Child and Family Research Centre NUI Galway and Penn State, was provided as part of the Bridging Worlds programme, and developments in 2021 included a dedicated online portal, a new blended manual and a newly designed workbook. This programme aims to cultivate and develop empathy skills in young people and promote the practice of empathy amongst young people with a view to improving their interpersonal relationships and inspiring positive social action, civic engagement and change. **43** Foróige staff and Secondary School teachers from Mayo, Galway and Roscommon were trained in the programme.

Human Resources

In 2021 a comprehensive HR service was provided to management and staff. It provides advice and support on all areas of HR including recruitment and selection and compliance with HR legislation. Foróige maintained the provision of its Employee Assistance Programme (EAP) in 2021 to ensure that a comprehensive EAP is available to all staff.

2021 was an extremely busy year for HR. A number of projects were completed including:

- ▶ New structure for the team
- ▶ Employment of Graduate Interns
- ▶ A comprehensive FAQ HR document for staff and managers
- ▶ All filing systems moving online
- ▶ Development of Remote Working Policy.



In 2021:

- ▶ Headcount – 510 (7% increase from 2020)
- ▶ Absence rate – 1%
- ▶ Turnover – 9% (1% decrease from 2020)
- ▶ Recruitment – 174 posts advertised, 579 competitions, 89% hit rate.

Data Protection

All staff receive comprehensive Data Protection training as part of their Induction Training and all Foróige staff were re-issued with Data Protection Training in 2021. This training is completed within two weeks of their start date. There were no data breaches or significant data incidents in 2021.

IT

In addition to supporting all staff to move to remote working and ensuring appropriate technical secure solutions were in place, IT continued the single biggest change project in the past ten years.

Salesforce

Building on work commenced in 2019, Salesforce was further developed with our partners, 4C, to become a bespoke participant management system for Foróige projects, for BBBS and further enhancements were made to the club management element. The system has been designed to ensure that the experience for the end user is easy to use and understand and meets the varying requirements of different stakeholders.

Learning from previous experience, Salesforce, while facilitated by IT, is an organisation wide project that will fundamentally change how we operate. It enables staff to have information at their fingertips and removes the need for paper based record keeping and multiple copies of documents, thus reducing the risk of data breaches.

Staff, volunteers and management were involved in all stages of development – design, piloting, training and implementing to ensure that there was buy in and understanding from all who will use this in their day to day work.

The primary focus of the work in 2021 was to tailor the system for use by Foróige projects and BBBS and enable staff to use the system.

Based on previous experiences, two teams of staff were established – a Training Team and a Change Management Team. These teams ensured that the training that was designed and developed for staff met their needs and also that end users were prepared and understood the change to processes regarding club management.

The system easily allows for modifications and therefore Contact Tracing and the COVID-19 Health Questionnaire were added functionalities to the system.

Marketing & Communications

Throughout 2021 Foróige harnessed our considerable audience across all social media channels to tell powerful stories of our organisation, from the enduring creativity and passion of our young people, to the constant dedication of our volunteers and staff.

2021 saw several innovative multimedia campaigns launched throughout our social media landscape, tailored for each social channel, depending on the target audience of each.

The ongoing COVID-19 pandemic continued to encourage us to use the tools of modern life to help tell the story of positive and creative change happening around the country thanks to Foróige.

Twitter remains the main voice of the organisation from a social media perspective – it's the tool we use to make official announcements, get involved in ongoing conversations relating to young people and youth work.

- ▶ On Twitter Foróige has increased its following by 3% to 11,982.
- ▶ On Instagram Foróige followers grew by 10% to 5,028 followers.
- ▶ On LinkedIn Foróige has grown its following by 18% to 4,762.
- ▶ On Facebook Foróige page followers have decreased by 1% but are holding steady at a 2021 average of a robust 108,211 – we remain the largest youth work organisation on Facebook in Ireland.

Summary of Activities and Achievements 2021 – Integrated Services (continued)

Due to rolling lockdowns and the ever-changing nature of restrictions, many of Foróige's events were held virtually, through a variety of digital platforms in 2021. As a result, the organisation developed significant expertise in this area.

The focus of our engagement with the media in 2021 was to ensure that young people's voices, opinions, concerns and ideas were heard and were part of the National conversation. In addition, we focused on leveraging a number of National events dotted throughout the year to highlight the positive impact Foróige has on young people and communities.

Governance

Foróige is fully compliant with the **Charities Governance Code**. The governance of Foróige is drawn from all sections of the organisation ensuring there is appropriate representation at the governance level. In 2021 Foróige reviewed the process of ensuring compliance with the new Charities Governance Code.

This work was overseen by the Governance and Nominations Committee. It involved assessing all elements of the Code and determining where Foróige was at in relation to them and identifying further areas of work to enhance compliance. In 2021 Foróige reported on the Charities Governance Code to the Charities Regulator.

In 2021 the Board operated two sub-groups:

- ▶ The Youth Sub-Group (consisting of 16 young people elected nationally to advise and guide on the direction of Foróige).
- ▶ The Board Performance Sub-Group to focus on skills development of both the Board and Directors.

Foróige have a **Staff Council** – it is 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.

Policy and Political Engagement

- ▶ In 2021 Foróige continued our engagement with politicians, policy-makers, and other public officials, advocating for young people to be actively engaged in decision-making and in support of the work of the organisation. During the second year of the pandemic, it was vital to ensure that public officials understand and support the needs of young people and the work that Foróige does.
- ▶ Foróige produced a number of policy position papers and submissions to government consultations on topics of relevance to young people and the work of the organisation. Notable examples include submissions on reform of the Leaving Certificate, and the Junior Cycle SPHE curriculum.
- ▶ Foróige was invited to make a submission to the Joint Oireachtas Committee on Education, Further and Higher Education, Research, Innovation and Science, on the subject of reform of the Leaving Certificate. Foróige's submission focused on the necessity for multiple educational pathways and flexibility in delivery and assessment in order to meet the needs of young people, including the importance of digital literacy and skills as a core component in a 21st century education.
- ▶ Foróige responded to the consultation by the National Council for Curriculum and Assessment on the redevelopment of the Junior Cycle SPHE curriculum, highlighting the importance of holistic and comprehensive relationships and sexuality education for young people.
- ▶ In response to the consultation launched by the Minister for Children, Equality, Disability, Integration and Youth on a review of the Equality Acts, Foróige submitted a paper setting out how the Acts relate to the work of the organisation and a number of areas that can be strengthened in order to safeguard and promote equality, diversity, and inclusion across Irish society.



- ▶ Building on innovative work of the organisation in the digital space over 20 years, in April 2021 a paper on Foróige Digital Youth Work was published, setting out Foróige's approach to developing digital literacy and skills for young people, and supporting responsible and safe digital engagement and citizenship.
- ▶ In December 2021 Foróige was invited by the Department of Children, Equality, Disability, Integration and Youth to produce a position paper on the vital contribution that youth work can make in supporting young people and families living in Direct Provision. Based on experiences from Foróige clubs, projects, and services around the country that have worked with residents in Direct Provision, it is clear that the needs of young people and families are not being addressed and that youth work can help to plug that gap.
- ▶ Foróige participated in the Shared Island Initiative launched in 2021 by the Department of An Taoiseach, representing the views of young people in this project fostering cooperation, dialogue, and a shared future on the island of Ireland.

Impact of COVID-19

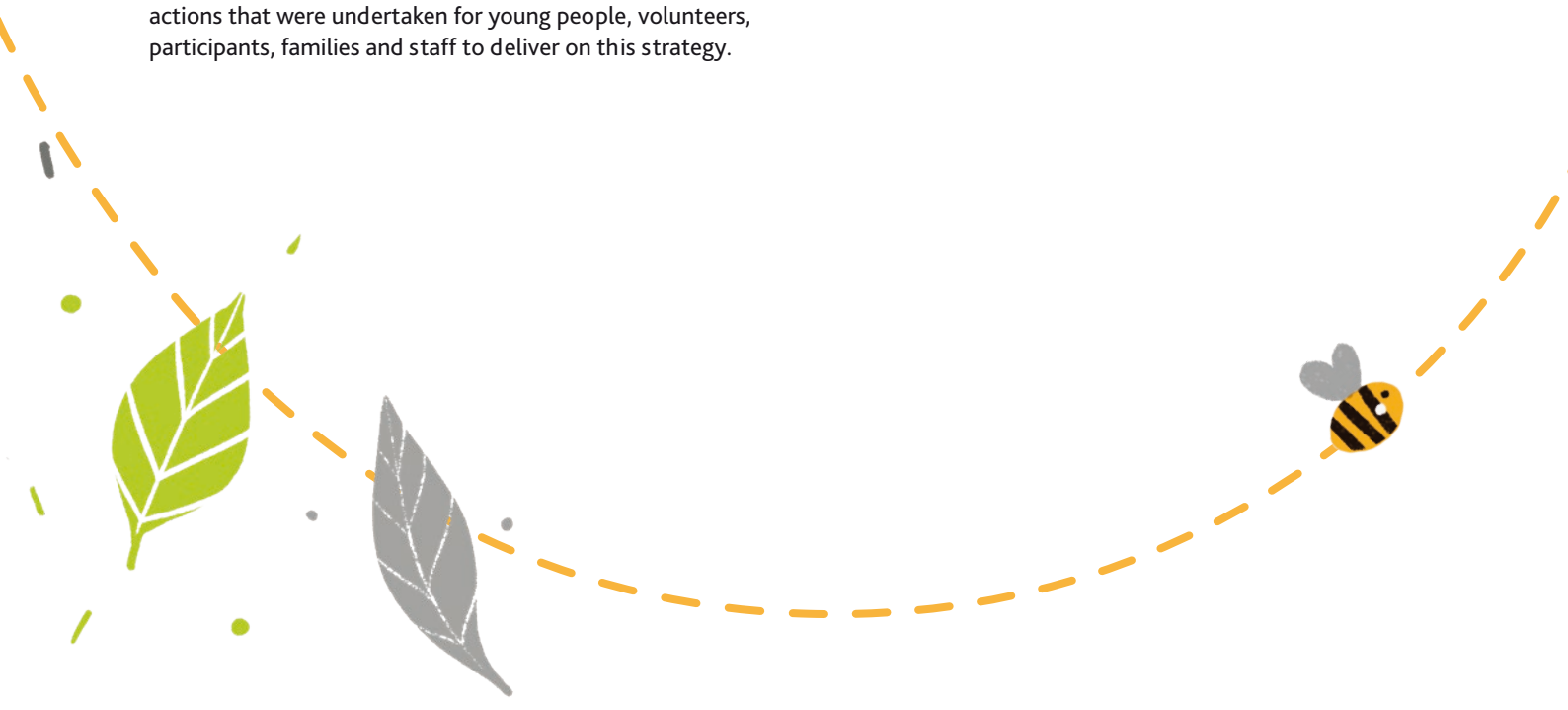
The Board determined that the overarching strategy for 2021 was to continue ensuring the health and safety of all involved in Foróige and ensuring that the most vulnerable young people, participants and families received the necessary services within the public health restrictions.

The Board were fully briefed throughout 2021 on the actions that were undertaken for young people, volunteers, participants, families and staff to deliver on this strategy.

Funding

Foróige successfully secured funding from a variety of sources for new and ongoing initiatives in 2021.

- ▶ **The Tomar Trust** – made a significant funding commitment to support the development of digital literacy and skills for young people, and supporting responsible and safe digital engagement and citizenship.
- ▶ **Accenture** – provided funding and support to Foróige to further develop and expand the LevelUP programme. Accenture continue to support the work of the organisation with a significant employee volunteer programme.
- ▶ **HSBC and basis.point**, which is an initiative of the Irish Funds industry, co-funded a new employability and digital skills initiative in the South East, based in The Drum in Kilkenny. The initiative, which is called Project 21, incorporates leadership, employability and technology, to provide participants with the hard and soft skills they will need for success in the 21st century.
- ▶ **The Blackwood Trust**, through the **Community Foundation for Ireland**, made an unrestricted donation to Foróige to support the organisation's work.



Challenges in 2021

COVID-19 presented the single biggest challenge for Foróige in 2021. From this, and the accompanying public health restrictions, specific challenges emerged and Foróige adopted appropriate mitigating strategies

CHALLENGE	MITIGATION
Reduction in the number of young people and volunteers involved in the organisation	<ul style="list-style-type: none"> ▶ Social Media presence promoting Foróige. ▶ Recruitment of young people and volunteers for specific online clubs. ▶ Increased direct communication with young people and volunteers. ▶ Ensuring the most vulnerable received services. ▶ Planning for re-engagement.
Required rapid responses to deal with dynamic situation	<ul style="list-style-type: none"> ▶ Increased regularity of Senior Management Meetings. ▶ Prioritised development of supports to enable continued provision of service.
Wellbeing of young people, volunteers and staff	<ul style="list-style-type: none"> ▶ Wellbeing support for young people and parents promoted through internal and external channels. ▶ Volunteer Appreciation Week. ▶ Signposting support services to volunteers and staff. ▶ Increased promotion of the Employee Assistance Programme. ▶ Ongoing consultation with the Staff Council.
Working from home/dispersed teams	<ul style="list-style-type: none"> ▶ Regular check ins with staff. ▶ Guidance and support regarding working from home available on the Staff Portal. ▶ Monthly 'coffee mornings'. ▶ Flexible and adaptable in approach to remote working. ▶ Health & Safety Assessments for home working and providing additional resources if required.
Communication	<ul style="list-style-type: none"> ▶ Regular, clear, consistent communication with all staff. ▶ Dedicated 'COVID-19' Page on the Staff Portal.
COVID-19 Workplace Compliance	<ul style="list-style-type: none"> ▶ Comprehensive guidance developed for Managers to ensure compliance with Returning to the Workplace. ▶ Sourcing of signage, cleaning equipment, sanitiser and other items to support hygiene guidelines. ▶ Training for Staff and Management on Returning to the Workplace. ▶ All workplaces assessed and organised to ensure compliance with all relevant guidelines.
Ensuring compliance with new and changing policies, procedures and guidelines	<ul style="list-style-type: none"> ▶ Policies, procedures and guidelines developed and reviewed by staff and management where possible. ▶ Management and Staff notified directly of any changes to the policies, procedures and guidelines. ▶ Frequently Asked Questions section on the Staff Portal.

Funding for Volunteer Led Services and Organisation Supports

Volunteer Led Services

The provision of universal services, such as Foróige Clubs, Youth Cafés and Special Interest Groups are how the majority of young people can engage in youth work. Often, in rural communities, they are a young person's only access to youth work.

Lack of investment in this universal provision denies young people the supports they need to achieve their full potential. Further, it prevents young people requiring prevention and early intervention services when they need them and not waiting until a problem arises.

COVID-19 has had a devastating impact on the network of volunteer led services. A significant majority of clubs have not met in person for over 18 months. It will be a significant challenge in the coming years to bring the club network back to its pre-pandemic strength.

Universal volunteer led youth work urgently requires an investment of funding to ensure that all young people who want to can access youth work and are supported by fully trained adult volunteers, supported by professional staff.

Organisation Supports

It is increasingly challenging to ensure that Foróige receives the funding required to operate a fully compliant organisation. Funding organisations can struggle to realise the full cost of employing and supporting professional youth work staff. Currently Foróige charges an Operational Support Charge to projects – see page 72. Increasingly, there is a difficulty in charging this fee which presents a challenge as Foróige requires income to provide a professional support service to staff and funding organisations.

As an organisation, Foróige prides itself on being professional and carrying out our work to best practice standards. In order for this to continue it's imperative that the operation of Foróige is supported by professional support services including Finance; Marketing and Communications; HR; IT; Training, Learning and Development; Volunteer Development and Compliance. These are critical to the achievement of our positive work with young people, volunteers and communities, and it is vital that funders continue to invest in these as core to the continued operation of a successful organisation.

Compliance

There has been a significant increase in the number and complexity of compliance and reporting requirements over the last number of years. While we welcome and embrace the increased transparency across the sector, there is a need to ensure that the funding is available to enable us to continue to provide quality supports to our board, funders, young people, volunteers, management and staff.

Changing Focus of Youth Work

Youth work in Ireland is undergoing significant restructuring. The new UBU: Your Place Your Space scheme, while welcome, is taking time to embed. In addition, legislation such as Children First and the Data Protection Acts place additional training and administration requirements on the organisation and its staff. Foróige keeps abreast of all change, contributes to consultations and engages in a meaningful way with Government and funders to assist in shaping the policy environment.

The Youth Service Grant Scheme is also under review. Foróige are engaging in all consultations regarding this review and the development of a new scheme to replace it but it must be ensured that the primary focus of the scheme is supporting national voluntary youth work organisations and the provision of universal youth work service.

Complexity

Managing the increasing complexity of the issues presenting to young people and families is challenging. The availability of appropriate services is dependent on location. The increase in concerns regarding young people's mental health and the lack of appropriate services is difficult. As a result, maintaining the boundaries of the role of youth work is increasingly difficult.

Longer Term Strategy and Objectives

Foróige's Strategic Plan runs from 2017 – 2022 and commits Foróige to progress against four Critical Impact Goals.

Developing a new strategy has been delayed during the pandemic so while Foróige is still committed to the Critical Impact Goals, the focus for 2021 was maintaining services to young people, particularly those that are most vulnerable.

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 Charities Governance Code for Community, Voluntary and Charity Sector in Ireland*. The Board is committed to annually review compliance with the principles of the Governance Code.

Members of the Board of Directors, all of whom are non-executive, are from a diverse range of backgrounds and bring a broad range of knowledge, skills and attributes to the Board. As provided for by the Constitution, nine Board members are elected from the membership of Foróige and three Directors appointed with specific skills and expertise required. 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 include members of the Board and also volunteers and young people who are members of the Company.

The Board met 12 times during the course of the year.

The attendance below indicates the number of meetings attended out of the number of meetings eligible to attend.

BOARD MEMBER	NUMBER OF MEETINGS ATTENDED
Adam Peerbux	9/12
Ashleigh O'Sullivan	1/9
Barbara Daly	12/12
Bonnie Donnell*	4/5
David Guilfoyle	10/12
David O'Reilly	12/12
Evan Murphy	7/7
Grace Gallagher	1/1
Jack Nolan	5/5
Laura Duncan	11/12
Mairi McMahon	11/12
Pat O'Meara	11/12
Roisin McGlone	10/12
Seamus Carey	8/12
Shauna Gilbride	7/7
Tommy Horan	10/12
Wayne Travers	12/12

*Under 18 years of age – Youth Representative.

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

Internal Control and Risk Management

Foróige operates in a wide variety of environments. As an organisation we are committed to having appropriate systems and controls in place in all locations in order to ensure that assets are safeguarded and applied only for the purposes intended. We seek to achieve this by recruiting qualified and experienced staff, providing them with appropriate training and by giving them effective support in carrying out their work. Clear policies, procedures and guidelines are in place. These systems are generally thought to be robust and provide a high degree of assurance that resources are properly applied. That said, no system provides absolute guarantees, but we endeavour to ensure there is value for money and strong oversight at all times. In addition we have compliance and protected disclosures policies and systems in place. In 2021 no instances of actual or attempted fraud were discovered.

Foróige has a risk management function that is responsible for ensuring that a comprehensive process exists to identify and rank significant organisational risks, it also considers how these are managed and how they are reported and monitored.

As part of the risk management process, an annual risk review is undertaken and the results are presented to the Board. The purpose of that review is to ensure that the organisation is not on an ongoing basis exposed to an unacceptable level of preventable risk. Appropriate systems and procedures are in place to manage these risks and provide reasonable but not absolute assurance against 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 and policies are in place to ensure that the welfare of young people is of paramount importance. 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.

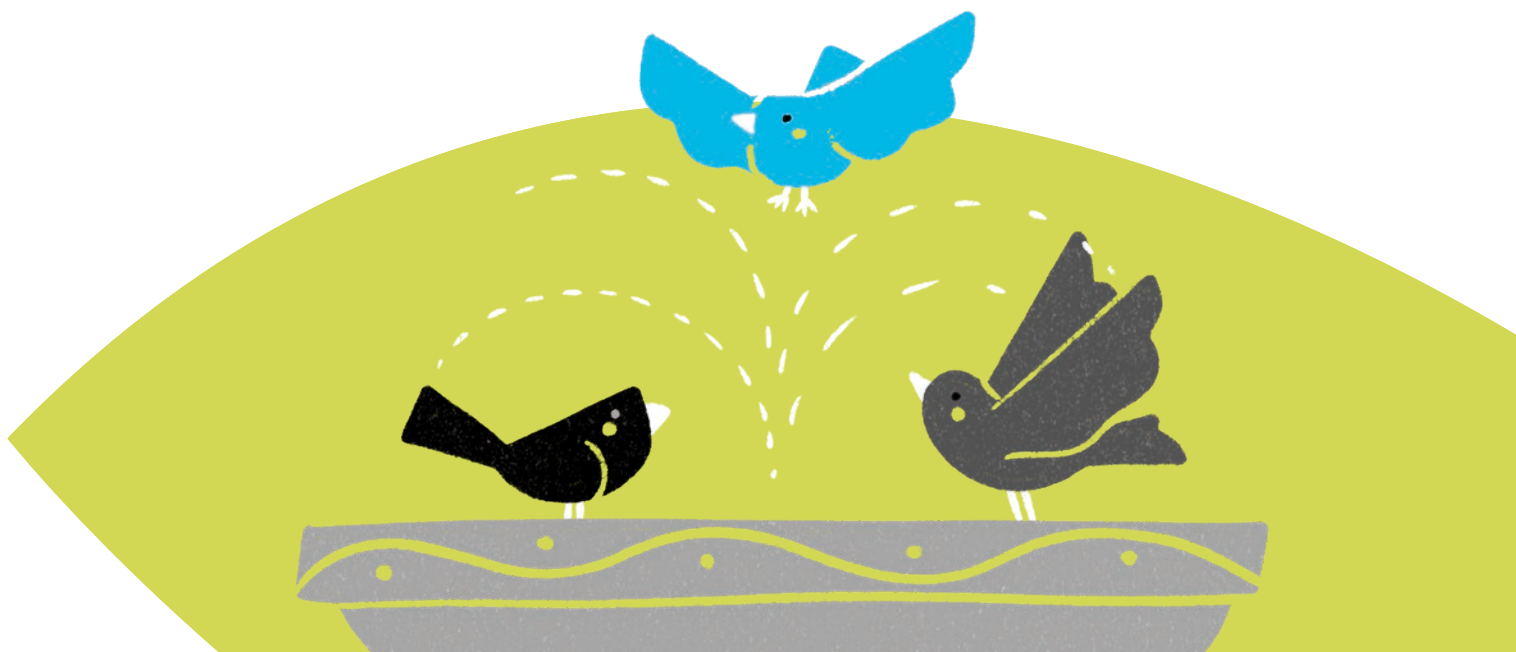
In this way the dignity of young people is both respected and promoted and they can grow into more confident, caring and creative human beings. Robust child protection policies and procedures are in place to ensure that both staff and young people are safe and protected.

Financial

Foróige has in place strong financial controls, monitoring and budgetary procedures to ensure that all funds are expended in line with appropriate procurement procedures and funders' requirements. The 2021 risk review specifically identified a review of the Defined Benefit pension scheme to be undertaken following the next actuarial valuation. This valuation has taken place and the Board are considering the implications of the results of this valuation.

Reputational

Foróige's commitment to applying best practice in all areas of the organisation's work minimises the potential exposure to reputational risk.





Other Matters

Staff and Volunteers

Foróige is an equal opportunities employer. The aim of its equal opportunities policy is to ensure that all people receive equality of opportunity regardless of gender, race, religion, disability, nationality, marital/family status and sexual orientation.

Volunteers play a vital role in the provision of services and activities. Foróige's equal opportunities policy also applies to volunteers. Young people in Foróige benefitted greatly from the guidance, support and assistance of thousands of volunteers who gave their time, expertise, commitment and energy.

The organisation acknowledges with gratitude the work of its staff and volunteers in 2021. The major achievements during the year are due to the belief and dedication of these people.

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 2021, and as a result no disclosures are required under the *Electoral Act, 1997*.

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

Plans for the Future

Foróige will develop a new Strategic Plan 2022 – 2025. The primary areas of focus for 2022 are:

- ▶ Restoring the numbers of young people and volunteers involved in the organisation to pre-pandemic levels.
- ▶ Expansion and growth of GYDPs and UBU projects.
- ▶ Digital youth work – programme, policies and systems.
- ▶ European Year of Youth.
- ▶ Mainstream funding for NFTE and BBBS.
- ▶ Salesforce development and implementation.
- ▶ Engaging and influencing YSGS Reform.
- ▶ Website redevelopment.
- ▶ Foróige's 70th Anniversary.

Foróige will continue to seek additional government and philanthropic resources to ensure that more young people have access to better youth services and supports. Foróige will continue to embed the governance structures throughout the organisation and ensure that we are fully compliant with all regulation, compliance and governance requirements.

Financial Statements



Financial Statements

Financial Review

The results for the year are presented on Pages 52 and 53 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 2021 was €29,811,162 (2020 – €28,017,138). 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 deficit by €5,000,325 (2020 – €6,683,422) including a deficit in the defined benefit pension fund under the application of FRS102 of €13,362,000 (2020 – €14,057,000) and unrestricted general funds of €1,024,588 (2020 – €631,363). €6,794,625 is held for restricted purposes (2020 – €6,199,815) as the funds were donated for specific programmes and projects as set out below.

Restricted and Unrestricted Funds at 31 December	2021	2020
Volunteer Led Services	2,246,685	2,031,876
Targeted Services	4,730,490	4,033,629
Education Programmes	842,038	765,673
Defined Benefit Pension Fund	(13,362,000)	(14,057,000)
Unrestricted Designated Funds	542,462	542,400
	(5,000,325)	(6,683,422)

Reserves Policy

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

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

Principal Funders

Department of Children, Equality, Disability, Integration and Youth

Education and Training Boards

Department of Justice

TUSLA

The Health Service Executive

Pobal

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.

Defined Benefit Pension Plan

The last formal actuarial funding valuation of the organisation's defined benefit pension plan was carried out as at 1 November 2020. As part of this valuation it was noted that the plan met the statutory Minimum Funding Standard (MFS) as at this date and a positive Actuarial Funding Certificate was signed with an effective date of 1 November 2020.

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 2021 and up to the date of approval of the financial statements are set out below. The directors served as set out on the accompanying table:

All directors serve in a voluntary capacity.
The company secretary is HBK Secretarial Services.

Events subsequent to the year end

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

Accounting records

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

	Date of Appointment	Date of Resignation
Seamus Carey		
Barbara Daly		
Laura Duncan		January 6, 2021
Grace Gallagher		
David Guilfoyle		
Tommy Horan		
Shauna Maye Gilbride		July 17, 2021
Roisin McGlone		
Mairi McMahon		
Evan Murphy		July 17, 2021
Patrick O'Meara		
David O'Reilly		
Adam Peerbux		
Adam Prendergast	May 6, 2021	
Grainne Reynolds	July 17, 2021	
Wayne Travers		

Statement on relevant audit information

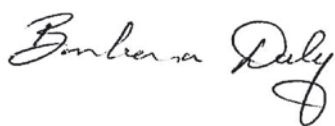
In the case of each of the persons who are directors at the time this report is approved in accordance with Section 332 of the Companies Act 2014:

- ▶ 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, Mazars, Chartered Accountants, 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 2nd June 2022 on its behalf by:



Barbara Daly
DIRECTOR



Wayne Travers
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.

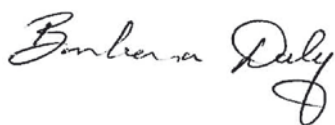
Irish Company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council ("relevant financial reporting framework") and the Statement of Recommended Practice (Charities SORP (FRS102)), issued by the Charity commissioners for England and Wales, Northern Ireland Charity Commission and the Office of the Scottish Charities 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 surplus or deficit 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.



Barbara Daly
DIRECTOR



Wayne Travers
DIRECTOR

Independent Auditors' Report

to the Members of Foróige the National Youth Development Organisation Limited

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Foróige the National Youth Development Organisation Limited ('the Company'), for the year ended 31 December 2021, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the Company 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 FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* issued in the United Kingdom by the Financial Reporting Council (FRS 102).

In our opinion, the accompanying financial statements:

- ▶ give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2021, and of its net expenditure for the year then ended;
- ▶ have been properly prepared in accordance with FRS 102; and
- ▶ have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's 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 for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

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

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

Other information

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

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

Independent Auditors' Report (continued)

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- ▶ the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- ▶ the directors' report has been prepared in accordance with applicable legal requirements;
- ▶ the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited; and
- ▶ the financial statements are in agreement with the accounting records.

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

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 any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of Sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. 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 out on page 48, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as management determines 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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

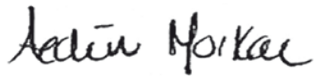
Auditor's responsibilities for the audit of the financial statements

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

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/b2389013-1cf6-458b-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

Our 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Aedin Morkan

for and on behalf of Mazars

Chartered Accountants & Statutory Audit Firm

Harcourt Centre

Block 3

Harcourt Road

Dublin 2

28 June 2022

Statement of Financial Activities

Incorporating the Income and Expenditure Account
for the year ended 31 December 2021

	Notes	Restricted Funds €	Unrestricted Funds- general €	Unrestricted Funds- designated €	Unrestricted Funds- pension €	2021 Total Funds €	2020 Total Funds €
Income							
<i>Income from charitable activities</i>							
Department of Children, Equality, Disability, Integration and Youth – Youth Service Grant		3,073,939	–	–	–	3,073,939	2,927,564
Other income		26,420,479	342,363	–	–	26,762,842	25,058,343
		29,494,418	342,363	–	–	29,836,781	27,985,907
<i>Income from other trading activities</i>							
Other trading activities		29,419	14,900	–	–	44,319	31,012
Income from investments		–	–	62	–	62	219
		29,419	14,900	62	–	44,381	31,231
Total income		29,523,837	357,263	62	–	29,881,162	28,017,138
Expenditure							
Charitable activities		28,893,065	–	–	1,568,000	30,461,065	27,464,014
Other expenditure		–	–	–	–	–	–
Total expenditure		28,893,065	–	–	1,568,000	30,461,065	27,464,014
Net income/ (expenditure)		630,772	357,263	62	(1,568,000)	(579,903)	553,124
Transfers							
Transfers between funds							
Income transferred	19	(1,816,944)	1,816,944	–	–	–	–
Expenditure transferred		1,780,982	(1,780,982)	–	–	–	–
Net income/ (expenditure) before other gains and loss	2	594,810	393,225	62	(1,568,000)	(579,903)	553,124

Statement of Financial Activities

Incorporating the Income and Expenditure Account
for the year ended 31 December 2021 (continued)

	Notes	Restricted Funds €	Unrestricted Funds- general €	Unrestricted Funds- designated €	Unrestricted Funds- pension €	2021 Total Funds €	2020 Total Funds €
Carried forward		594,810	393,225	62	(1,568,000)	(579,903)	553,124
Other gains and losses		–	–	–	–	–	–
Actuarial (loss)/gain on defined benefit scheme	15	–	–	–	2,263,000	2,263,000	(3,960,000)
Net movement in funds		594,810	393,225	62	695,000	1,683,097	(3,406,876)
Reconciliation of funds							
Total funds (deficit) at the start of the year		6,199,815	631,363	542,400	(14,057,000)	(6,683,422)	(3,276,546)
Total funds (deficit) at end of year		6,794,625	1,024,588	542,462	(13,362,000)	(5,000,325)	(6,683,422)

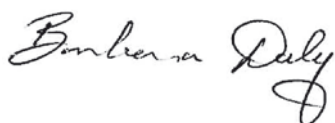
All results derive from continuing operations.

Balance Sheet

As at 31 December 2021

	Notes	Restricted Funds €	Unrestricted Funds-general €	Unrestricted Funds-designated €	Unrestricted Funds-pension €	2021 Total Funds €	2020 Total Funds €
Fixed Assets							
Tangible Fixed Assets	6	44,751	131,975	–	–	176,726	270,210
Investments	7	–	–	254	–	254	254
		44,751	131,975	254	–	176,980	270,464
Current Assets							
Debtors	8	1,039,348	126,253	–	–	1,165,601	914,036
Cash at Bank and in Hand		8,357,852	1,034,128	542,208	–	9,934,188	8,275,136
		9,397,200	1,160,381	542,208	–	11,099,789	9,189,172
Current liabilities							
Creditors (Amounts falling due within one year)	9	(2,647,326)	(267,768)	–	–	(2,915,094)	(2,086,058)
Net Assets excluding Pension Liability		6,794,625	1,024,588	542,462	–	8,361,675	7,373,578
Pension Liability	15	–	–	–	(13,362,000)	(13,362,000)	(14,057,000)
Net assets/liabilities including Pension liability		6,794,625	1,024,588	542,462	(13,362,000)	(5,000,325)	(6,683,422)
The funds of the organisation	11	6,794,625	1,024,588	542,462	(13,362,000)	(5,000,325)	(6,683,422)

The Financial statements were approved by the Board on 2nd June 2022 on its behalf by



Barbara Daly
DIRECTOR



Wayne Travers
DIRECTOR

Statement of Cash Flow

For the Year Ended 31 December 2021

	Notes	2021 €	2020 €
Cash generated from Operating Activities	13	1,662,365	2,586,250
Cash flows from Investing Activities			
Interest received		62	219
Expenditure on tangible fixed assets		(3,375)	(1,640)
Net cash used in Investing Activities		(3,313)	(1,421)
Net increase in cash and cash equivalents		1,659,052	2,584,829
Cash and cash at bank at beginning of period		8,275,136	5,690,307
Total cash and cash at bank at end of period	14	9,934,188	8,275,136

Notes To The Financial Activities

For the Year Ended 31st December 2021

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 2021.

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.

As noted on the balance sheet on page 54, the organisation has a pension liability of €13.4m which is accounted for in accordance with FRS 102 and is representative of the total future liability under the Scheme arrangement determined primarily by the discount rate and conditions that exists at the balance sheet dates. Under normal accounting rules, these conditions and discount rates are revalued at each balance sheet date and can fluctuate year on year. Notwithstanding the liability at the balance sheet date, the Directors have prepared the financial statements on a going concern basis on the basis that the pension scheme adequately meets the minimum funding standard as determined independently by the Scheme's Actuary and no additional funding is required by the organisation other than normal contributions to meet that liability as it may fall due in the future.

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 2021 €2,149 (2020 – €3,805) was received under the VAT Compensation Scheme in respect of VAT expended in 2020. The VAT refund is recognised on receipt due to the uncertainty of amount to be refunded.

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 19.

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 straight line 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:

Education equipment	5 years
Office equipment	5 years
Motor vehicles	5 years
Furniture & fittings	10 years
Buildings	10 years
Computer equipment & software	3 years

Financial Instruments

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

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

Debtors

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

Cash at Bank and in Hand

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

Funds

Restricted income arises when the funder has specified that the income may only be used for a particular purpose. The balance of the restricted fund at the end of the year represents income held and not yet expended for the purpose specified by the funder.

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

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

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

Creditors and Provisions

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

Leases

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

Retirement Benefit Costs

The organisation operates two contributory pension schemes, one of the defined benefit type, and one of the defined contribution type, for employees.

Defined Benefit Scheme

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

Pension scheme assets are measured using bid value. Pension scheme liabilities are measured using a projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability. The increase/(decrease) in the present value of liabilities of the organisation's defined benefit pension scheme expected to arise from employee service in the period is charged to expenditure. The expected return on the scheme's assets and the increase/(decrease) during the period in the present value of the scheme's liabilities arising from the passage of time are included in other income. Actuarial gains and losses are recognised in the Statement of Financial Activities.

The pension scheme's surplus or deficit is recognised in full and presented on the face of the balance sheet.

Defined Contribution Scheme

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

Judgements and Key Sources of Estimation Uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgments and estimates have been made include:

Retirement benefits

The organisation operates two pension schemes for its employees one of which is a defined benefit scheme. The accounting policy in relation to the scheme is set out above. During the period the directors approved the underlying assumptions used in the calculation of the estimate of the liability for the scheme following input from their independent actuaries. The assumptions applied are set out in Note 15.

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 €106,000.

Going concern

The net asset position of Foróige at 31 December 2021 was €8,361,675 before inclusion of a pension deficit of €13,362,000. The Directors have reviewed the current reserve levels, forecast income and expenditure, including the ongoing funding of the pension scheme and note that Foróige continues as a going concern. The Board of this entity will continue to focus on the long-term sustainability of Foróige and the activities which it carries out. There is no material uncertainty concerning the ability of the organisation to continue as a going concern.

2. NET INCOME

The net income is stated after charging	2021 €	2020 €
Depreciation	96,858	131,974
Operating Lease payments	650,000	650,000
Auditor's remuneration – statutory audit	67,035	67,035
Director's remuneration	–	–

3. WAGES AND SALARIES

The average number of persons employed (excluding casual employees) (full time equivalent 425 (2020 – 438)	2021	2020
Administration and Operations	425	471
Wages and salaries	18,928,711	17,686,312
Social welfare costs	2,082,214	1,936,068
Other retirement benefit costs	925,782	826,197
Redundancy costs	19,644	3,528
Retirement Benefit current service cost	1,385,000	1,116,000
	23,346,351	21,568,105

Statutory termination benefits were paid to 1 staff member in 2021 (2020 – 1) due to the post becoming redundant.

The remuneration paid to the senior management team in respect of qualifying services for the year amounted to €988,151 (2020 €958,821) including employers PRSI and pensions costs. Seán Campbell, Foróige CEO is paid €117,991 (2020 – €117,991) per year before the costs of employers PRSI. He receives an 8.5% (2020 – 8.5%) contribution to the defined benefit pension scheme.

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

Seán Campbell	Chief Executive Officer
John Cahill	Assistant Chief Executive Officer
Claire Gavigan	Area Manager (North West) with SMT responsibilities
Karen Hannify	Director of Marketing, Communications and External Relations
Sarah Haslam	Director of Programmes and Research
Siobhan McCormack	Director of Finance
Rachael Murphy	Director of Support Services
Declan O'Leary	Area Manager (Cork) with SMT responsibilities
Miriam Ryan	Area Manager (North Dublin) with SMT responsibilities

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

	2021	2020
€60,000 – €70,000	19	16
€70,000 – €80,000	5	8
€80,000 – €90,000	6	3
€90,000 – €100,000	–	1
€100,000 – €110,000	1	–
€110,000 – €120,000	2	2

4. DONATED SERVICES

Volunteer time

The COVID-19 pandemic continued to have a major impact on volunteering in Foróige during 2021. Foróige pays tribute to all volunteers who continued to support young people as best they could through a very difficult year. We have some 2,017 adult volunteers in 2021 (5,102 in 2020), contributing 89,612 hours (116,900 in 2020) to Foróige's youth development purpose. These figures count only the contribution of adult volunteers aged 18 and over.

At no period in 2021 did Foróige operate normally, accounting for the significantly reduced number of volunteers involved and in the time they give. The time of least restrictions coincided with the time when some volunteer led youth work ceased for the summer months. We do know however that in 2022 numbers of volunteers and hours contributed are already recovering significantly.

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 of District Councils, National Council, Sub-committees, Project advisory committees and Board Meetings.

We estimate that Governance volunteers contributed 2,000 hours during 2021.

Club Volunteers

133 Clubs were open during 2021 and operated in line with public health measures. Some clubs operated on line for at least part of the club year. We estimate that club volunteers contributed 35,000 hours of their time during 2021.

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 Project volunteers. We estimate that volunteers within our projects and programmes contributed 49,400 hours in 2021.

Training and Events

Volunteers within Foróige attend and facilitate at a number of events throughout the year including local recognition events and achievement days, facilitation of local leadership, Trainer training, Reference Panel meetings, Regional Conferences, Officer training and volunteer training. Over 100 training courses and facilitated events involving volunteers were provided over the course of 2021. We estimate that volunteers contributed 3,000 hours during 2021 to training and events.

In summary we estimate volunteers contributed 89,400 hours during 2021. At the industrial average wage this would be valued at approximately €2,400,000 (2020 – €3,000,000). However, due to the nature of the estimates and in accordance with the Charities SORP (FRS102) this donated volunteer time has not been reflected in the financial statements.

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 €106,000 and is reflected in both income and expenditure in 2021 (€106,000 in 2020).

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 2021	295,684	766,998	424,513	374,393	186,774	562,187	2,610,549
Additions	2,176	–	–	–	1,199	–	3,375
Disposals	(75,648)	(8,892)	(115,822)	(30,600)	(2,711)	–	(233,672)
At 31 December 2021	222,212	758,104	308,691	343,793	185,263	562,187	2,380,251
Accumulated Depreciation:							
At 1 January 2021	(288,124)	(724,863)	(404,962)	(357,594)	(182,545)	(382,251)	(2,340,339)
Charge for period	(8,295)	(10,603)	(11,502)	(8,400)	(1,839)	(56,219)	(96,858)
Disposals	75,647	8,892	115,822	30,600	2,711	–	233,673
At 31 December 2021	(220,772)	(726,573)	(300,643)	(335,393)	(181,674)	(438,469)	(2,203,525)
Net Book Value							
At 31 December 2021	1,440	31,531	8,048	8,400	3,589	123,718	176,726
At 31 December 2020	7,560	42,135	19,551	16,799	4,229	179,936	270,210

7. INVESTMENTS

	2021 €	2020 €
Prize Bonds	254	254

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

8. DEBTORS

	2021 €	2020 €
Debtors and accrued income	1,038,506	842,280
Prepayments	127,095	71,756
	1,165,601	914,036

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

	2021 €	2020 €
Deferred income 9(a)	1,160,809	716,810
Tax and social insurance due	505,914	465,926
Trade creditors and accruals	1,248,371	903,322
	2,915,094	2,086,058

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.

9(a) DEFERRED INCOME

	2021 €	2020 €
Opening balance	716,810	203,452
Recognised during the year	(716,810)	(203,452)
	–	–
Deferred income during year – Funding received relating to subsequent year allocation	1,160,809	716,810
Closing balance	1,160,809	716,810

10. COMMITMENTS**Operating leases**

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

	2021 €	2020 €
Due within one year	186,206	178,314
Expiring between two and five years	602,932	697,162
Expiring between six and ten years	96,403	188,379
	885,541	1,063,855

11. FUNDS OF THE ORGANISATION

	2021 €	2020 €
Balance at beginning of year	(6,683,422)	(3,276,546)
Net income/(expenditure)	(579,903)	553,124
Actuarial gain/(loss)	2,263,000	(3,960,000)
Balance at end of year	(5,000,325)	(6,683,422)

11. FUNDS OF THE ORGANISATION (2020 MOVEMENT)

	Restricted funds €	Unrestricted funds- general €	Unrestricted funds- designated €	Unrestricted funds- pension €	2020 Total Funds €
Income					
<i>Income from charitable activities</i>					
Department of Children and Youth Affairs – Youth Service Grant	2,927,564	–	–	–	2,927,564
Other income	24,830,329	228,014	–	–	25,058,343
	27,757,893	228,014	–	–	27,985,907
<i>Income from other trading activities</i>					
Other trading activities	11,834	19,178	–	–	31,012
Income from investments	–	–	219	–	219
	11,834	19,178	219	–	31,231
Total income	27,769,727	247,192	219	–	28,017,138
Expenditure					
Charitable activities	26,207,014	–	–	1,257,000	27,464,014
Other expenditure	–	–	–	–	–
Total expenditure	26,207,014	–	–	1,257,000	27,464,014
Net income/(expenditure)	1,562,713	247,192	219	(1,257,000)	553,124
Transfers					
<i>Transfers between funds</i>					
Income transferred	(1,691,456)	1,691,456	–	–	–
Expenditure transferred	1,613,584	(1,613,584)	–	–	–
Net income/(expenditure) before other gains and Loss	1,484,841	325,064	219	(1,257,000)	553,124

11. FUNDS OF THE ORGANISATION (2020 MOVEMENT) (continued)

	Restricted funds €	Unrestricted funds- general €	Unrestricted funds- designated €	Unrestricted funds- pension €	2020 Total Funds €
Carried forward	1,484,841	325,064	219	(1,257,000)	553,124
Other gains and losses					
Actuarial (loss)/gain on defined benefit scheme	–	–	–	(3,960,000)	(3,960,000)
Net movement in funds	1,484,841	325,064	219	(5,217,000)	(3,406,876)
Reconciliation of funds					
Total funds (deficit) at the start of the year	4,714,974	306,299	542,181	(8,840,000)	(3,276,546)
Total funds (deficit) at end of year	6,199,815	631,363	542,400	(14,057,000)	(6,682,422)

12. BALANCE SHEET 2020 BY FUND

	Restricted Funds €	Unrestricted Funds General €	Unrestricted Funds Designated €	Unrestricted Funds Pension €	2020 Total funds €
Fixed Assets					
Tangible Fixed Assets	77,080	193,130	–	–	270,210
Investments	–	–	254	–	254
	77,080	193,130	254	–	270,464
Current Assets					
Debtors	834,711	79,325	–	–	914,036
Cash at Bank and in Hand	7,053,870	679,120	542,146	–	8,275,136
	7,888,581	758,445	542,146	–	9,189,172
Current liabilities					
Creditors (Amounts falling due within one year)	(1,765,846)	(320,212)	–	–	(2,086,058)
Net Assets excluding Pension Liability	6,199,815	631,363	542,400	–	7,373,578
Pension Liability	–	–	–	(14,057,000)	(14,057,000)
Net assets/liabilities including Pension liability	6,199,815	631,363	542,400	(14,057,000)	(6,683,422)
The funds of the organisation	6,199,814	631,363	542,400	(14,057,000)	(6,683,422)

13. CASHFLOWS FROM OPERATING ACTIVITIES

	2021 €	2020 €
Income/(expenditure)	(579,903)	553,124
Adjusted for:		
Depreciation	96,858	131,974
Investment income	(62)	(219)
Movements in trade and other receivables	(251,565)	123,625
Movements in trade and other payables	829,037	520,746
Pension contributions – current service cost	1,385,000	1,116,000
Net return on retirement benefits	183,000	141,000
Net Cash generated from operating activities	1,662,365	2,586,250

14. ANALYSIS OF NET CASH

	2021 €	2020 €
Cash at bank and in hand	9,934,188	8,275,136

15. RETIREMENT BENEFITS

The organisation operates two contributory pension schemes for employees. One scheme is of the defined benefit type and one scheme is of the defined contribution type.

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. The organisation's contributions to the scheme amounted to €10,104 (2020 – €12,720)

Defined Benefit Pension Scheme

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

Payments made to the fund are charged annually in the financial statements. The fund is valued every three years by a professionally qualified independent actuary. The rates of contribution are reviewed by the actuary for the continued appropriateness in the intervening year.

The table below outlines the organisation's total cost relating to the defined benefit plan and are included in the financial statements as follows:

	2021 €'000	2020 €'000
Recognised in the Statement of Financial Activities	2,448	2,080
Remeasurements recognised in other comprehensive income and included in the cost of the asset	(2,263)	3,960
Total cost/(income) related to defined benefit pension plan	185	6,040

Financial Assumptions

The principal assumptions used, which are based on the advice of an independent actuary are set out below:

	2021	2020
Discount Rate	1.65%	1.35%
Expected rate of return on assets at year end	1.65%	1.35%
Salary increases	2.00%	1.60%
State Pension increases	2.25%	1.60%
Pension increases	2.00%	1.35%
Discretionary Pension Increases *	0.25%	0.25%
Inflation (CPI)	1.35%	1.35%

* For benefits earned after 1/11/2016 at the discretion of the Trustees.

At 31 December 2021, the scheme held assets in funds managed by Irish Life Investments Managers (ILIM), Northern Trust and Phoenix Ireland. The fair value of the invested assets held at 31 December 2021 was €35,369,000 (2020 – €30,623,000). The breakdown of assets between the main asset sectors is given in the table below. The expected return on the plan assets is €590,000 (2020 – €419,000).

Plan assets	% of scheme assets 2021	Market Value 2021 €'000	% of scheme assets 2020	Market Value 2020 €'000
The asset allocations at the period-end were as follows:				
Equity instruments	57%	19,997	49%	14,886
Debt securities	13%	4,558	10%	3,110
Property	5%	1,993	6%	1,887
Other	25%	8,821	35%	10,740
Total	100%	35,369	100%	30,623

The movement in the defined benefit liability over the year is as follows:

	Present value of obligation €'000	Fair value of plan assets €'000	Total €'000
At 1 January 2021	44,680	(30,623)	14,057
Current service cost	2,083	–	2,083
Gain on settlements	–	–	–
Interest expense/(income)	601	(418)	183
	47,364	(31,041)	16,323
Remeasurements:			
– Return on plan assets, excluding amounts included in interest expense/(income)	–	(3,631)	(3,631)
– Loss from change in financial assumptions	610	–	610
– Experience (gains)/losses	758	–	758
	1,368	(3,631)	(2,263)
Exchange differences			
Contributions:			
– Employers	–	(880)	(880)
– Plan participants	475	(475)	–
Payment from plans:			
– Benefit payments	(391)	391	–
– Settlement payments	–	–	–
– Insurance premiums and Administration	(85)	267	182
At 31 December 2021	48,731	(35,369)	13,362

	Present value of obligation €'000	Fair value of plan assets €'000	Total €'000
At 1 January 2020	38,643	(29,803)	8,840
Current service cost	1,814	–	1,814
Gain on settlements	–	–	–
Interest expense/(income)	652	(511)	141
	41,109	(30,314)	10,795
Remeasurements:			
– Return on plan assets, excluding amounts included in interest expense/(income)	–	234	234
– Loss from change in financial assumptions	3,794	–	3,794
– Experience (gains)/losses	(68)	–	(68)
	3,726	234	3,960
Exchange differences			
Contributions:			
– Employers	–	(823)	(823)
– Plan participants	447	(447)	–
Payment from plans:			
– Benefit payments	(527)	527	–
Insurance premiums and Administration	(75)	200	125
At 31 December 2020	44,680	(30,623)	14,057

There were no reimbursement rights.

The last formal actuarial funding valuation completed of the Defined Benefit Pension plan was carried out as at 1 November 2020. This valuation set the ongoing contribution rate for the plan and noted that the plan met the Minimum Funding Standard as at that date. The MFS test as at 31 October 2020 showed that the plan continued to meet the statutory MFS as at that date.

The next formal MFS valuation of the plan as at 1 November 2021 is underway at the date of approval of these financial statements.

The FRS102 pension liability exceeds the balance of unrestricted funds. Restricted funds are not available to fund this liability. The organisation has not contributed to the scheme beyond the recommended employer's contribution rate and will continue to maintain this position.

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

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

	2021 €	2020 €
Youth Service Grant	3,073,939	2,927,564
National Participation Office and Hub na nÓg	798,327	590,964
Climate Action	43,602	116,926
Online Safety	150,000	-
Other Grants and invoiced services	583,796	76,744
	4,649,664	3,712,198

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

	Core €	Big Brother Big Sister €	Total €
Grant Income	2,725,283	348,656	3,073,939
Pay, Service Provision and General Administration	(2,725,283)	(348,656)	(3,073,939)
Surplus for year	-	-	-
Deficit forward from prior year	-	-	-
Deficit forward	-	-	-

17. RELATED PARTY TRANSACTION

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

18. DIRECTORS EXPENSES

During 2021 1 Director was reimbursed for expenses incurred in the performance of their responsibilities as directors for a total of €76 (2020 – 11 Directors €3,795).

19. ALLOCATION OF SUPPORT COSTS

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

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

- ▶ Project planning, evaluation and reporting – The responsibility for the oversight and implementation of planning, evaluation and reporting lies with the Foróige manager. It involves coordination and organisation of the completion of quarterly reports and annual reports and plans across the project staff and other relevant sections within the organisation including the Foróige Finance and HR Teams. The manager has overall responsibility for the sign off on plans and reports and ensuring that they are completed and returned in a timely manner. In recent years, in line with funders' requests, planning and reporting processes have become more robust and complex.
- ▶ Staff support and supervision – Formal supervision provides space for the youth workers to reflect on their practice, and to develop strategies in relation to improvements to future practice. Youth work by its nature is often characterised by engaging with young people facing difficult situations, responding to their needs and those of their families, the requirements of the funding body, relationships with partner organisations, colleagues and management, and the ever-increasing demands of administrative work, all of which is supported formally in regular and planned supervision. Outcome of supervision can entail the identification of specific trainings which require added follow up.
- ▶ Staff consultancy and problem solving – The complexity of the needs of the young people referred to the projects often requires management support. While formal supervision forms part of the Management support, informal, weekly support is imperative to guide and enable youth justice workers in their decision making.
- ▶ Child protection policy and procedure implementation – Identification and reporting of child welfare and child protection cases is common amongst the projects and services. Guidance, support and up to date and relevant child protection policies and procedures are essential to ensure the very sensitive element of the work is supported accurately.

Finance: A professional finance department which:

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

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
- ▶ 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

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

Services include:

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

Charge amount

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

The rate in 2021 was €402 (2020 - €402) per employee per project per month where there is no Foróige manager on site and €240 (2020 - €240) per employee per month where there is a Foróige Manager on site.

The total charged for 2021 was €1,816,944 (2020 – €1,691,456) and this is reflected as a transfer from restricted to unrestricted reserves in the Statement of Financial Activities.

20. 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:

	2021 €	2020 €
Financial Assets that are debt instruments measured at amortised cost		
Trade debtors and accrued income	1,038,506	842,280
Prepayments	127,095	71,756
Prize Bond investment	254	254
Cash at bank and in hand	9,934,188	8,275,136
	<u>11,100,043</u>	<u>9,189,426</u>
Financial liabilities at amortised cost		
Deferred Income	1,160,809	716,810
Trade Creditors and accruals	1,248,371	1,369,248
	<u>2,409,180</u>	<u>2,086,058</u>

21. MOVEMENT IN RESERVES

By activity	Opening Reserves €	Income €	Expenditure & net transfers €	Closing Reserves €
Volunteer Services	2,031,876	5,520,688	(5,305,879)	2,246,685
Targeted Services	4,033,629	22,366,930	(21,670,069)	4,730,490
Education Programmes	765,673	1,993,482	(1,917,117)	842,038
Unrestricted Designated Funds	542,400	62	–	542,462
Defined Benefit Scheme	(14,057,000)	–	695,000	(13,362,000)
Total	(6,683,422)	29,881,162	(28,198,065)	(5,000,325)

By funder	Opening Reserves €	Income €	Expenditure & net transfers €	Closing Reserves €
Department of Children, Equality, Disability, Integration and Youth – Youth Service Grant	–	3,073,939	(3,073,939)	–
Department of Children, Equality, Disability, Integration and Youth – Other Grants	79,455	2,345,498	(1,801,402)	623,551
Education and Training Boards	182,741	7,283,469	(6,813,521)	652,689
Department of Justice	716,012	7,036,915	(7,011,010)	741,917
TUSLA	1,009,286	5,235,448	(5,204,640)	1,040,094
The Health Service Executive	557,480	905,134	(1,030,359)	432,255
Pobal	320,208	187,132	(476,928)	30,412
Other Income	4,508,396	3,813,627	(3,481,266)	4,840,757
Pension Fund	(14,057,000)	–	695,000	(13,362,000)
Total	(6,683,422)	29,881,162	(28,198,065)	(5,000,325)

22. 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.

RESTRICTED FUNDS CHARITABLE ACTIVITIES EXPENDITURE	Schedule	2021 €	2020 €
Salaries and Direct Costs	1	27,911,540	25,133,056
Administrative Support Costs	2	981,525	1,073,958
		28,893,065	26,207,014

SCHEDULE 1 SALARIES AND DIRECT COSTS	2021 €	2020 €
Salaries and Pensions	21,961,352	20,452,105
Travel and Subsistence	342,904	465,362
Training and Programme Costs	3,379,017	2,206,902
Project Premises and Operating costs	2,228,267	2,008,687
	27,911,540	25,133,056

SCHEDULE 2 ADMINISTRATIVE SUPPORT COSTS	2021 €	2020 €
Support offices premises costs	180,416	184,928
Insurance	126,237	175,921
Support offices operational costs	119,304	141,592
Public relations and advertising costs	54,336	37,408
Professional fees	14,112	14,281
Bank interest and charges	10,257	7,930
Human resources and recruitment	83,298	44,301
Audit and Accountancy Fees	67,035	67,035
Voluntary committee expenses	76	3,950
Information Technology	229,596	264,638
Depreciation	96,858	131,974
	981,525	1,073,958

Thank You to our Funders and Supporters

Department of Children, Equality, Disability, Integration and Youth	City of Dublin Youth Services Board	Monaghan County Council
Department of Education	Community Action Scheme	National Gallery of Ireland
Department of Justice	Cork City Council	Northside Partnership
Department of Rural and Community Development	Cork Local Sports Partnership CLG	Pobal
TUSLA The Child and Family Agency	Courts Service	Regional Drug and Alcohol Task Forces
Cavan Monaghan Education and Training Board	Credit Suisse	Rethink Ireland
Cork Education and Training Board	Donegal County Council	School Completion Programme and Management Committees
Donegal Education and Training Board	Dormant Accounts Fund	Special EU Programmes Body
Dublin and Dun Laoighaire Education and Training Board	Dun Laoighaire Rathdown County Council	Sligo County Council
Galway and Roscommon Training Board	Fingal County Council	Smurfit Kappa
Kerry Education and Training Board	Galway City Partnership	South Dublin County Council
Kilkenny and Carlow Education and Training Board	Galway University Foundation	St Vincent de Paul
Laois and Offaly Education and Training Board	Healthy Ireland Fund	Strengthening Families Programme
Limerick and Clare Education and Training Board	Huntstown Community Centre	The Arts Council
Longford and Westmeath Education and Training Board	International Fund for Ireland	The Blackwood Trust
Louth and Meath Education and Training Board	Irish Cancer Society	The Charities Aid Foundation
Mayo, Sligo and Leitrim Education and Training Board	Irish Youth Foundation	The Community Foundation
Tipperary Education and Training Board	JP Morgan Chase Foundation	The Health Service Executive
Waterford and Wexford Education and Training Board	Kilkenny County Council	The Killeen Group
Accenture	Kilkenny Leader Partnership	The Lakeside Fund
Aldi Ireland	Laois County Council	The National Lottery
basis.point	Leitrim County Council	Tomar Trust
BeLonG To	Limerick Institute of Technology	Transitional Youth Funding Scheme
	Local Drug and Alcohol Task Forces	Westmeath County Council
	Longford County Council	Youth Action Northern Ireland
	Louth Leader Partnership	YouthBank
	Mary Immaculate College	
	Mayo County Council	
	Mayo Education Centre	

