


ANNUAL REPORT 2019






CONTENTS



Who We Are and What We Do	4
Our Purpose	4
Our Core Values	5
Where We Work	6
A Message from Our Chairperson	7
A Message from Our CEO	8
Legal and Administrative Information	9
Report of the Board	11
Strategies, Objectives and Activities	11
Summary of Activities and Achievements 2019	11
Volunteer Led Services	11
Targeted Services	17
Education Programmes	25
Measuring Success and Learning from Programmes	28
Integrated Services	29
Challenges in 2019	32
Longer Term Strategy and Objectives	34
Structure, Governance and Management	35
Other Matters	36
Plans for the Future	37
Statement of Board Members' Responsibilities	41
Independent Auditors Report	42
Financial Statements	45
Our Funders	74



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 people to lead happier, healthier and more fulfilled lives. We work with young people aged 8 – 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

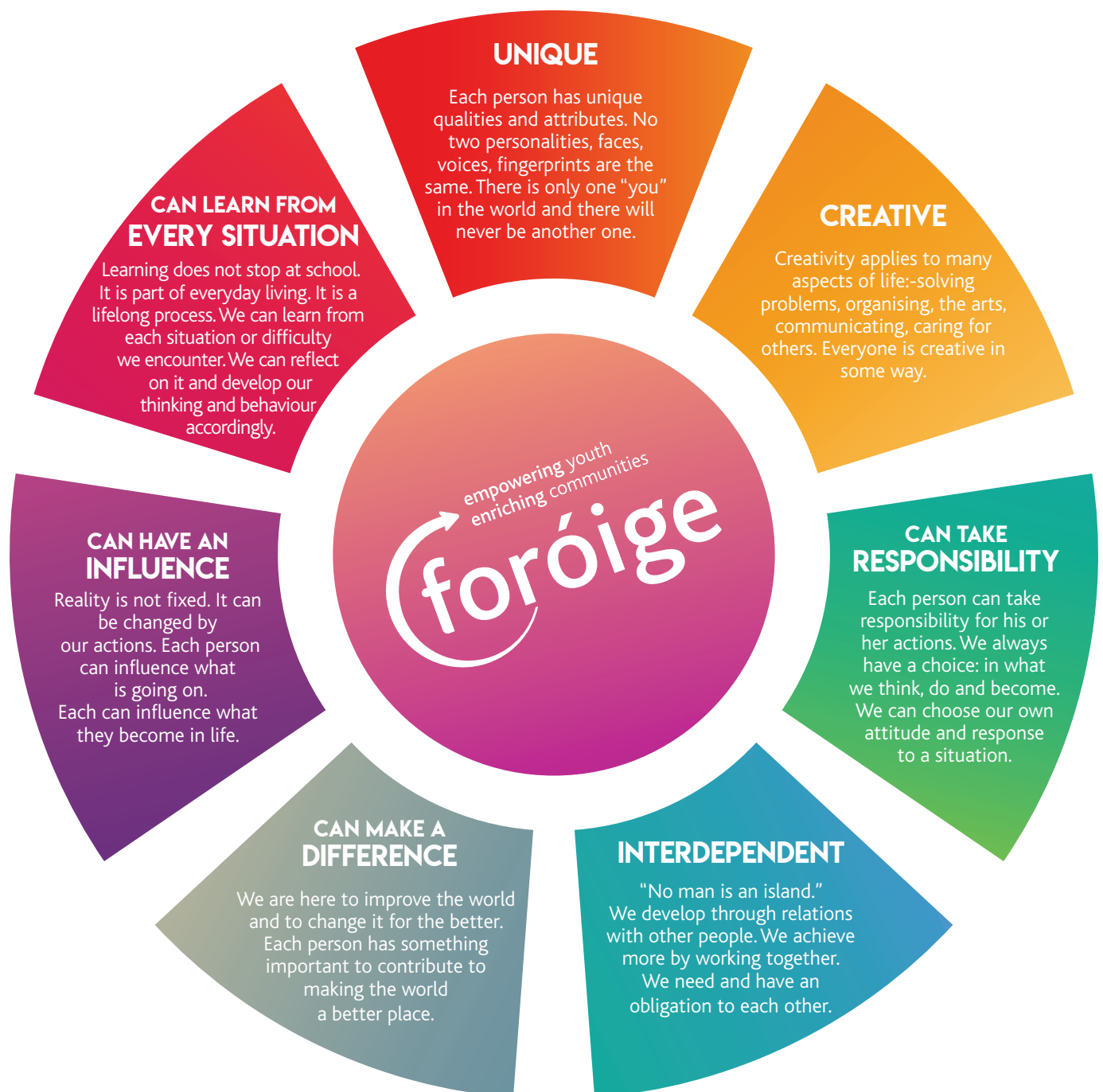
Foróige enables young people to involve themselves consciously and actively in their own development and in the development of their community.

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

OUR CORE VALUES

The purpose is supported by Foróige's philosophy – our core values. These are built on the beliefs and values of our founders, volunteers, staff and young people over the past 67 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.



A MESSAGE FROM OUR CHAIRPERSON

DAVID O'REILLY

I am proud to have had the opportunity to be Chairperson of Foróige over the last two years. I believe passionately in the importance of the work that we do.

Foróige provide young people with somewhere stimulating to go, something positive to do and someone supportive to talk to – occupying their bodies and minds with engaging activities, helping them develop new skills and socialise in a safe, positive and accessible environment.

With thanks to the help of our funders and partners, Foróige offers a world of support. A world where passionate volunteers and youth workers deliver a host of stimulating programmes and activities. They also offer advice and support to help young people develop the resilience, skills and strategies required to lead successful lives.

We pride ourselves on being great at what we do and we are conscious in every action of our responsibility to every young person and every community in which we have the privilege to work. Through powerful local partnerships, Foróige has a unique ability to break down barriers, reach isolated young people and foster cohesion within the community.

2019 was a truly remarkable milestone for Foróige as we celebrated 50 years of young people at the very heart of their communities through the Youth Citizenship Programme. Five decades of young people driving positive change and demonstrating that we all have the power to make a difference. At the heart of this programme is the development of creative and active citizens, and it is creative and active citizens that will lead the transformation of Ireland both now and in the future. We are proud to continue to be partnered with Aldi, this being the 5th year they have sponsored the Youth Citizenship Programme and awards.

As an organisation, we are very proud to be operating to the triple lock standards of transparent reporting, good fundraising and governance. Foróige is fully compliant with the Governance Code, the Accounting Reporting by Charities: Statement of Recommended Practices (Charities SORP) and have formally adopted Guidelines for Charitable Organisations on Fundraising from the Public. Protecting the young people and volunteers who engage with us is also a priority for the Board and Foróige's safeguarding culture is at the heart of how we think and work as an organisation.

Séumas O'Brien, our former Chairperson and friend to so many of us in Foróige, passed away suddenly this year. Séumas was a serving member of the organisation's board at the time and his death sent a wave of sadness through the organisation. He loved Foróige and everything that we as an organisation stand for. Séumas was driven by a deep concern for other people and he embodied loyalty, integrity, strength and honour. We will miss him dearly. May he rest in peace.

It has been a privilege for me to serve with such a dedicated, hardworking and professional Board over the last two years – thank you for your commitment and friendship. I also want to thank the Foróige staff for the passionate manner in which they carry out their work, day in, day out they are there for young people, volunteers and communities all across Ireland.

As an organisation we will continue to stretch ourselves, not because of an ambition for Foróige, but because of an ambition for every young person and their potential, the discovered and the undiscovered. For while it is true that none of us know exactly what the future will hold, one thing is certain – young people can, must and will be at the centre of it.



A MESSAGE FROM OUR CEO

SEÁN CAMPBELL

It is truly a privilege to be part of an organisation that sees the potential in every young person – whoever they are, whatever their circumstances. Foróige is committed to hearing young voices in a world that frequently writes them off; to igniting a spark in a young person to help them discover their inherent goodness and to seeing the light in a young person who may have lost their way.

As an organisation we provide an inspiring and safe environment where young people are encouraged to grow and develop. They make new friends, have fun and find a listening ear allowing them to create a positive support network and learn skills for life. New experiences are offered, horizons broadened, expectations stretched, and aspirations raised, all motivating and empowering young people to forge a better future and to reach their full potential.

We do what we do because it makes a difference, we know it, we see it and we prove it every day in communities across Ireland.

I want to pay tribute to the army of volunteers who are in many ways the beating heart of Foróige. Volunteers play a unique and truly irreplaceable role in youth work. So it frustrates me to note that the number of young people involved in volunteer-led youth work has decreased this year. This correlates with a long term underinvestment in volunteer-led youth work and for this, as a country, we are paying the price.

It is tough being a teenager in Ireland today and it is getting tougher. Tackling the issues faced by Ireland's young people has never been more complex. The mental health crisis, anti-social behaviour and criminality, easy access to drugs and alcohol and early school leaving are just the tip of the iceberg. They are a critical wake-up call telling us that we need to do better. Volunteer-led youth work happens at the very heart of communities and it provides a first line of defence against so many of these challenges. It is prevention and early intervention at its best.

The Ireland I want to live in would never give up on a young person, it's a place that values potential and invests in it, rather than scooping up the battered remains when things have gone badly wrong. So why wait until a young person is in crisis? We need to open our eyes and invest in young people and in youth work. We need to invest early, we need to invest for all and we need to invest at scale. There is so much still to be fought for. There is so much more to be achieved. In fact, the well-being and life chances of an entire generation are at stake.

The world is changing at a rapid pace and our National approach to education, youth development and support is simply not keeping up. In today's world technical skills have expiration dates and machines will perform job functions that once required human hands and minds. Critical thinking, creative problem solving and the ability to adapt to new situations are just a few of the skills that are timeless, transferrable and future proof. The soft skills of today will be the hard skills, irreplaceable in the future.

We need to prepare our young people better for the challenges they face in all areas of their lives, good youth development has a vital role to play. Let us commit to helping create 21st century global citizens, young people who can proudly take their place in the world, create the future they want rather than waiting for it to be imposed on them.



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:

David O'Reilly
Seamus Carey
Barbara Daly
Laura Duncan
David Guillefoyle
Thomas Horan
Roisin McGlone
Mairi McMahon
Jack Nolan
Patrick O'Meara
Ashleigh O'Sullivan
Adam Peerbux
Wayne Travers

Board Committees and Other Information

FINANCE COMMITTEE

Aoife Nielson – Chair¹
Paul Finn¹
Ruth McGarry Quinn^{1,3}
Colm Beirne^{1,3}
Eadaoin MicCon Uladh^{1,2,3}
Adam Walsh^{1,2,3}
Wayne Travers – Chair⁴
Tommy Horan⁴
Seamus Carey⁴
Eoghan Flood^{3,4}
Chloe Beausang^{3,4}

AUDIT & RISK

Jacqui O'Grady – Chair¹
Peter Williams¹
Martin Mulchay¹
Ceire Boland¹
Barbara Daly – Chair⁴
Alliyah Brennan^{3,4}
Patrick McGrath^{3,4}
Conan Doonan^{3,4}
Jim Leahy^{3,4}
Aoife Lyons^{3,4}
Jacqueline Stephens^{1,3}

GOVERNANCE & NOMINATIONS

Liam O'Driscoll – Chair
Sinead Daly³
Shane Fallon^{2,3}
Rebecca Battle^{1,2}
Fergal Flood^{1,2,3}
Mairi McMahon⁴
Adam Walsh^{3,4}
Mitchella Lacuesta^{3,4}
Jodie Hughes^{3,4}
Grace Gallagher^{3,4}

HUMAN RESOURCES & REMUNERATION

Wayne Travers¹
Mary Duffy
Andrea Gallagher¹
Dajana Zelic³
Karina Tropman^{1,2,3}
Callum Maxwell^{1,2}
Ashleigh O'Sullivan⁴
Jack Kelly^{3,4}
Allanah Hegarty^{3,4}
Roisin Costello^{3,4}
Catherine Fahy^{3,4}
Lilly Kelly^{3,4}
Catherine McCaughey^{3,4}
Deborah Nicoll Walsh^{3,4}

¹ Retired from the Committee April 2019

² Joined the Committee May, 2018

³ Member of National Council, not a Board Member

⁴ Joined Committee in May, 2019

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

SENIOR MANAGEMENT TEAM

Seán Campbell,
Chief Executive Officer

John Cahill,
Assistant CEO & Director of Operations

Claire Gavigan,
Area Manager - North West

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

Miriam Ryan,
Area Manager - Dublin North

Company Registration number
(CRO) : 552248

Registered Charity number
(CRA) : 20007812

Charitable Status number (CHY) : 5359



3,000

young people from
Foróige attended the
annual Band on the
Strand event in Lacken,
Co. Mayo

REPORT OF THE BOARD

The Board of Foróige presents its report and consolidated financial statements for the year ended December 31, 2019.

STRATEGIES, OBJECTIVES AND ACTIVITIES

2019 was the third year of Foróige's strategic plan. The plan builds on the achievements and challenges of previous years and positions Foróige to meet the identified needs of young people in Ireland. Our strategy aligns well with government policy – *Better Outcomes, Brighter Futures* and *The National Youth Strategy*.

The strategy commits us 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 Volunteer Led Services

Our ongoing work is described under the heading Summary of Our Activities and Achievements in 2019 while progress against the key areas is summarised under the heading Longer Term Strategy and Objectives

SUMMARY OF ACTIVITIES AND ACHIEVEMENTS 2019

In 2019 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. Increasingly 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 facilitated by adult volunteers.

Our main objectives are to:

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

PROGRESS AGAINST OBJECTIVES

Enable communities to develop and facilitate a range of Foróige Clubs in their own locality

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'.

Examples of what was achieved in 2019 are set out below:

- In 2019 there were **577** volunteer led Foróige Clubs – **423** Foróige Clubs; **68** Foróige Juniors; **68** Foróige Interest Groups and **18** Foróige Cork Youth Clubs. This variety of club type ensures that Foróige is able to provide an offering to different age groups and young people with different interests.
- There were **14,274 young people** involved in Foróige's Clubs in 2019 and **4,152 adult volunteers**. This means that the ratio of leaders to young people is 3.4:1. This ensures that Foróige's Clubs are not only meeting but exceeding the required ratios and also contributes to ensuring the safety and wellbeing of young people involved in Foróige's Clubs.
- **National Leader Training** took place in three venues – Sligo, Dublin and Cork. **49 Leaders** explored inter and intra personal skills including coping with stress, active listening, self-care, prosocial modelling and problem solving, all in the context of the purpose, philosophy and the role of a Foróige leader.
- In 2019 **Foróige Futures Longford and Leitrim** was launched. It involves providing intensive support to local areas to establish volunteer led youth work and implement a range of Foróige Education Programmes to enhance young people's lifelong learning and employability. To date the initiative is demonstrating very positive results with new volunteers, young people, clubs and operations. This initiative is building on a similarly successful initiative in **North Cork and West Waterford**. Both initiatives are funded through the Tomar Trust and the Social Innovation Fund Ireland. This represents a significant, non-government investment in volunteer led youth work.
- **Conna Foróige Club**, Co. Cork worked with the Conna Tidy Towns Committee to plan the installation of a small bee and butterfly garden. This also involved the use of solar power and water harvesting to autonomously irrigate various areas within the village. They also partnered with Conna Community Care Network to serve Christmas dinner to 160 elderly people within their community.
- **Foróige Juniors, Lismore, Co. Waterford** fundraised for the upgrade of one of the main bathroom facilities in St. Carthage's Rest Home, Lismore.
- **Piltown Foróige Club, Co. Kilkenny** participated in the Irish Youth Foundation's Run for Fun Programme in partnership with the VHI - this involved members of the Club undertaking an eight week fitness and nutrition programme that culminated in members participating in a 5K Park Run in December.
- In **Laois** Foróige clubs participated in the Laois Offaly Local Creative Youth Partnership (LCYP). Members of **Timahoe Foróige Club** created a mural in their community hall, members of **Mountrath Foróige Club** created a Christmas Grotto and Elf Workshop while The Zone **Foróige Club in Portarlinton** created a short video on things people like about Christmas.
- In **Longford** almost 5,000 young people from Foróige attended the HYPE music festival organised by volunteers for young people to provide them with the experience of attending a music festival in an alcohol free environment. Hundreds of Foróige Clubs and groups participated in St. Patrick's Day parades throughout Ireland – demonstrating their creativity and the important role they play in their communities.
- Following their participation in a local consultation process with Laois/Offaly ETB, **Gallen Community Ferbane Foróige Clubs** and the local **Brosna Music Interest Group** applied for and received funding under the new Local Creative Youth Partnership Scheme 2019. The funding has enabled the young people to engage with a range of music professionals in the community in areas such as vocal coaching, song writing, music production and technology.

- **3,000** young people from Foróige clubs attended the Annual Band on the Strand music festival - a unique event held on Lacken Strand in Mayo in July. In 2019 the event was headlined by Hudson Taylor.
- **Raheny and Skerries Foróige Clubs** participated in the Holocaust Memorial Day Commemoration in the Mansion House in Dublin in January. The commemoration included readings, survivors' recollections, the lighting of candles and music. It was attended by people from all walks of Irish life, including President Michael D Higgins who delivered the keynote address.
- **Granlahan Foróige Club, Co. Roscommon** held a workshop on Supporting Young People's Mental Health for parents, guardians and other adults interested or concerned about young people's mental health.
- Having fundraised for over a year **Philadelphia Foróige Club** visited Ireland in July. They started their trip in Mayo where they were hosted by **Louisburgh Foróige Club**, with whom they are twinned. The group also visited Donegal, Belfast and Dublin, during which they held a meeting with Ciaran Cannon T.D., Minister of State for the Diaspora and International Development.
- **'Time to Sign Foróige Style' Foróige Club** was recently opened by two young girls who decided that Kildare town needed somewhere young people can learn sign language together to communicate with those in their community who use it. They are self taught, having used books and YouTube.
- **Dunmore Foróige Club, Co. Galway** organised a 'Colour Run' in their community in March to promote positive mental health for all generations. 175 people took part.
- **Loughlynn Foróige Club, Co Roscommon** hosted a Health and Wellbeing day to educate and inform the local communities on what is available in their local community. Over 25 local businesses, charities and clubs were involved.
- **Ballinamore Foróige Club, Co. Leitrim** held a sleepout to raise funds for the North West Simon Community. They also hosted information evenings for their community on the topic of homelessness.
- **Ballineen Foróige Young Engineers Exhibition** was held in Cork. The event, sponsored by Eli Lilly, coincided with the end of Engineers Week, which is a week long festival of events celebrating engineering in Ireland. The 6 week programme was set up to encourage young people, parents and teachers to explore the world of engineering, and was facilitated by Foróige Leader and Eli Lilly engineer Rebecca Dwyer.
- **Drumfries Junior and Senior Foróige Clubs Co. Donegal** raised €4,205 for Carndonagh Hospice.
- **Lackagh 5 Foróige Club, Co Galway** organised to walk from Lackagh to Boston, 4,628km as part of an initiative aimed at encouraging young people to spend more time with their tech turned off. They learned about the negative correlation between social media and overall health as well as the positive impacts of exercise and good communication for physical and mental health well-being. Over eight weeks they not only achieved their target but exceeded it by 160km!
- David Giles, a member of **Newcestown Foróige Club, Co. Cork** represented Ireland at the Prudential Spirit of Community Awards in Washington. David was chosen from among hundreds of participants and was recognised for his work in Foróige, in his community and for his work on the topic of social isolation.
- **Sligo Foróige** created its first Senior Members Council in September who are working on developing and organising events and opportunities for members of Foróige aged 15+.
- **Aughnasheelin Foróige Club** in Co. Leitrim completed a conflict resolution course. They learned about conflict in Gaza and applied their leadership skills to "Get to Yes" to help them understand compromise. They also participated in a day trip to Belfast to learn more about conflict resolution there.



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215 clubs, groups and individuals exhibited at the Aldi Foróige Youth Citizenship Awards 2019. It was a celebration of the 50th anniversary of the awards

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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 (Big) is matched with a young person (little) based on mutual interest. Matches meet for at least two hours each week and do various activities but mainly focused on building a supportive relationship between the adult and young person. Big Brother, Big Sister operated in 21 counties in 2019.

Some of the achievements include:

- **502** BBBS community based matches operated in 2019. 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.
- BBBS operated in **41 schools**. School based matches are where an older student mentors a younger student. In 2019 there were **2,198 matches** helping to improve young peoples' hopes and aspirations for their academic achievements and combating bullying.
- BBBS was restructured with the appointment of two national managers to develop BBBS and additional mentoring interventions such as youth initiated mentoring, online mentoring and mentoring for college students availing of access programmes were introduced on a pilot basis.
- BBBS participated in the European Centre for Evidence Based Mentoring Short Course in NHL Stenden University, in Leeuwarden, the Netherlands. Speakers included leading experts in the field of mentoring including Professor Jean Rhodes.
- The BBBS national staff team were trained in Youth Initiated Mentoring by experts from JIM in the Netherlands.
- The first of three National Personal Effectiveness training sessions for volunteer Bigs was held in Galway in November 2019.

SUPPORT AND DEVELOP VOLUNTEERS TO PROVIDE HOLIDAY PROGRAMMES FOR YOUNG PEOPLE

In Cork, Foróige operate 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 arts and crafts, gardening, swimming and also provide recreational opportunities for young people who may not otherwise have the opportunity.

- There were **719** volunteer adults involved in planning, managing, implementing and reviewing the Summer Schemes. There were 13 Summer Schemes operated in Cork City and a further 13 in Cork County.
- **2,278** young people were involved in the Summer Schemes .

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, professionally design and relevant training.

Some of the achievements include:

- Over **1,000 hours of training** were provided to volunteers and young people in clubs. **1,931 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 2019, **810 volunteers** were trained in our Child Protection Awareness Programme. Volunteers availed of a range of other training courses such as **Online Safety, Health Promotion, LGBTI+ Capacity Building Workshops, Citizenship, First Aid, Games Workshops and Technology**. There is usually no cost for volunteers availing of these training opportunities.
- In 2019 Foróige introduced a National Leader training programme for volunteers in clubs. **49** volunteers attended the training across three venues in Sligo, Dublin and Cork. The course focused on personal effectiveness skills to support the volunteer leaders in their youth development roles. This programme was also adapted for other volunteers in the organisation.
- In 2019 Foróige, in consultation with volunteers, invested in updating and improving the online Club Management System. It is the recording system for members and leaders and their participation and engagement with Foróige and reduces the amount of administration and paper record keeping for clubs.

Support and develop young people in their Foróige roles

- **21** training programmes were held around the country for young people who are officers for Foróige clubs (Chairperson, Secretary, Treasurer and Communications Officer) to enable them to be effective in their roles and to learn about effective meetings and club management.
- In Sligo, Cork, Mayo and Dublin special initiatives were undertaken to support older Foróige members to have an enhanced role in their clubs and to advise on the direction of Foróige in their county and region.

89

Youth and community projects
were operated by Foróige in 2019

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 22 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

PROGRESS AGAINST OBJECTIVES

PROVIDE LOCAL, COMMUNITY BASED YOUTH WORK PROJECTS CATERING TO A BROAD RANGE OF YOUNG PEOPLE'S IDENTIFIED NEEDS

Foróige operate a range of projects in geographical areas that have been designated as disadvantaged. These projects aim to ensure that young people living in these areas 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 16 counties.

Some of the achievements include:

- There were **89** youth and community projects operated by Foróige in 2019. This is an increase of 14 projects.
- Over **17,700** young people were involved in these projects in 2019. These young people, mainly aged between 10 and 21 years came from a variety of socio-economic, ethnic and geographic backgrounds.
- In **Cork**, The Blarney Street Project received concession tickets for all Cork City FC home games. A group of young people have become enthusiastic supporters and attend matches on Friday evenings. It has provided them with a new interest and an opportunity to engage with other members of their community.
- Young people from the Amplify PEACE IV Project in **Cavan**, a partnership with CMETB, recorded their version of Johnny Cash's 'Folsom Prison Blues'. The video was recorded at the historic Cavan Gaol. This project enabled young people to explore their history while developing their talents.

- In **Mayo** seven young people aged between 15-17 years from Ballyhaunis Youth Service took part in the "Ballyhaunis Integration Seminar, Embracing Diversity – A Future Together." The event took place on Friday the 18th of October with 200 people in attendance, including Minister Michael Ring, Minister David Stanton and Irish sporting legend Seán Óg Ó hAilpín. Young people were involved in designing t-shirts, creating slogans and logos for publicity of the seminar. One young person from Foróige opened the ceremony, speaking about her experience of living in a new country and in Direct Provision.
- Young people from Tyrrelstown and Mulhuddart in **Dublin** choreographed and performed a dance at the closing ceremony of the World Anti-Bullying Forum hosted by Dublin City University.
- A number of Foróige projects took part in the RealLife Science video competition. **Knocknacarra Youth Project, Galway** achieved success with their video 'Exploding Volcanoes'.
- Young people aged 10 - 12 years old from **Phibblestown, Dublin** researched the issue of climate change and plastic in the ocean. They discovered that marine life is affected by plastic and decided to have a cake sale in the local community center to raise funds. It was a great success and the young people visited Seal Rescue Ireland to learn more about environmental issues and made a donation of €600 to the Seal Lion Rescue Service, Co Wexford.
- **Bishopstown Youth Project, Cork** were delighted to be presented with one of the first ever Garda National Youth Awards at a ceremony in Portlaoise in April. The group were nominated by the Juvenile Liaisons Officers at Togher Garda Station for their consistent community work over the last number of years. Their work included developing a community garden, not only to improve the appearance of their project and the surrounding area, but built specifically with their neighbours in mind - the children at St Gabriel's Special School and the residents of the Lions Club Sheltered Housing Scheme.
- Foróige held its first Regional Youth STEAM fair on the 25th April in the UNESCO ILAS Centre in NUI Galway. **200** young people, aged 7-17 years, attended from across Connacht. The event gave youth groups the opportunity to showcase how the west of Ireland is embracing STEAM (Science, Technology, Engineering, Arts and Mathematics). These included robotics groups, lego clubs, laser cutting, Harry Potter clubs, mobile journalism, film making and much more.
- A group of Young people from South Dublin travelled to Plovdiv, Bulgaria in the summer of 2019. The group consisted of 5 young people from Garda Youth Diversion Project's and 5 young people from Foróige Clubs or projects across Dublin South. The group participated in the Erasmus and youth exchange with the Bulgarian Hosts and a group from Romania. The Programme focused on the Sustainable Development Goals (SDG's) and Foróige's Leadership for Life Programme. The young people got to explore the European City of Culture 2019 during their trip to Plovdiv. Preparation workshops were facilitated by the National Youth Council of Ireland on the SDG's.
- Foróige Techspaces won awards for their tech projects spanning areas such as creative coding, animation, design, innovation and short film production. Zuzanna Pietuszynska from the North East Inner City Foróige TechSpace won the overall prize for Creative Computer Science Project for her game called 'Mr. Air is Here'.
- Two young women from Tallaght were involved in both the Fiosracht STEM summer camp (a joint initiative between Foróige's Tallaght Youth Service and TUD, Tallaght) and the Foróige South Dublin STEM summer course. From this they got the opportunity to attend Microsoft's Summer Programme and have subsequently been selected to be part of Microsoft's 20 week Design Your Future Programme.
- Foróige operate six Youth Employability Projects in **Dublin, Kilkenny, Laois, and Cork**. These projects run employability initiatives for 16 – 25 year olds. They aim 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 and over 400 young people have been engaged to date.

400

young people engaged in 6
special youth employability
projects in Dublin, Kilkenny,
Laois and Cork

IMPACT UPON THE ATTITUDES, BEHAVIOURS AND CIRCUMSTANCES THAT GIVE RISE TO YOUTH OFFENDING

Foróige operate 54 projects funded by the Irish Youth Justice Service in partnership with An Garda Síochána. These Garda Youth Diversion Projects (GYDP) are local community based projects which work with young people. A number of additional projects started in 2019 to enhance the capacity of GYDPs to work with 8 – 11 year olds and to provide family support. The projects aim is 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.

The projects 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.

- There were 1,900 young people involved in 54 projects in 2019. Three of these projects are for 8-11 year olds and six provide specific family support work.
- 45 Project Advisory Committees were in operation involving a range of stakeholders including Community Representatives, Teachers, Gardaí, Tusla and the HSE.
- Young people in a range of projects engaged in one to one and group initiatives including motivational interviewing, skills development, community engagement and restorative practice.
- Josh Fitzsimons from Meath, a participant in a GYDP, won a Garda Youth Award for his volunteering with the East Meath First Responders Unit and in particular for his commitment to training sessions and fundraising for the unit.
- Young people from the WEB Project in Blanchardstown travelled to Manchester to watch a premier league match. This was a joint initiative with another Foróige project. The young people in the group won the project's reward based system by actively participating and completing a number of education programmes and participating in events. The overnight trip was funded by the local drugs task force.
- Another Junior group from the WEB Project in Blanchardstown participated in the summer build a bike programme. The purpose of the programme is to restore old bikes sourced from the local community and donate them back into the community. A young person from the community had their bike stolen and the junior group presented this young person with a restored bike. The build a bike summer programme has now turned into an ongoing bike club.
- Young people from the SUB Project in Offaly identified that due to busy life schedules and electronic devices such as smartphones, families do not always get to spend quality time together. The young people decided to organise an event that would encourage families to spend quality time together while engaging in healthy fun activities. These activities included giant board games, relay races, face-painting, balloon modelling, juggling, colouring competition, music and refreshments. Local businesses and community groups were involved in the day and the group raised €250 for charity. The group won a Garda Youth Award for their work.
- The RAD GYDP in Roscommon worked with a young person who was out of school to support them to complete the equivalent of a Junior Certificate with NALA. The young person will receive a QQ1 level 4 certificate. To support the development of positive relationships with the Gardaí, young people engaged in the RAD GYDP and formed a pool team, selecting their captain and arranging a training schedule. They went on to play a tournament with the local Gardaí. Of course the young people were overall winners!
- The KEY Project in Tallaght supported a young person to complete the Leaving Certificate and he is now in college with the projects support. Also, a young person from the project organised a football tournament with the support of the FAI on his own initiative for 14 – 17 year olds in the area.
- In Donegal, the LEAF Project encouraged and enabled a young person to attend Youthreach. She completed a Crime Prevention Programme, the Foróige Citizenship Programme, Drug and Alcohol Awareness Programme and Anger Management Programme in the GYDP. She also completed CV Preparation and Interview Skills course prior to a work experience placement at a Special Education School for children with additional needs. In September

2019 she began a Special Needs and Intellectual Disabilities Course at age 17. She is the youngest person in her class and is committed to doing what it takes to be able to have a career she loves.

- The Big Brother Big Sister Programme for GYDP's is a collaboration between Foróige, the Irish Youth Justice Service and An Garda Síochána. It is focussed on engaging young people in youth mentoring that are either involved in Foróige GYDPs or referred by Juvenile Liaison Officers (JLO's) . There are currently 5 staff in place, covering GYDP projects in 12 counties. Matches include young people being matched with new Garda recruits.

SUPPORT YOUNG PEOPLE AND THEIR FAMILIES TO STRENGTHEN POSITIVE INFORMAL SOCIAL NETWORKS

Foróige operate 29 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 5 Tulsa funded Creative Community Alternative Projects (CCA). These new projects are aimed at providing intensive support to vulnerable young people and their families and integrating them in their communities.
- The **Mid-WAY Project, Waterford** celebrated 10 years in operation with a community day involving participants and families past and present.
- **Carrick-on-Suir Neighbourhood Youth Project (NYP), Tipperary** were awarded a Tipperary Garda Youth Award for a project they completed that focussed on promoting positive mental health amongst their peers. They created mental health quote cards that included a positive quote and information on services for young people. The cards were distributed to the three secondary schools in Carrick on Suir.
- **Mayo NYP** launched a new Foróige Hub in Castlebar. The space offers an integrated approach to the provision of Foróige services in Mayo encompassing family support, volunteer led youth work, BBBS and youth participation initiatives.
- **The Rosses NYP, Donegal** were involved in two innovative programmes in 2019. Over 30 young people aged 10-14 along with family members embraced the **Walk 'n' Talk** challenge of getting outdoors to complete walks that started at a modest 3km building to 13km using routes around the Rosses. The project also developed a **Green Team** of young people who learned gardening and community enhancement skills who went on to win the ReelLIFE Science Movie Awards with a movie on plastic pollution named 'Acting Local, Thinking Global'.



260 young bakers participated in the Aldi Foróige Junior Baking Competition in 2019

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

Foróige operate 21 projects specifically aimed at drug education for young people, their parents and the communities in which they are based. These projects provide education and awareness programmes, information and support directly to young people through one to one or group work interventions using primary and secondary prevention approaches. Education and support services to parents are also provided.

- Numerous Foróige clubs and projects participated in the Irish Cancer Societies' X-Hale youth awards. Award winning young people from the DPEI Project, **Kildare Foróige**, produced a short video to highlight the effects smoking can have on physical activity. They hosted an evening for the community to launch their video on World No Tobacco Day, 2019.
- Foróige revised and updated our Tobacco, Alcohol and Drugs Policy and implemented training for staff and volunteers throughout the country.
- Staff and volunteers received training in the evidence based – Putting the Pieces Together, a resource for those working with young people at risk of drug and alcohol misuse.
- Parent education programmes are run extensively throughout the country including 'Strengthening Families', an intensive evidence based parenting programme, which is operated in **Kildare** and **Dublin**.
- **Drug Education Programmes** were run in clubs and projects throughout the country for young people, volunteers and parents.

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 2019 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 organisation decisions and also, decisions that affect them outside Foróige.

- In 2019, Foróige operated Hub na nÓg, the centre of excellence on child and youth participation, on behalf of the DCYA. The Hub supports government departments, state agencies and non-government organisations to give children and young people a voice in decisions that affect their lives with a particular focus on seldom heard children and young people. The Hub delivers training and development for statutory and non-government organisations and develops and disseminates good practice. Organisations that received child participation training, development and coaching in 2019 include the Department of Education Inspectorate Student Voice Project, over 200 Creative Schools Co-ordinators and Creative Associates and stakeholders from the three pilot ETB Local Creative Youth Partnerships. In collaboration with the DCYA, the Hub is developing the National Implementation Framework for Child and Youth Participation as a co-production with Professor Laura Lundy of Queen's University, Belfast.
- Foróige, in partnership with Youth Work Ireland, continued to provide national support to Comhairlí na n-Óg throughout the country as well as specifically supporting them at a local level in some local authority areas.
- On behalf of DCYA, Foróige co-ordinated and organised Dáil na n-Óg in November 2019. This year Dáil na n-Óg was hosted in Leinster House to mark the centenary of the sitting of the first Dáil in 1919. The theme selected by young people for Dáil na n-Óg 2019 was Climate Change.

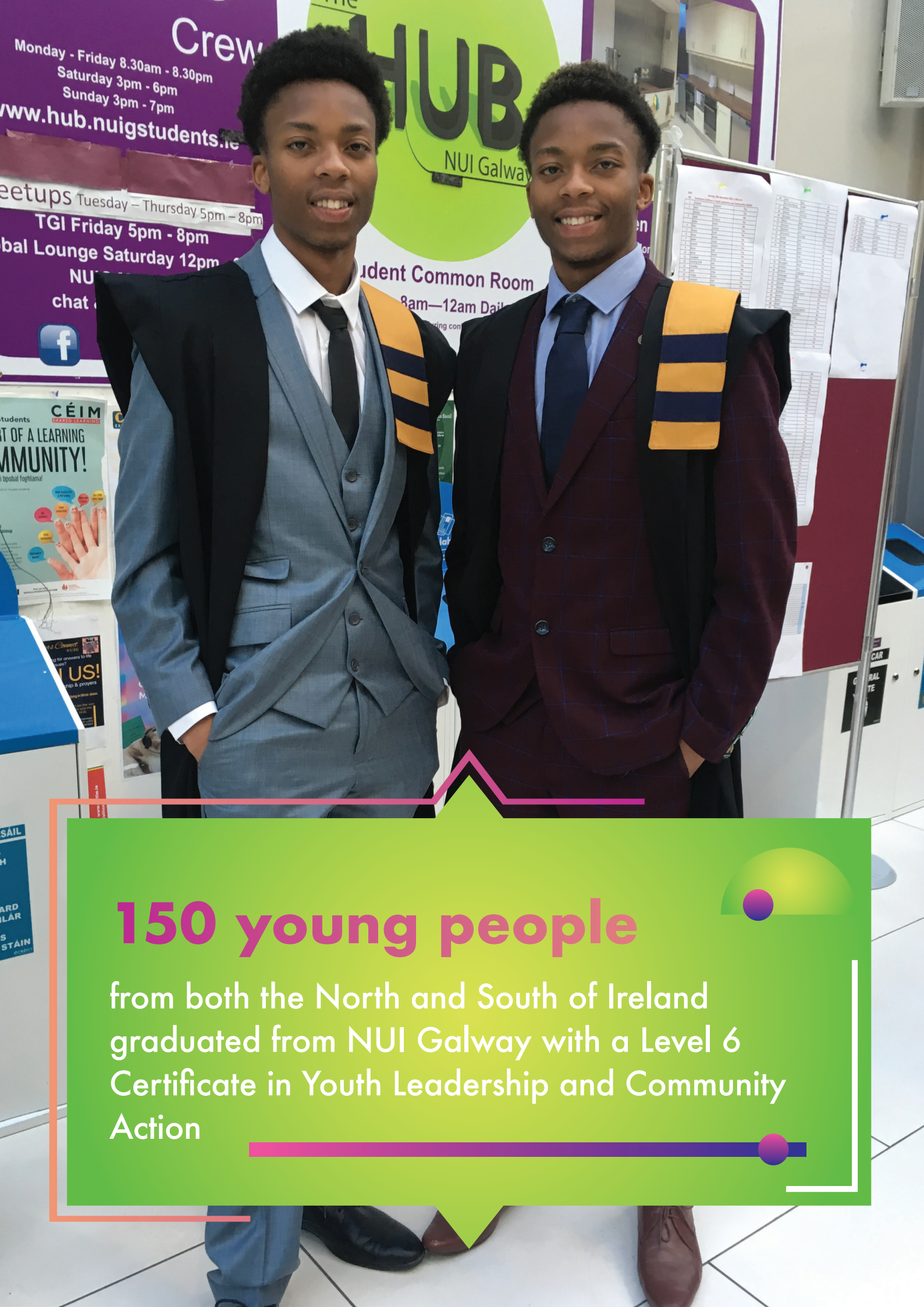
- In January and February a number of **Regional Conferences and Regional Youth Participation Seminars** took place for young people in Foróige. **845** young people participated representing **202** Foróige clubs and projects.
- From these conferences and seminars, **64** young people were elected to Foróige's Reference Panel. They met twice in 2019 over two weekends and worked on the issue of 'Foróige – Promotion and Inclusion'. They discussed specifically how Foróige can retain older young people (over 15s), focused on updating the Foróige Against Bully (FAB) Programme, assisted in the development of Foróige's Gender and Sexuality Terminology Poster and Guidelines and inputted into the guidance on establishing LGBTI+ groups for young people.
- **16** young people were elected onto the National Council of Foróige. This group was constituted as a Youth Sub-Committee and met regularly to progress the work of the Reference Panel and advise the Foróige Board on young people's concerns and issues.
- In 2019, Foróige hosted a consultation with young people from across the country, on behalf of the Department of Community and Rural Development to get young people's ideas, opinions and recommendations on the shape that rural Ireland should take over the next five years.
- **2** young people were elected as youth observers onto the Board of Foróige.
- **12** young people from Foróige's National Council represented Foróige at the Global Ireland Summit in Dublin Castle in June at the invitation of Minister Ciaran Cannon. The young people shared their views and opinions about creating a global Ireland.
- In November 2019 young people from Foróige's Reference Panel had the opportunity to input their views, ideas and recommendations on the new **National Volunteering Strategy** to the Department of Community and Rural Development.
- Young people from Foróige were represented at a range of national, regional and local consultation events to ensure the voices of young people are heard by policy and decision makers on issues that affect them.

64 young people

were elected by their peers to Foróige's reference panel in 2019

Amongst the issues they worked on was how to retain older members (over 15) in Foróige





150 young people

from both the North and South of Ireland
graduated from NUI Galway with a Level 6
Certificate in Youth Leadership and Community
Action

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:
- Certificate in Youth Leadership and Community action
- Aldi Foróige Youth Citizenship Programme
- REAL U
- Best Practice Development Team (GYDP)
- Network for Teaching Entrepreneurship

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 Certificate In Youth Leadership and Community Action on submission of all three completed modules for assessment.

In 2019 the Leadership for Life Programme received significant investment from the Tomar Foundation and SIFI to further develop participation in the programme, increase engagement with third level institutions and develop an online offering for the programme.

- **150** young people from the North and South of Ireland graduated from NUI Galway with a Level 6 certificate in Youth Leaders and Community Action.
- **250** young people from **Ireland, India and the USA** participated in the 11th Annual Leadership for Life Conference in NUI Maynooth in August.
- The Dermot Earley Youth Leadership Initiative (DEYLI) ran in 8 Counties across the island of Ireland. The Initiative engaged over **120** young GAA players from clubs across the 8 counties. The DEYLI is a partnership between Foróige, GAA and NUI Galway to develop young leaders in GAA Clubs.
- **122** Leadership for Life courses for young people were held in 2019 with Leadership Conferences organised in **Louth/Meath, Waterford, Limerick and Mayo**
- The Leadership for Life Programme underwent a full review and update in 2019. Past participants and facilitators were consulted with and their feedback and suggestions were considered. Changes were made to some of the activities and methodologies. The programme manuals and workbooks were redesigned to give them a more vibrant & modern look.

ALDI FORÓIGE YOUTH CITIZENSHIP PROGRAMME

The is a youth development programme that empowers young people to use their talents and initiative to make a positive difference to 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're learning along the way.

Clubs, groups and individuals who have participated in the programme can enter their Project into the Aldi Foróige Youth Citizenship Awards.

2019 was the 50th Anniversary of the Foróige Youth Citizenship Awards. Established in 1969 this programme has enabled young people across Ireland to make significant impacts and improvements in their communities. The first group to win the Foróige Youth Awards was Ballyfin Macra na Tuaite Club from Co. Laois. They wanted to put Ballyfin on the map and their project was focused on building a tourist trade for the village by creating a farmhouse holiday scheme. 12, 500 young people across 26 counties participated in the Aldi Foróige Youth Citizenship Programme in 2019.

- **12,500** young people across **26** counties participated in the Aldi Foróige Youth Citizenship Programme in 2019.
- **215** clubs, groups and projects participated in the Aldi Foróige Youth Citizenship Awards in 2019 in the Indoor Sports Arena in Dublin.
- Citizenship projects included climate change, environment, positive youth mental health, homelessness and intergenerational projects - many of which projects raised funds for local and national charities.
- **Positivity Pages** from **Carrick-on-Suir** was the overall winner with their project which was a monthly newspaper to spread positivity and awareness about minding your mental health.
- **21** other Citizenship Projects across three project categories (Groups for 13+, Groups for 10 -12 years olds and Individuals) won awards in recognition of the contribution to their community and 17 projects were awarded special recognition for their work in communities.
- The **Aldi/Foróige** partnership, in its fifth year is a fantastic example of corporate social responsibility, enabling thousands of young people to make a real difference in their communities.

REAL U

The REAL U manual (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 Crisis Pregnancy Programme, trains volunteers and staff – both internally within Foróige and also to external agencies – to run the programme with young people.

- **226** youth workers (volunteers and staff) were trained in programme delivery. Of that number, 133 participants came from other organisations such as Tusla, regional youth services and Rehab Care.
- **18** training courses took place in Cork, Dublin, Donegal, Galway, Kilkenny, Limerick, Louth and Sligo. Three of these courses were blended learning i.e. a mix of online and face to face training.
- In 2019 Foróige made a submission to the NCCA (National Council for Curriculum Assessment) at the request of the Minister for Education and Skills in response to the report of the findings that the Department of Education and Skills undertook from June 2018 to March 2019 on RSE in schools. Foróige highlighted the need for a holistic approach to RSE in Ireland and has recommended that REAL U be implemented in schools in the interim until an update curriculum has been completed.

BEST PRACTICE DEVELOPMENT TEAM

With funding from the Department of Justice & Equality and in partnership with Crosscare and Youth Work Ireland Galway, Foróige is part of the Best Practice Development Team for Garda Youth Diversion Projects. The aim of the GYDP BPDT is to ensure that all Youth Justice Workers are trained and supported to achieve better outcomes for young people engaged in GYDPs nationally.

Foróige's involvement in the BPDT in 2019 focused on further embedding the YLS/CMI 2.0 Risk/Need Assessment tool into practice by providing support to all 105 GYDPs through regular training and quality assurance measures including Communities of Practice, audits, and an inter-rater study to measure the level of consistency of the risk/need assessment tool across the GYDP network.

Staff from GYDPs – both Foróige and those operated by other youth organisations - were trained in Foróige's A Life of Choices programme, while development continued on the companion guide for use in the individual context.

In conjunction with the University of Ulster, the BPDT commenced development on a bespoke Restorative Practice model for GYDPs which will be rolled out nationally in 2020, an initiative which also provided an opportunity for a number of Youth Justice Workers from across the GYDP network to train as Restorative Practice trainers.

The BPDT also provided support to the Department of Justice & Equality on a number of other initiatives in 2019, including the GYDP Conference. Also, following on from the development of Together Stronger: Guidelines for Effective Partnership between Garda Juvenile Liaison Officers and Garda Youth Diversion Projects in 2018, the BPDT facilitated a number of workshops in conjunction with An Garda Síochána to further embed these guidelines into practice.

NETWORK FOR TEACHING ENTREPRENEURSHIP

Foróige's youth entrepreneurship programme, Network for Teaching Entrepreneurship (NFTE), is a cutting edge education and development programme. Originally from the United States of America, the programme was brought and adapted for use in Ireland in 2004. NFTE is committed to changing the lives of young people in disadvantaged communities by enabling them to develop core skills in business and enterprise and help them to unlock their individual talents and potential.

- 3,500 young people across 21 counties were involved in the NFTE Programme in 2019 through 83 schools and 37 youth projects.
- NFTE provided support to 120 In-house NFTE Competitions, organised and implemented 20 Regional Finals and also Implemented Step It up Workshops.
- The National Semi-Finals were held in April over the course of two days and the National Final took place in May. The overall winner was Conor Stinchon, aged 16, from Sligo who took the title of **Foróige Youth Entrepreneur of the Year 2019**, for his business Gaelic Superstore. A passion for GAA is at the core of Conor Stinchon's business Gaelic Superstore, which was established after he sold an Instagram page he had set up based on GAA updates. He started to create designs on paper, with different colours. This led to the creation of Gaelic Superstore which offers personalised GAA gloves which can be customised for club, school and county teams. Conor's vision for Gaelic Superstore is to be the number one glove company in Ireland with a proven track record of quality at the highest level, and customer satisfaction which is unrivalled.
- Conor, alongside Clean Guard (from Donegal) represented **Ireland** at the **European Awards 2019**. Conor also won the **European Award**.
- Another Irish NFTE business, Safety Harness which was developed by Saffron Porter, Stephanie Harper and Ellie Barron from Limerick, represented Ireland at the Global Showcase Awards in **New York**.
- There were **9 NFTE Biz Camps hosted in 2019** which engaged over 300 young people. NFTE Biz Camps are innovative workshops designed to sustain and further develop young peoples interested in entrepreneurship.
- NFTE facilitated 5 Innovation days enabling 250 young people to pitch entrepreneurial solutions to real problems.
- A NFTE Alumni group was established to represent and promote the NFTE programme at events and awards ceremonies.

MEASURING SUCCESS AND LEARNING FROM PROGRAMMES

Foróige believes in the importance of measuring the impact and effectiveness of its clubs, projects and programmes. Throughout the organisation we adopt a 'learning by doing' approach. All staff are trained in evaluation methods and evaluation is built into how we 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 we can identify in advance the desired outcomes and after the programme or activity evaluate what level we achieved compared to the desired outcome.

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, 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 we desire.

YOUTH AS RESEARCHERS

The MEAS and BAN Garda Youth Diversion Projects in Galway, together with a local Juvenile Liaison Officer, ran an early morning programme for young people combining the elements of Relationships, Routine, Movement and Meditation. The programme is focussed on increasing participant's prosocial behaviours and attitudes as well as enhancing educational attainment.

In spring of 2019, young people involved in the project undertook a two day workshop in NUI Galway to train as Youth Researchers to evaluate the impact of the programme. The young people carried out the research under the guidance of Dr. Danielle Keenan of NUI Galway's Institute for Lifecourse and Society. The research showed that the programme had a positive effect on referrals behaviour and attitudes, education, mental health as well as their sense of belonging. NUI Galway commissioned a short film to illustrate the findings, the film was produced by the GYDP referrals under the guidance of SwanSong Films and was narrated by actor Cillian Murphy.

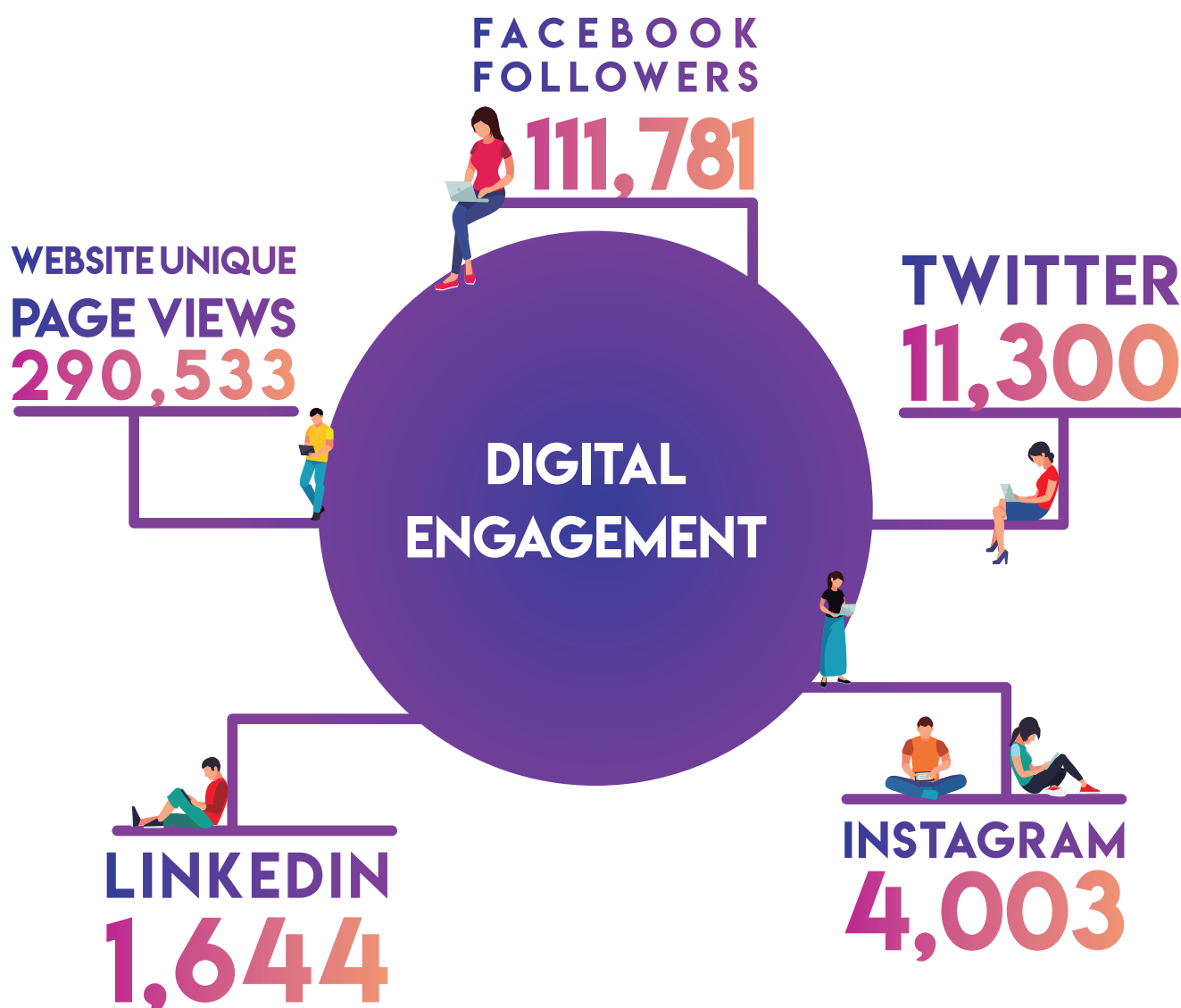
The film was screened at the UNESCO Child and Family Research Centre International Conference in June 2019. The video was subsequently screened at Tusla's Regional Family Services Conference on September 17th and at the National GYDP Annual Conference on November 6th in Croke Park.

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 Public Engagement, Funding, Finance, Audit and Risk, Governance, Human Resources, IT, Training, Learning and Development, Marketing and Communications, Child Safeguarding and Data Protection. Projects contribute to the resourcing of these services enabling all to receive a professional, cost effective service. Some achievements in 2019 include:

PUBLIC ENGAGEMENT

In 2019 Foróige continued to expand its digital media presence. Foróige's number one growing digital channel for 2019 was Instagram which saw a growth of 17.31% in account followers. On twitter, there was a 6.5% increase and facebook saw a 2.6% increase in followers.



- Foróige engaged with politicians and other relevant public officials to promote the work of the organisation throughout 2019. Ministers, TDs and Councillors attended a variety of Foróige events. Engagement with public officials is vital to ensure their understanding and support for the work of the organisation – in particular the vital work done in local communities through our volunteer led services.
- In 2019 Foróige was presented with the **Public Sector Magazine Award** for excellence in the Services to Community and Recreation Category.
- Sioda Monaghan, from Roundfort Foróige Club in Mayo, was the Irish representative on the Eurochild Children's Council for 2019. The council is made up of 12 young people, each representing a different European country and different organisations throughout Europe that support children and young people. Sioda was selected to speak on behalf of the Eurochild Children's Council in the European Parliament to mark the 30th anniversary of the United Nations Convention on the Right of the Child. She gave a powerful speech on her vision for Europe and reported on the findings of the Europe Kids Want survey, in which over 20,000 children and young people from across Europe took part.
- 17 young people from Foróige attended the **European Youth Seminar** in Brussels in May alongside youth representatives from Germany, Finland, Hungary and Latvia. Young people attending this event took part in workshops discussing "disinformation in public discourse" and examined ways for the European Parliament to engage with more young people around elections in advance of 2024 including contributing to the effectiveness of the #ThisTimeImVoting campaign. The group was also lucky enough to sit in on rehearsals for the European Commissioner Debate.
- Leah Dawson from the KEY Project in Killinarden spoke about her experience at the National Launch of the Work to Learn Programme and Roundtable on Youth Employment in October.
- Young People from Foróige clubs, groups and programmes from across the country participated in a National Youth Work showcase called *Youth Work Changes Lives* which was hosted by the National Youth Council of Ireland in 2019. This gave young people the opportunity to engage with politicians and policy makers and to share with them the impact involvement in youth work has on them and their communities.
- Foróige contributed to the formulation of policy in a number of areas in 2019 including rural crime, youth

homelessness, Tusla services and RSE (relationships and sexuality education).

- Foróige is represented on a variety of **networks and organisations** that contribute to the promotion of youth work nationally e.g. 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.

“

Children and Young People are great agents of change and we believe that we and our opinions can change the future of Europe. Children and Young People are human beings, not human beings. We are the present. We are 20% of Europe's population and we are 100% of the Europe that you are working to build.

”

Síoda Monaghan, Roundfort Foróige Club, Co. Mayo in a speech to the European Parliament on behalf of the Eurochild Children's Council in celebration of the 30th anniversary of the Convention on the Rights of the Child

CHILD SAFEGUARDING

Child safeguarding and protection is of paramount importance in Foróige. An internal working group meets regularly to ensure that the organisation is fully compliant with *Children First 2015* and all other relevant legislation. In late 2019 this working group commenced work on the review and amendment of Foróige's Child Safeguarding Statement and Child Protection and Welfare Policy and Procedures. This process will be completed by mid 2020.

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

TRAINING, LEARNING AND DEVELOPMENT

Training, Learning and Development provided 779 training places to Foróige staff, 369 training places to other organisations and 70 specialist training places to volunteers. In addition to this there were 2,001 training places availed of by volunteers in Foróige in 2019.

79 training courses were provided on topics to meet the training, learning and development needs of staff. In addition to a comprehensive Induction training programme for staff course included Motivational Interviewing, Brief Intervention, Youth Participation, Employability Skills.

With funding from DCYA 123 staff were involved in Gender and Sexuality Training and a dedicated section of the staff portal was created with information and resources in relation to this topic.

Foróige continued to implement a programme of Continuous Professional Development on behalf of Tusla Education and Welfare Service to School Completion Programme staff.

Foróige was approached by the Children in Hospital (CHI) organisation to develop a training resource to support CHI volunteers to engage with teenagers in a hospital setting. This involved providing consultancy to CHI to identify exact needs, development of training and co-facilitation of the training. The training was co-facilitated in Crumlin Hospital in May 2019 by Foróige and CHI for volunteers based in Dublin and the South East region. The training has since been rolled out by CHI for volunteers in the West of Ireland.

HUMAN RESOURCES

In 2019 Foróige provided a comprehensive HR service to management and staff. It provides advice and support on all areas of HR including recruitment and selection and compliance with HR legislation. Foróige changed its Employee Assistance Provider (EAP) in 2019 to ensure that a comprehensive EAP is available to all staff.

GOVERNANCE

Foróige is fully compliant with *The Governance Code for Community, Voluntary and Charity Sector in Ireland*. The governance of Foróige is drawn from all sections of the organisation ensuring there is appropriate representation at the governance level. In 2019 Foróige began the process of ensuring compliance with the new Charities Governance Code.

In 2019 the Board operated three sub-groups:

- The Youth Sub-Group (consisting of young people to advise and guide on the direction of Foróige)
- The Volunteer Sub-Group to advise on specific activities relating to volunteers and
- 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 elected representatives from all sections of the organisation and they develop initiatives such as the Staff Engagement Survey, policy development and staff recognition.

FUNDING

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

- **basis.point**, an initiative of the Irish funds industry, renewed their commitment to fund the Foróige NFTE programme in Cork for a further three years.
- Funding was secured from **JP Morgan Chase Foundation**, with co-funding from basis.point, to significantly increase the presence of the NFTE programme in the North East Inner City of Dublin. In addition to the provision of the NFTE programme, young people engaged will also have the opportunity to take part in mentoring and for a small number there will be the opportunity to get work experience in a number of Foróige's corporate partner companies.
- Funding was awarded from **Science Foundation Ireland** for an initiative to enable young people to explore and learn about practical engineering solutions to everyday problems. The initiative is called YES - Young Engineering Solutions - and it will operate in Cork and Waterford for an initial two year period.
- Funding was again received from **Credit Suisse** to run a youth employability initiative in Dublin's North East Inner City for a further two years.

CHALLENGES IN 2019

While Foróige has numerous successes and highlights throughout 2019 the organisation faced a number of challenges.

FUNDING FOR VOLUNTEER LED SERVICES AND ORGANISATION SUPPORTS

VOLUNTEER LED SERVICES

It is recognised and welcomed that gradual increases in government funding are bringing funding levels for volunteer led services back very slowly to the 2008 levels. However, there has been no new government investment in the provision of universal volunteer led services for young people. The provision of these 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 acquiring prevention and early intervention services when they need them and not waiting until a problem arises.

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

ORGANISATION SUPPORTS

It is increasingly challenging to ensure that Foróige receives the funding required to operate a fully compliant organisation.

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 maintaining the resources necessary to fund the our support services adequately is an ongoing challenge.

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, will take 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.

LONGER TERM STRATEGY AND OBJECTIVES

Critical Impact Goals	Progress made in 2019
<ul style="list-style-type: none"> Enhance the quality of engagement with young people and volunteers ✓ Foróige is an attractive offering to young people 10 – 25 ✓ Increased number of young people engaged with Foróige ✓ Foróige programmes and methodologies available through formal education system ✓ Foróige provides and supports a wide range of evidence based programmes to all young people ✓ Foróige young people representative of the broad diversity of people in Ireland 	<ul style="list-style-type: none"> Older member retention initiatives in Sligo, Cork, Mayo and Dublin Reference Panel topic for 2019 – inclusion of older members Increased number of projects engaging young people Programmes operating in over 100 schools Politics Programme and Empathy Programme piloted and revised
<ul style="list-style-type: none"> Be the 'go to' youth organisation for young people and those interested in youth development- locally, nationally and internationally ✓ Foróige has meaningful engagement with all relevant statutory, political and sectoral agencies and personnel ✓ Foróige has a presence in Northern Ireland 	<ul style="list-style-type: none"> Foróige engaged with a broad range of stakeholders locally, regionally and nationally Foróige programmes operating in Northern Ireland Three Foróige Clubs operating in USA
<ul style="list-style-type: none"> Sufficient supports in place to operate a quality organisation ✓ Foróige staff have required supports to achieve desired outcomes for young people ✓ Foróige provides supports to families of young people we engage with ✓ Foróige organisation structure, systems and infrastructure are fit for purpose 	<ul style="list-style-type: none"> Comprehensive in-service training and support and supervision programme for staff Improved EAP Programme operational All relevant policies in place and operational 26 youth and family support projects operating in 2019 Foróige structure and operations reviewed
<ul style="list-style-type: none"> Secure adequate, sustainable funding to maintain and develop Foróige ✓ Foróige has a broader funding base ✓ Foróige operating within the financial resources available 	<ul style="list-style-type: none"> New corporate, philanthropic and government funding streams secured

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

The Foróige Board of Directors is committed to maintaining high standards of corporate governance and has taken action to ensure that the organisation is fully compliant with the requirements of *The Governance Code for Community, Voluntary and Charity Sector in Ireland*. Further, Foróige has 'Triple Lock' status with the Charities Institute of 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 11 times during the course of the year. 2019 was the end of the maximum term of office of many of the Directors who retired on 27th April 2019 and were replaced with duly elected Directors on the 27th April 2019 at the AGM. The attendance below indicates the number of meetings attended out of the number of meetings eligible to attend.

Board Member	Number of Meetings Attended
Adam Peerbux	4/7
Aoife Nielson	3/4
Ashleigh O'Sullivan	3/7
Barbara Daly	6/7
Bonnie Donnell*	7/7
Callum Maxwell*	4/4
David Guilfoyle	8/11
David O'Reilly	11/11
Iseult O'Doherty	4/4
Jack Nolan	7/7
Jacqui O'Grady	4/4
Laura Duncan	7/7
Liam O'Driscoll	0/4
Mairi McMahon	7/7
Mary G Duffy	4/4
Pat O'Meara	9/11
Paul Finn	4/4
Peter Williams	1/4
Rebecca Battle*	4/4
Roisin McGlone	6/7
Sandra McIntyre	4/4
Seamus Carey	5/7
Tommy Horan	7/7
Wayne Travers	10/11

*UNDER 18 YEARS OF AGE - YOUTH REPRESENTATIVES.

The majority of Board members had additional responsibilities in relation to Board Committees. These met during the year as follows: the Finance Committee met three times; the Audit & Risk Committee met five times; the HR & Remunerations Committee met four times and the Governance & Nominations Committee met six 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 adequate to provide a high degree of assurance that resources are properly applied. That said, no system provides absolute guarantees. For these reasons we have strong compliant and Protected Disclosures policies and systems in place. In 2019 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 2019 risk review has specifically identified a review of the Defined Benefit pension scheme to be undertaken following the next actuarial 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 2019. 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 2019, and as a result no disclosures are required under the Electoral Act, 1997.

As required under the Regulations of Lobbying Act 2015, Foróige now records all lobbying activities and communications it 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 2020 – 2025. The primary focus for 2020 is to ensure that we maintain the services provided by Foróige, and, where possible increase the numbers of young people involved in Foróige, the number of projects operated by Foróige and the number of staff and volunteers engaged with Foróige.

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 REVIEW

The results for the year are presented on pages 45 and 46 in the form of a Statement of Financial Activities in order to comply with the revised Statement of Recommended Practice "Accounting and Reporting by Charities (2016)".

The total income for the year ended 31 December 2019 was €27,192,713 (2018 €25,162,330). 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 €3,276,546 (2018 - €1,009,380) including a deficit in the defined benefit pension fund under the applications of FRS102 of €8,840,000 (2018 - €6,111,000) and unrestricted general funds of €306,299 (2018 - €265,857). €4,714,974 is held for restricted purposes (2018 - €4,293,773) as the funds were donated for specific programmes and projects as set out below.

Funds at December 31 2019 reserves at year end	2019	2018
Volunteer Led Services	1,530,345	1,223,894
Targeted Services	3,254,425	2,923,430
Education Programmes	236,503	412,306
Defined Benefit Pension Fund	(8,840,000)	(6,111,000)
Unrestricted Designated Funds	542,181	541,990
	(3,276,546)	(1,009,380)

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 and Youth Affairs
Education and Training Boards
Irish Youth Justice Service
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 2017. 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 1st November 2017. The annual MFS test as at 31 October 2019 showed that the plan met the statutory MFS as at that date.

The next formal actuarial funding valuation of the plan is due as at 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 2019 and up to the date of approval of the financial statements are set out below. The directors served as follows

	Date of Appointment	Date of Resignation
Rebecca Battle	Monday, March 25, 2019	Saturday, April 27, 2019
Seamus Carey	Saturday, April 27, 2019	
Barbara Daly	Saturday, April 27, 2019	
Mary Duffy		Saturday, April 27, 2019
Laura Duncan	Saturday, April 27, 2019	
Paul Finn		Saturday, April 27, 2019
David Guilfoyle		
Tommy Horan	Saturday, April 27, 2019	
Callum Maxwell		Saturday, April 27, 2019
Roisin McGlone	Saturday, April 27, 2019	
Sandra McIntyre		Saturday, April 27, 2019
Mairi McMahon	Saturday, April 27, 2019	
Aoife Nielsen		Saturday, April 27, 2019
Jack Nolan	Friday, August 16, 2019	
Iseult O'Doherty		Saturday, April 27, 2019
Liam O'Driscoll		Saturday, April 27, 2019
Jacqui O'Grady		Saturday, April 27, 2019
Patrick O'Meara		
David O'Reilly		
Ashleigh O'Sullivan	Saturday, April 27, 2019	
Adam Peerbux	Saturday, June 22, 2019	
Wayne Travers		
Peter Williams		Saturday, April 27, 2019

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

EVENTS SUBSEQUENT TO THE YEAR END

The outbreak of the COVID 19 pandemic has, at the time of approval of these financial statements, impacted the manner in which the company carries out its work. However, there are systems and technology in place that allow Management and staff to work effectively remotely in innovative and creative ways to continue to engage with young people. All major funders have given assurances that funding will continue as normal and therefore, despite the international crisis, there have been no significant events affecting the finances of the company since the year end.

ACCOUNTING RECORDS

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

STATEMENT ON RELEVANT AUDIT INFORMATION

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

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

AUDITORS

The auditors, 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 3rd April 2020 on its behalf by:

David O'Reilly

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 relevant financial reporting framework 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 and promulgated by the Institute of Chartered Accountants in Ireland ("relevant financial reporting framework") and the Statement of Recommended Practice (Charities SORP (FRS102)), issued by the Charity commissioners for England and Wales 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 profit or loss 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 profit or loss 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.

David O'Reilly

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 ('the company') for the year ended 31 December 2019, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accounts In Ireland (Generally Accepted Accounting Practice in Ireland).

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2019 and of its results for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; 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 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 ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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.

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

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2014

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

- in our opinion, the information given in the directors' report is consistent with the financial statements; and
- in our opinion, the directors' report has been prepared in accordance with the Companies Act 2014

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and financial statements are in agreement with the accounting records.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made.

We have nothing to report in this regard.

RESPECTIVE RESPONSIBILITIES

RESPONSIBILITIES OF DIRECTORS FOR THE FINANCIAL STATEMENTS

As explained more fully in the directors' responsibilities statement set on page XX, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless 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 IAASA's website at: [http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description of auditors responsibilities for audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description%20of%20auditors%20responsibilities%20for%20audit.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.

Tommy Doherty

for and on behalf of Mazars

Chartered Accountants & Statutory Audit Firm

Harcourt Centre,

Block 3

Harcourt Road

Dublin 2

April 3rd 2020

STATEMENT OF FINANCIAL ACTIVITIES INCORATING THE INCOME AND
EXPENDITURE ACCOUNT THE YEAR ENDED 31ST DECEMBER 2019

45

	Notes	Restricted funds	Unrestricted funds-general	Unrestricted funds-designated	Unrestricted funds-pension	2019 Total funds	2018 Total Funds
		€	€	€	€	€	€
Income							
Income from charitable activities							
Department of Children and Youth Affairs Youth Service Grant		2,814,965	-	-	-	2,814,965	2,746,307
Other income		23,692,029	628,977	-	-	24,321,006	22,356,539
		26,506,994	628,977	-	-	27,135,971	25,102,846
Income from other trading activities							
Other trading activities		31,992	24,559	-	-	56,551	59,294
Income from investments		-	-	191	-	191	190
		31,992	24,559	191	-	56,742	59,484
Total income		26,538,986	653,536	191	-	27,192,713	25,162,330
Expenditure							
Charitable activities		26,730,879	-	-	890,000	27,620,879	25,652,793
Other expenditure		-	-	-	-	-	661
Total expenditure		26,730,879	-	-	890,000	27,620,879	25,653,454
Net income/ (expenditure)		(191,893)	653,536	191	(890,000)	(428,166)	(491,124)
Transfers							
Transfers between funds							
Income transferred		(1,610,788)	1,610,788	-	-	-	-
Expenditure transferred		2,223,882	(2,223,882)	-	-	-	-
Net income/ (expenditure) before other gains and loss	2	421,201	40,442	191	(890,000)	(428,166)	(491,124)

**STATEMENT OF FINANCIAL ACTIVITIES INCORATING THE INCOME AND
EXPENDITURE ACCOUNT THE YEAR ENDED 31ST DECEMBER 2019 (CONTINUED)**

	Note	Restricted funds	Unrestricted funds- general	Unrestricted funds- designated	Unrestricted funds- pension	2019 Total funds	2018 Total funds
		€	€	€	€	€	€
Carried forward		421,201	40,442	191	(890,000)	(428,166)	(491,124)
Other gains and losses							
Actuarial (loss)/gain on defined benefit scheme	14	-	-	-	(1,839,000)	(1,839,000)	1,911,000
Net movement in funds		421,201	40,442	191	(2,729,000)	(2,267,166)	1,419,876
Reconciliation of funds							
Total funds (deficit) at the start of the year/period		4,293,773	265,857	541,990	(6,111,000)	(1,009,380)	(2,429,256)
Total funds (deficit) at end of year/period		4,714,974	306,299	542,181	(8,840,000)	(3,276,546)	(1,009,380)

All results derive from continuing operations.

	Notes	2019	2018
		€	€
Fixed Assets			
Tangible fixed assets	6	400,544	504,054
Investments	7	254	254
		<u>400,798</u>	<u>504,308</u>
Current Assets			
Debtors	8	1,037,661	728,288
Cash at bank and in hand		5,690,307	4,935,019
		<u>6,727,968</u>	<u>5,663,307</u>
Current Liabilities			
Creditors: (Amounts falling due within one year)	9	(1,565,312)	(1,065,995)
Net Assets Excluding Pension Liability		<u>5,563,454</u>	<u>5,101,620</u>
Pension Liability	14	(8,840,000)	(6,111,000)
Net Assets Including Pension Liability		<u>(3,276,546)</u>	<u>(1,009,380)</u>
The Fund of the Organisation:			
Restricted funds		4,714,974	4,293,773
Unrestricted funds – general		306,299	265,857
Unrestricted funds – designated		542,181	541,990
Unrestricted funds – pension		(8,840,000)	(6,111,000)
	11	<u>(3,276,546)</u>	<u>(1,009,380)</u>

The financial statements were approved on behalf of the Board on 3rd April 2020 on its behalf by:

David O'Reilly

DIRECTOR



Wayne Travers

DIRECTOR



STATEMENT OF CASHFLOW FOR THE YEAR ENDED DECEMBER 31ST 2019

	Notes	2019	2018
		€	€
Cash generated from Operating Activities	12	801,359	97,509
Cash flows from Investing Activities			
Interest received		191	190
Expenditure on tangible fixed assets		(46,262)	(75,132)
Net cash from Investing Activities		(46,071)	(74,942)
Net Cash flows from Capital Expenditure and Financing Activities		-	-
Cash introduced by Foróige (unincorporated entity)		-	-
Net increase in cash and cash equivalents		755,288	22,567
Cash and cash equivalent at beginning of period		4,935,019	4,912,452
Total cash and cash equivalent at end of period	13	5,690,307	4,935,019

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 (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 2019.

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 47, the organisation has a pension liability of €8.8m 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 Schemes 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 2019 €4,187 was received under the VAT Compensation Scheme in respect of VAT expended in 2018.

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 18.

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.

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 resources expended. 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 incoming resources. 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 resources expended as they become payable in accordance with the rules of the scheme. The assets are held separately for those of the organisation in an independently administered fund. Differences between the amounts charged to resources expended 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 below. 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 14.

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 102 the fair value volunteer time is not included however, management have estimated that the fair value of donated lease costs to be €200,000.

Going concern

The net asset position of Foróige at 31 December 2019 was €5,563,454 before inclusion of a pension deficit of €8,840,000. 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.

2019

2018

2. NET INCOME

The net income is stated after charging	€	€
Depreciation	149,772	172,737
Operating Lease payments	705,000	605,000
Auditors remuneration – statutory audit	67,113	70,130
Directors remuneration	-	-

3. WAGES AND SALARIES

2019

2018

The average number of persons employed
(excluding casual employees)
(full time equivalent 426, 2018 – 391)

Administration and Operations	457	426
Wages and salaries	16,763,176	15,702,222
Social welfare costs	1,835,568	1,718,812
Other retirement benefit costs	1,036,343	823,522
Redundancy costs	19,119	16,595
Retirement Benefit current service cost	753,000	968,000
	20,407,206	19,229,151

The remuneration paid to the senior management team in respect of qualifying services for the year or from date of appointment for those appointed during the year, amounted to €484,571 (2018 €444,793) including employers PRSI. Seán Campbell, Foróige CEO is paid €117,991 (2018 - €117,461) per year before the costs of employers PRSI. He receives a 9.5% (2018 - 9.5%) 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	Appointed November 2019
Karen Hannify	Director of Marketing, Communications and External Relations	Appointed November 2019
Sarah Haslam	Director of Programmes and Research	Appointed December 2019
Siobhan McCormack	Director of Finance	Appointed December 2019
Rachael Murphy	Director of Support Services	
Declan O'Leary	Area Manager (Cork) with SMT responsibilities	
Miriam Ryan	Area Manager (North Dublin) with SMT responsibilities	Appointed December 2019

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

	2019	2018
€60,000 - €70,000	21	23
€70,000 - €80,000	14	14
€80,000 - €90,000	5	5
€90,000 - €100,000	1	1
€100,000 - €110,000	-	-
€110,000 - €120,000	-	-
€120,000 - €130,000	1	1
€130,000 - €140,000	1	1

Remuneration includes salaries and employers PRSI costs.

4. DONATED SERVICES

Volunteer time

Adults volunteer in Foróige in many different roles and settings, some of which are ongoing and some short term. Some 5,572 adults contributed time and skills as volunteers in Foróige in 2019, contributing 380,837 hours to Foróige's youth development purpose. They operate in a wide range of roles 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-committee, Project advisory committees and Board Meetings.

We estimate that Governance volunteers contributed 9,300 hours during 2019.

Club Volunteers

Clubs open for approximately 2 hours each week for 8 months of the year. Based on a survey in 2014 volunteer attendance varies from infrequently to every week. We estimate that club volunteers contributed 226,400 hours of their time during 2019.

Projects and Programmes Volunteers

These volunteers contribute in a number of settings including in local projects, as Big Brothers and Big Sisters in the Big Brother Big Sister programme, as mentors and judges in the Network for Teaching Entrepreneurship programme and as Summer Scheme and Project volunteers. We estimate that volunteers within our projects and programmes contributed 116,500 hours in 2019.

Training and Events

Volunteers within Foróige attend and facilitate at a number of events throughout the year including local recognition events and achievement days, the Aldi Foróige Citizenship awards, facilitation of local leadership, Trainer training, the Annual National Leaders conference, the Annual Leadership conference, Reference Panel meetings, Regional Conferences, Officer training and volunteer training. We estimate that volunteers contributed 41,600 hours during 2019 to training and events.

In summary we estimate volunteers contributed 380,800 hours during 2019. At the industrial average wage this would be valued at approximately €9,020,000 (2018 - €9,150,000)

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

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 €200,000 and is reflected in both Income and expenditure in 2019 (€200,000 in 2018)

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 2019	273,049	759,160	412,216	374,393	181,642	562,187	2,562,647
Additions	22,635	7,838	12,297	-	3,492	-	46,262
Disposals	-	-	-	-	-	-	-
At 31 December 2019	295,684	766,998	424,513	374,393	185,134	562,187	2,608,909
Accumulated Depreciation:							
At 1 January 2019	(260,246)	(699,871)	(372,879)	(286,414)	(169,370)	(269,813)	(2,058,593)
Charge for period	(17,159)	(12,908)	(17,086)	(39,450)	(6,950)	(56,219)	(149,772)
Disposals	-	-	-	-	-	-	-
At 31 December 2019	(277,405)	(712,779)	(389,965)	(325,864)	(176,320)	(326,032)	(2,208,365)
Net Book Value:							
At 31 December 2019	18,279	54,219	34,548	48,529	8,814	236,155	400,544
At 31 December 2018	12,803	59,289	39,337	87,979	12,272	292,374	504,054

7. INVESTMENTS

	2019	2018
	€	€
Prize Bonds	<u>254</u>	<u>254</u>
The realisable value of the investments is not less than the above stated cost.		

8. DEBTORS

	2019	2018
	€	€
Debtors and accrued income	958,743	655,326
Prepayments	<u>78,918</u>	<u>72,962</u>
	<u>1,037,661</u>	<u>728,288</u>

9. CREDITORS: (Amounts falling due within one year)

	2019	2018
	€	€
Deferred income 9(a)	203,452	19,454
Tax and social insurance due	450,561	414,193
Trade creditors and accruals	911,299	632,348
	<u>1,565,312</u>	<u>1,065,995</u>

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

	2019	2018
	€	€
Opening balance	19,454	111,300
Recognised during the year	<u>(19,454)</u>	<u>(111,300)</u>
	-	-
Deferred income during year	<u>203,452</u>	<u>19,454</u>
Closing balance	<u>203,452</u>	<u>19,454</u>

10. COMMITMENTS*Operating leases*

The Organisation holds a number of leases for its properties around the country. There are 6 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

	2019	2018
	€	€
Due Within one year	165,557	177,400
Due between two and five years	429,704	326,109
Due between six and ten years	<u>283,155</u>	<u>239,831</u>
	<u>878,416</u>	<u>743,340</u>

11. FUNDS OF THE ORGANISATION

	2019	2018
	€	€
Balance at beginning of year	(1,009,380)	(2,429,256)
Net expended resources	(428,166)	(491,124)
Actuarial gain/(loss)	<u>(1,839,000)</u>	<u>1,911,000</u>
Balance at end of year	<u>(3,276,546)</u>	<u>(1,009,380)</u>

11. FUNDS OF THE ORGANISATION (2018 MOVEMENT)

Incorporating the Income and Expenditure Account for the year ended December 31st 2018.

	Restricted funds	Unrestricted funds-general	Unrestricted funds-designated	Unrestricted funds-pension	2018 Total Funds
	€	€	€	€	€
Income					
Income from charitable activities					
Department of Children and Youth Affairs Youth Service Grant	2,746,307	-	-	-	2,746,307
Other income	21,656,262	700,277	-	-	22,356,539
	24,402,569	700,277	-	-	25,102,846
Income from other trading activities					
Other trading activities	32,546	26,748	-	-	59,294
Income from investments	-	-	190	-	190
	32,546	26,748	190	-	59,484
Total income	24,435,115	727,025	190	-	25,162,330
Expenditure					
Charitable activities	24,534,793	-	-	1,118,000	25,652,793
Other expenditure	661	-	-	-	661
Total expenditure	24,535,454	-	-	1,118,000	25,653,454
Net income/(expenditure)	(100,339)	727,025	190	(1,118,000)	(491,124)
Transfers					
Transfers between funds					
Income transferred	(1,238,345)	1,238,345	-	-	-
Expenditure transferred	2,365,301	(1,823,263)	(542,038)	-	-
Net income/(expenditure) before other gains and loss	1,026,617	142,107	(541,848)	(1,118,000)	(491,124)

11. FUNDS OF THE ORGANISATION (2018 MOVEMENT)

Incorporating the Income and Expenditure Account for the year ended December 31st 2018.

		Restricted funds	Unrestricted funds-general	Unrestricted funds- designated	Unrestricted funds-pension	2018 Total funds
		€	€	€	€	€
Carried forward		1,026,617	142,107	(541,848)	(1,118,000)	(491,124)
Other gains and losses						
Actuarial (loss)/gain on defined benefit scheme	14	-	-	-	1,911,000	1,911,000
Net movement in funds		1,026,617	142,107	(541,848)	793,000	1,419,876
Reconciliation of funds						
Total Reserves transferred from Foróige the National Youth Development Organisation (unincorporated entity)		3,267,156	123,750	1,083,838	(6,904,000)	(2,429,256)
Total funds (deficit) at end of year/ period		4,293,773	265,857	541,990	(6,111,000)	(1,009,380)

12. CASHFLOWS FROM OPERATING ACTIVITIES

	2019	2018
	€	€
Net resources expended	(428,166)	(491,124)
Adjusted for:		
Depreciation	149,772	172,737
Investment income	(191)	(190)
Movements in trade and other receivables	(309,373)	(286,136)
Movements in trade and other payables	499,317	(415,778)
Pension contributions - current service cost	753,000	968,000
Net return on retirement benefits	137,000	150,000
	<hr/>	<hr/>
Net Cash generated from operating activities	801,359	97,509

13. ANALYSIS OF NET CASH

	2019	2018
	€	€
Cash at bank and in hand	5,690,307	4,935,019

14. 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 €12,717 (2018 - €14,977)

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 where the Organisation's total cost relating to the defined benefit plan and are included in the financial statements as follows -

	2019	2018
	€'000	€'000
Recognised in the Statement of Financial Activities	1,707	1,909
Remeasurements recognised in other comprehensive income and included in the cost of the asset	1,839	(1,911)
	<hr/>	<hr/>
Total (income)/cost related to defined benefit pension plan	3,546	(2)
	<hr/>	<hr/>

Financial Assumptions

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

	2019	2018
Discount Rate	1.70%	2.45%
Expected rate of return on assets at year end	1.70%	2.45%
Salary increases	1.65%	1.95%
State Pension increases	1.65%	1.95%
Pension increases	1.40%	1.70%
Discretionary Pension Increases *	0.25%	0.25%
Inflation (CPI)	1.40%	1.70%

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

At 31 December 2019, 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 2019 was €29,803,000 (2018 - €25,731,000). The breakdown of assets between the main asset sectors is given in the table below. The expected return on the plan assets is €(513,000) (2018 - €818,000).

Plan assets	% of the Scheme assets 2019	Market Value 2019	% of the Scheme assets 2018	Market Value 2018
		€'000		€'000
Equity instruments	43%	12,907	42%	10,896
Debt securities	11%	3,162	7%	1,804
Property	7%	2,031	8%	1,936
Other	39%	11,703	43%	11,095
Total	100%	29,803	100%	25,731

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

	Present value of obligation	Fair value of plan assets	Total
	€'000	€'000	€'000
At 1 January 2019	31,842	(25,731)	6,111
Current service cost	1,471	-	1,471
Gain on settlements	-	-	-
Interest expense/(income)	776	(639)	137
	34,089	(26,370)	7,719
Remeasurements:			
- Return on plan assets, excluding amounts included in interest expense/(income)	-	(2,696)	(2,696)
- (Gains)/loss from change in financial assumptions	5,008	-	5,008
- Experience (gains)/losses	(473)	-	(473)
	4,535	(2,696)	1,839
Exchange differences			
Contributions:			
- Employers	-	(817)	(817)
- Plan participants	443	(443)	-
Payment from plans:			
- Benefit payments	(347)	347	-
- Settlement payments	-	-	-
- Insurance premiums and Administration	(77)	176	99
At 31 December 2019	38,643	(29,803)	8,840

	Present value of obligation	Fair value of plan assets	Total
	€'000	€'000	€'000
At 1 January 2018	32,716	(25,812)	6,904
Current service cost	1,636	-	1,636
Gain on settlements	-	-	-
Interest expense/(income)	765	(615)	150
	35,117	(26,427)	8,690
Remeasurements:			
- Return on plan assets, excluding amounts included in interest expense/(income)	-	1,433	1,433
- (Gains)/loss from change in financial assumptions	(2,062)	-	(2,062)
- Experience (gains)/losses	(1,282)	-	(1,282)
	(3,344)	1,433	(1,911)
Exchange differences			
Contributions:			
- Employers	-	(791)	(791)
- Plan participants	435	(435)	-
Payment from plans:			
- Benefit payments	(285)	285	-
- Insurance premiums and Administration	(81)	204	123
At 31 December 2018	31,842	(25,731)	6,111

There were no reimbursement rights.

The last formal actuarial funding valuation of the Defined Benefit Pension plan was carried out as at 1 November 2017. 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 2019 showed that the plan continued to meet the statutory MFS as at that date.

The next formal actuarial funding valuation of the plans is due to be carried out as at 1 November 2020.

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.

15. INCOME FROM THE DEPARTMENT OF CHILDREN AND YOUTH AFFAIRS

The following income was received directly from the Department of Children and Youth Affairs

	2019	2018
Youth Service Grant	2,814,965	2,746,307
Dáil na nOg support	450,041	505,122
Participation Hub	20,586	39,512
Other Grants	5,000	7,489
	<u>3,290,592</u>	<u>3,298,430</u>

The Department of Children and Youth Affairs 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	2,479,717	335,248	2,814,965
Pay, Service Provision and General Administration	<u>2,479,717</u>	<u>335,248</u>	<u>2,814,965</u>
Surplus for year	-	-	-
Deficit forward from prior year	(89)	-	(89)
Deficit forward	<u>(89)</u>	<u>-</u>	<u>(89)</u>

16. RELATED PARTY TRANSACTION

Details of remuneration to key management is set out in note 3.

17. DIRECTORS EXPENSES

During 2019 18 Directors were reimbursed for expenses incurred in the performance of their responsibilities as directors for a total of €8,786 (2018 – €10,820).

18. 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, however, on average it equates to 5% of project expenditure. 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. These Managers offer 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:

- Recruitment
- Child protection policy and procedure implementation
- Project planning, evaluation and reporting
- Staff consultancy and problem solving
- Programme development
- Induction and In-service training
- Staff support and supervision
- Facilitates strategic and operational planning.

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 legislation including FRS102 and Charities SORP and the submission of statutory returns including compliance with the Department of Expenditure and Reform relevant circulars
- Delivers on internal and external reporting requirements
- Manages the payroll, accounts payable and receivable functions

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

- Media relations and publicity support, including local and national media
- A full communications and marketing consultancy service
- A 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:

- Management of employee resources and consultancy
- Recruitment and selection
- 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
- Basic IT support and advice for staff on IT issues
- Support of Financial, HR, Project Management Systems, Online Communications and resources and other systems throughout the organisation, ensuring accurate and timely reporting to funders and other stakeholders.

Correlate:- A bespoke data management and outcomes monitoring database that provides specific, tailored reports as per funder requirements relating to census data and other operational matters as required.

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
- Child Protection
- Organisational Procedures and Policies (such as Health and Safety)
- Drugs Awareness
- Personal Effectiveness and Facilitation Skills

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. The rate in 2019 was €402 (2018 - €402) per employee per project per month where there is no Foróige manager on site and €240 (2018 - €240) per employee per month where there is a Foróige Manager on site. 50% of the appropriate rate may be charged where an employee does not work full time hours. In keeping with Foróige policy, this charge is applied across the whole Foróige organisation.

The total charged for 2019 was €1,610,788 (2018- €1,238,345) and this is reflected as a transfer from restricted to unrestricted reserves in the Statement of Financial Activities.

19. 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

	2019	2018
	€	€
Financial Assets that are debt instruments measured at amortised cost		
Trade debtors and accrued income	958,743	655,326
Prepayments	78,918	72,962
Prize Bond investment	254	254
Cash at bank and in hand	5,690,307	4,935,019
	<u>6,728,222</u>	<u>5,663,561</u>
Financial liabilities at amortised cost		
Deferred Income	203,452	19,454
Trade Creditors and accruals	1,361,860	1,046,541
	<u>1,565,312</u>	<u>1,065,995</u>

20. MOVEMENT IN RESERVES

By activity	Opening Reserves	Income	Expenditure & net transfers	Closing Reserves
	€	€	€	€
Volunteer Services	1,223,894	5,916,470	(5,610,019)	1,530,345
Focussed Services	2,923,430	19,539,956	(19,208,961)	3,254,425
Education Programmes	412,306	1,736,096	(1,911,899)	236,503
Unrestricted Designated Funds	541,990	191	-	542,181
Defined Benefits Scheme	(6,111,000)	-	(2,729,000)	(8,840,000)
Total	(1,009,380)	27,192,713	(29,459,879)	(3,276,546)

By funder	Opening Reserves	Income	Expenditure & net transfers	Closing Reserves
	€	€	€	€
Department of Children and Youth Affairs Youth Service Grant	(89)	2,814,965	(2,814,965)	(89)
Department of Children and Youth Affairs Other grants	216,750	475,627	(473,872)	218,505
Education and Training Boards	218,359	6,751,325	(7,055,917)	(86,233)
Irish Youth Justice Service	615,135	6,169,296	(6,124,427)	660,004
TUSLA	699,984	4,605,328	(4,569,514)	735,798
The Health Service Executive	263,989	784,361	(736,541)	311,809
Pobal	167,961	864,309	(827,542)	204,728
CDYSB	98	138,158	(137,602)	654
Other Income	2,919,433	4,589,344	(3,990,499)	3,518,278
Pension fund	(6,111,000)	-	(2,729,000)	(8,840,000)
Total	(1,009,380)	27,192,713	(29,459,879)	(3,276,546)

21. 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.

Foróige is in the process of renewing a number of project service agreements, the costs associated with which have yet to be quantified.

SUPPLEMENTARY INFORMATION

THE FOLLOWING PAGES ARE NOT PART OF THE AUDITED FINANCIAL STATEMENTS AND
ARE ONLY PROVIDED FOR INFORMATION PURPOSES

RESTRICTED FUNDS		Schedule	2019	2018
CHARITABLE ACTIVITIES			€	€
Salaries and Direct Costs	1	25,442,261	23,171,684	
Administrative Support costs	2	1,288,618	1,363,109	
		26,730,879	24,534,793	

SCHEDULES

1. SALARIES AND DIRECT COSTS

	2019	2018
	€	€
Salaries and Pensions	19,654,206	18,261,151
Travel and Subsistence	1,072,144	934,525
Training and Programme Costs	2,640,271	2,347,307
Project Premises and operating costs	2,075,640	1,628,701
	<u>25,442,261</u>	<u>23,171,684</u>

2. ADMINISTRATIVE SUPPORT COSTS

	2019	2018
	€	€
Support offices premises costs	267,690	260,465
Insurance	150,161	82,954
Support offices operational costs	159,453	173,830
Public relations and advertising costs	75,945	127,129
Professional fees	20,318	18,290
Bank interest and charges	12,189	12,133
Human resources and recruitment	64,374	80,929
Audit and Accountancy Fees	67,114	67,560
Voluntary committee expenses	23,064	19,204
Information Technology	298,538	347,878
Depreciation	149,772	172,737
	<u>1,288,618</u>	<u>1,363,109</u>

THANK YOU TO ALL OF FORÓIGE'S FUNDERS AND SUPPORTERS

Aldi Ireland	Galway Roscommon Education and Training Board	National Youth Council of Ireland
Ballincollig Family Resource Centre	Healthy Ireland Funds	Northside Partnership
basis.point	Health Service Executive	Pobal
BeLonG To	Huntstown Community Centre	Regional Drugs and Alcohol Task Forces
Camara Ireland	International Fund for Ireland	Revised Youth Funding Scheme
Candle Community Trust	Interim Drugs Task Force	School Completion Programme
Castlerea Mental Health Association	Irish Cancer Society	Science Foundation Ireland
Cavan Monaghan Education and Training Board	Irish Youth Foundation	Special EU Programmes Body
City of Dublin Youth Services Board	Irish Youth Justice Service	Sligo County Council
Community Action Scheme	JP Morgan Chase Foundation	Social Innovation Fund Ireland Ltd
Cork City Council	Kilkenny County Council	South Dublin County Council
Cork Education and Training Board	Kilkenny Leader Partnership	St Dominic's School Completion Programme
Cork Local Sports Partnership CLG	Laois County Council	St Gabriel's Primary School Management Committee
County Donegal Education and Training Board	Leitrim County Council	St Vincent de Paul
Courts Service	Limerick and Clare Education and Training Board	The Charities Aid Foundation
Department of Children and Youth Affairs	Limerick Institute of Technology	The Credit Suisse EMEA Foundation
Department of Culture Heritage and the Gaeltacht	Local Committees and Partnerships	Tipperary Education and Training Board
Department of Education and Skills	Local Drugs and Alcohol Task Forces	Tomar Trust
Department of Justice and Equality	Longford and Westmeath Education and Training Board	Transdev Dublin Light Rail Ltd
Department of Rural and Community Development	Longford County Council	TUSLA The Child and Family Agency
Donegal County Council	Louth Leader Partnership	VHI
Donegal Youth Service	Mary Immaculate College	Waterford and Wexford Education and Training Board
Dormant Accounts Fund	Mayo County Council	Westmeath County Council
Dublin and Dún Laoghaire Education and Training Board	Mayo Education Centre	Youth Action Northern Ireland
Dún Laoghaire Rathdown County Council	Mayo Sligo and Leitrim Education and Training Board	YouthBank
European Social Fund	Monaghan County Council	
Fingal County Council	Monaghan Town Country Music Festival Ltd	
Galway City Partnership	Monaghan Town Runners	
	National Gallery of Ireland	

