



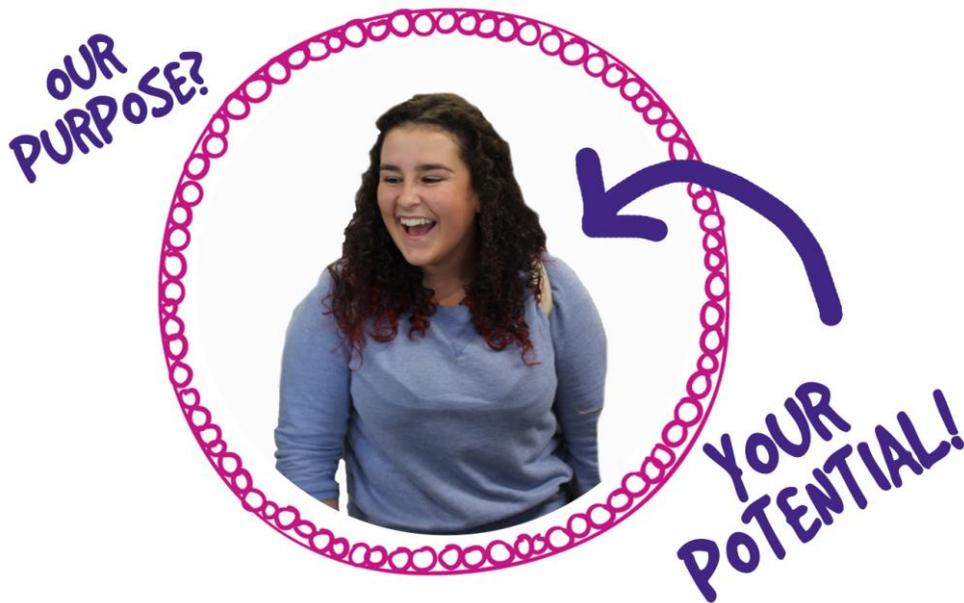
 **FORÓIGE**  
ANNUAL REPORT  
& FINANCIAL  
STATEMENTS  
2013



[www.foroige.ie](http://www.foroige.ie)

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National Council and other Information

<i>Charity Registration Number</i>	CHY 5359
<i>Principal Office</i>	Unit 12D, Joyce Way, Parkwest, Dublin 12.
<i>National Council Chairperson</i>	Paul Maher
<i>National Council Members</i>	Seamus Cunningham Sandra McIntyre Geraldine Bonner Sharon Moriarty Steven Tobin Ruth McGarry Quinn Eamonn Mullen Colin McDonnell Fr James McKiernan Cathy Weston David Guilfoyle Martina Kearney Marc Gallagher Ronan Lehane Paul Finn Rebeckha Doyle Maura Mullin Stephen O'Leary James Campbell Denis Shiels Michael Lynskey Sinead Daly Shane Fallon David Zimmann Noreen Dunlea Conor Hodgins Liam Horgan Lisa Smith
<i>Honorary Secretary</i>	Paul Finn
<i>Senior Management Team</i>	Seán Campbell John Cahill Rachael Murphy Declan O'Leary Chief Executive Officer Assistant Chief Executive Officer Director of Support Services Regional Manager (Cork) with SMT responsibilities
<i>Bankers</i>	AIB, Naas Road, Dublin 22 permanent tsb, Liffey Valley, Clondalkin, Dublin 22
<i>Solicitors</i>	Arthur Cox Earlsfort Centre, Earlsfort Terrace, Dublin 2 Ronan Daly Jermyn 2 Park Place, Citygate Park, Mahon, Cork
<i>Auditors</i>	Mazars, Chartered Accountants and Registered Auditors Harcourt Centre Block 3, Harcourt Road, Dublin 2
<i>Insurance Brokers</i>	JLT Insurance Brokers Ireland Ltd., Warrington House, Mount Street Crescent, Dublin 2
<i>Pension Consultants</i>	Mercer Charlotte House, Charlemount Street, Dublin 2

## Message from our Chairperson



All young people, no matter what their background, should have the opportunity to engage in programmes that will allow them to reach their full potential – both as individuals and citizens - when this happens, they will not only do well, they will also do good. Unlocking a young person's potential creates a future where anything is possible for them and for us.

2013 was a challenging year for the organisation with ongoing reductions in funding, the ending of philanthropic funding from the One Foundation and the wind down in philanthropic funding from The Atlantic Philanthropies.

I am extremely proud of the courage, dignity and resolve with which we, as an organisation of young people, volunteers and staff, have dealt with these challenges. Foróige is a forward looking and optimistic organisation that is passionately committed to ensuring the best possible outcomes for young people and even against a challenging backdrop, this outlook shone through like never before.

We have had to make some very tough decisions this year. Our fundraising strategy, developed under our previous strategic plan, had not proved to be successful and the Organisation made the difficult call to reduce the function. The Organisation also introduced a pay cut and increment freezes for all Foróige staff, which took effect in January, 2014. I want to acknowledge and commend Foróige's staff body for the co-operation and understanding they demonstrated during this process. During my time as Chairperson, I have had the privilege of working closely with Foróige staff, from all over the country. They are a remarkable team and I thank them for their commitment and professionalism, but most importantly, for their sheer determination to achieve the very best for the young people they work with.

2013 marked the retirement of a long serving and highly respected member of Foróige staff – Helen Coleman, Organisation Secretary and Head of Finance. Helen worked with Foróige for 34 years and in many ways she was responsible for keeping the show on the road. Her work with Foróige has always been in the background ensuring that the systems and processes required to support the organisation's frontline work were in place. Helen has been a significant asset to Foróige and was greatly admired by both volunteers and staff. We wish her well in her retirement.

Our volunteers continued to provide strong leadership and direction to the Organisation, first and foremost through their work as leaders, guides and mentors to young people and also through their involvement in initiatives additional to their role such as District Council, facilitating the Albert Schweitzer Leadership for Life Programme and involvement in training teams. Foróige volunteers are truly making a world of difference and for this, I would like to sincerely thank each and every one of them.

I would also like to credit the 54,000 young people Foróige worked with in 2013 for the great inspiration they have provided me with. One of the greatest privileges of my own life is to be a Foróige volunteer and to witness how young people develop and grow through their involvement in our Organisation. Sometimes this change is big, sometimes it is small – but it is always remarkable. So whether it's in the form of time or money there is no more important an investment that we can make as individuals than in helping our nation's young people realise - and share - their full potential.

*Paul Atake*

## Statement of the National Council's Responsibilities

The rules and constitution of the Organisation require the National Council to submit once in every year, accounts of the Organisation, together with a balance sheet showing the receipts, expenditure, funds and effects of the Organisation and all necessary vouchers to be audited. In preparing those financial statements, it is necessary to select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Organisation will continue in operation.

The National Council is responsible for ensuring the keeping of proper books of account relating to;

- (a) all sums of money received and expended by it and the matters in respect of which the receipt and expenditure takes place;
- (b) all sales and purchases by it;
- (c) its assets and liabilities.

The National Council is responsible for safeguarding the assets of the Organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The National Council is responsible for the maintenance and integrity of the corporate and financial information included on the Organisation's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Paul Maher

CHAIRPERSON



Ruth McGarry Quinn

TREASURER



## Report of the National Council

### Legal and Administrative Information

Foróige is an unincorporated national voluntary youth Organisation which is governed by a constitution. The Organisation has been granted charitable status by the office of the Revenue Commissioners.

### Governance

Foróige is governed by a National Council. The members of the National Council are elected from Foróige Club Leaders for a two year term and four members of the Organisation's Youth Reference Panel are elected for a 12 month term. The National Council meets at least twice a year. The National Council are not remunerated for their services to the Organisation; however nominal travel costs are paid for attendance at meetings and special events.

The National Council controls the work of Foróige. It determines its policies and monitors the work carried out by or on account of the Organisation. Each year, the National Council elects, from amongst its own members, a National Executive. The National Council delegates all its functions and powers to the National Executive between meetings of the National Council. The National Executive meets eleven times per year and conducts the business of the Organisation on behalf of the National Council.

On election, the members of the National Council are briefed on their role and responsibilities as National Council members. Training includes comprehensive documents designed to familiarise them with the Organisation's structures and controls.

The day to day operations, management and leadership of the Organisation is entrusted to the Chief Executive Officer who oversees a professional staff employed by the National Council to help achieve the Organisation's objectives. The Chief Executive Officer attends meetings of the National Council and National Executive and reports on the affairs of the Organisation.

The major risks to which the Organisation is exposed, as identified by the National Council, have been reviewed and systems and procedures have been established to manage those risks.



## Report of the National Council (Continued)

Foróige empowers 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 increased self confidence, self-reliance, resilience and a greater capacity to take charge of their lives.

The purpose of the Organisation is to enable young people to involve themselves consciously and actively in their development and in the development of society.

### The objectives of Foróige are:

- to develop and implement youth education programmes complementary to home, school and work to enable young people to involve themselves consciously and actively in their own development and in the development of society
- to provide learning experiences designed to enhance the human potential and foster the personal development of young people, volunteer leaders and others through involvement in its programmes, activities and events
- to foster the development by young people of essential knowledge, attitudes and skills necessary for effective living, especially in areas such as: family life, vocational development, recreational activity and democratic, civic and social activity
- to involve, as volunteers, young people, parents and other adults in facilitating the development of themselves, others and their communities

### Foróige's Activities

Foróige engages with young people aged 10-21 (with a focus on 10 – 18) each year through volunteer-led clubs and staff-led youth projects and operates in the 26 counties of the Republic of Ireland. Young people from Northern Ireland are engaged in Foróige's Network for Teaching Entrepreneurship, NFTE and Leadership Programmes.

A critical feature of Foróige's work is that young people are voluntarily engaged in services based on their needs and interests. Programmes and activities take place in settings and times that are appropriate to young people and volunteers. Service provision includes group work, individual work, family support and outreach. Foróige works in partnership with local communities, statutory agencies and other non-governmental Organisations with similar objectives.

Foróige provides a universal service our volunteer led services and youth participation projects. In addition, the Organisation engages vulnerable young people who require additional support through a full range of targeted services and projects. Such projects enable young people to deal with issues associated with poverty, marginalisation and social exclusion, under-achievement at school, early school leaving, youth crime, substance abuse and family difficulties in a safe friendly environment.

Foróige, the National Youth Development organisation

Report of the National Council (continued)

Foróige's activities may be categorised as follows:



Young people may be involved in one or more of the above. The main methodology of Foróige is experiential learning – ‘learning by doing’. This is facilitated by the flexibility of the learning settings. Learner motivation and commitment are sustained by the voluntary nature of the work and control residing in the hands of the learner.

Foróige is community based and its leadership is rooted in volunteerism. Volunteers and staff are expected to facilitate learning rather than to take a didactic or dogmatic approach. They do this by using the experiential learning cycle to draw out learning from the youth work activities. All Foróige clubs, projects, services and programmes are designed to achieve outcomes in the following way:



Report of the National Council (continued)

Michael McGlynn



The whole thing about Foróige is that they are the most smile provoking people around!

Foróige programmes and activities are outcomes focused and staff and volunteers are enabled to plan accordingly. The Best Practice Unit of Foróige has developed several manualised, evidence-based programmes for staff and volunteers to use to achieve the desired outcomes.



In 2013, Foróige engaged with over 54,000 young people and 5,500 volunteers in a variety of youth work initiatives, interventions and settings. This is over 10% of the youth population aged 10 - 18!

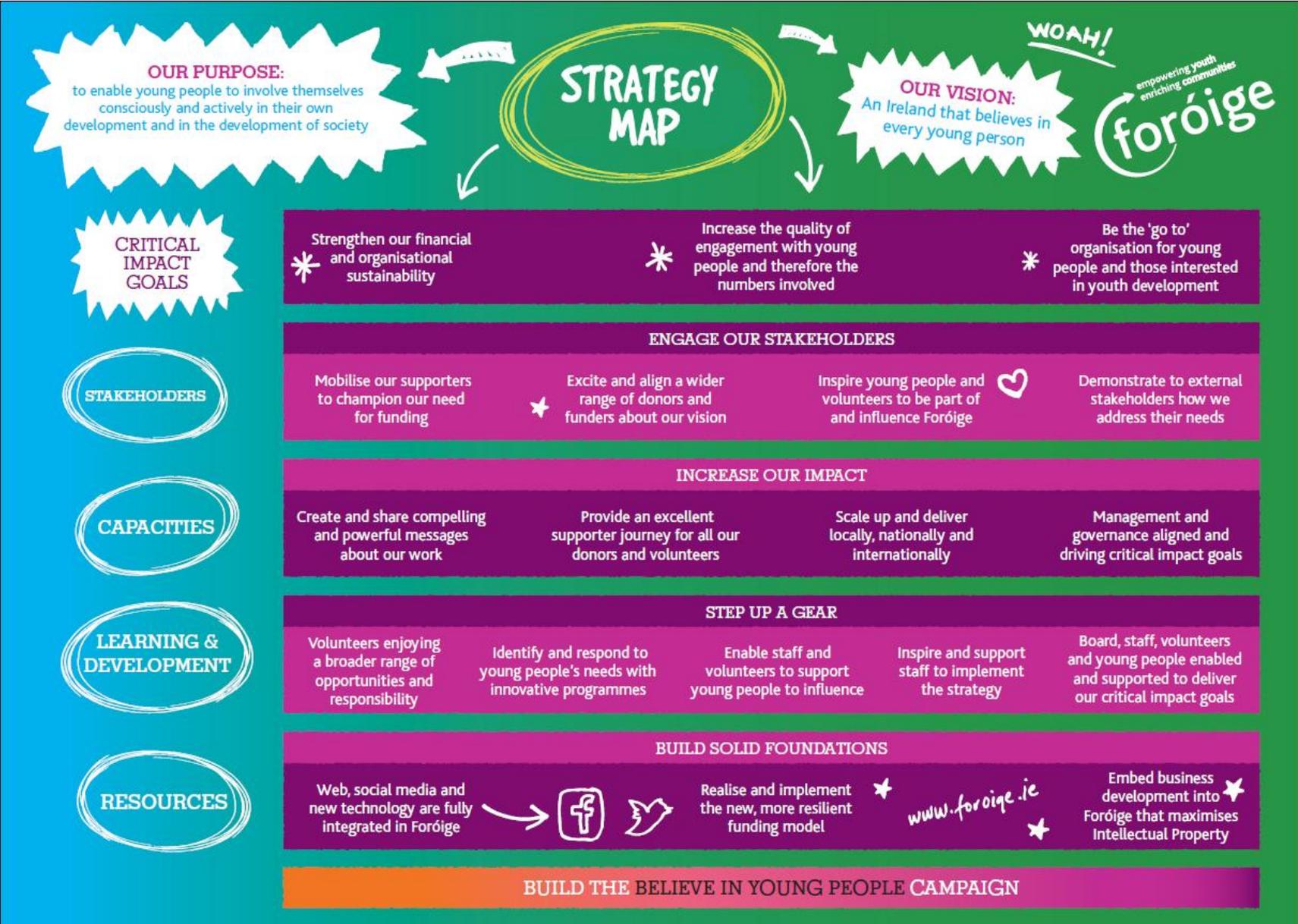
### Organisation

In 2013, a revised Strategic Plan for Foróige was implemented. It builds on the learning and successes of the previous Strategic Plan and refined the strategy to focus on three critical impact goals:

- Increase the quality of engagement with young people and therefore the numbers of young people engaged
- Be the 'go to' Organisation for young people and those interested in youth development
- Strengthen our financial and Organisational sustainability

The Strategic plan has been operationalised through the development of a Strategy Map and a Balanced Scorecard. This is cascaded throughout the Organisation and allows for a two way flow of communication in relation to strategies, objectives, targets and Organisation performance.





## Achievements & Performance

Organisation performance is set against four key areas:

1. Stakeholders - young people, volunteers & funders
2. Capacities - organisation competencies
3. Learning & Development - organisation & people
4. Resources - finance, IT, HR & communications



Three year objectives were set in each of these areas designed to achieve the critical impact goals. 2013 was the first year of this three year strategy.

The overarching focus in 2013 was to maintain the numbers of young people involved by militating against the ongoing cuts in Government funding. This required considerable focus on careful financial management of the youth projects to ensure that each project broke even at the end of the year. It also required a focus on the human resources of the Organisation. The priority was to maintain a service to young people but financial considerations resulted in a reduction in services in some areas.

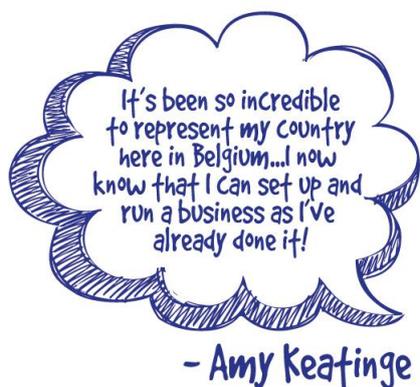
2013 was a challenging year for the Organisation with ongoing reductions in state funding, the end of philanthropic funding from the One Foundation and the wind down in philanthropic funding from The Atlantic Philanthropies. Our fundraising strategy, developed under our previous strategic plan, had not proved to be successful and the Organisation made a difficult decision to reduce the function.

2013 has also been a successful year for Foróige. There has been an increase in the numbers of young people engaged in volunteer-led youth work, the 'Believe in Young People' Campaign secured widespread support for the Organisation and achieved its aims, young people represented Foróige at international awards and on the US Embassy youth committee.



## Report of the National Council (Continued)

Volunteers continued to provide leadership and direction to the Organisation through their involvement in initiatives additional to their role, such as District Council, facilitating the Albert Schweitzer Leadership for Life Programme, involvement in training teams and their unfailing dedication and commitment to youth development.



You can view the video by clicking on [this link](#).

Foróige NFTE graduate Amy Keatinge from Tallaght was named a European Youth Entrepreneur of the Year at a ceremony in Brussels, which saw young entrepreneurs from across Europe outline their business plans to a panel of judges from some of the country's leading companies.

More than 300 young people attended fifth annual Youth Leadership Conference held in NUI Maynooth in 2013. Delegates from across the globe, from countries such as USA, Palestine, South Korea, Northern Ireland, India, Nigeria and Kenya heard from inspiration leaders including Olympic boxing silver medallist Kenneth Egan and the Irish head of internet giant PayPal Louise Phelan.

### FORÓIGE'S YOUTH LEADERSHIP PROGRAMME



You can view the video by clicking on [this link](#)



## Summary of Progress Against objectives



Green: on track



Orange: delayed but will be achieved



Red: not yet achieved

## Stakeholders



**OBJECTIVE:** Inspire young people and volunteers to be part of and influence Foróige...

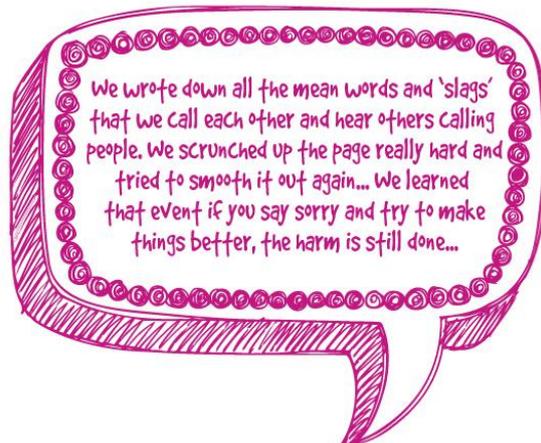
In 2013 over 54,000 young people and 5,500 volunteers were engaged with Foróige. There was a 12% increase in the numbers of young people involved in volunteer-led youth work as a result of new models such as Foróige Juniors and Special Interest Groups, which were codified and piloted in 2012.

In 2013, FAB (Foróige Against Bullying) Feb was launched. This was an initiative developed by young people to promote positive peer influence as a response to bullying. Clubs and projects across the country engaged in events and activities throughout the month of February to discuss issues of importance to them and to promote positive peer influence.

### BROOKFIELD COMMUNITY YOUTH PROJECT & EXIT CAFÉ

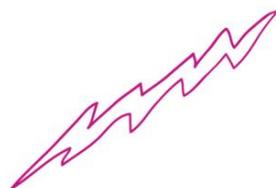


You can view the video by clicking on [this link](#).



So say the young people from the Brookfield Community Centre and Exit Youth Café who were responsible for creating a thought provoking anti-bullying project. They designed anti-bullying posters, held workshops and even produced a video on their views about bullying.

Twelve volunteer led training teams were in operation in 2013. This involved training leaders to implement 'Starting Out', Foróige's induction training for new leaders. In April, District Councils gathered together to participate in 'Leading Foróige Together' workshops that enabled District Councils to develop plans for their counties and engage with each other and the Organisation at a regional level.



## Report of the National Council (Continued)



**OBJECTIVE:** Mobilise our supporters to champion our need for funding...

In 2013 Foróige launched the 'Believe in Young People' lobbying campaign. Young people, staff and volunteers engaged in the campaign and connected with politicians and decision makers with the aim of reducing the forecasted cut to youth work in Budget 2014 and also to secure ongoing funding for the Foróige Big Brother Big Sister Programme.



Former Big Brother Big Sister participant Jumoke Abass Alesinloye meets President Michael D. Higgins at Aras an Uachtaráin in 2013. Jumoke, a Little Sister, was with a group of delegates invited by the President to the Aras to acknowledge the work of the Foróige Big Brother Big Sister programme.



**OBJECTIVE:** Excite and align a wider range of donors and funders about our vision...

In both cases, the campaign achieved a measure of success with the cut to funding being less than forecast and bridging funding to August 2014 was secured from the the Department of Children and Youth Affairs for the Big Brother Big Sister Programme.

Representations were made to government on Foróige's behalf by both the One Foundation and Atlantic Philanthropies. Additional funding for specific programmes was secured from the Tony Ryan Foundation.



Significant work has been carried out to lay the foundations to secure corporate support for the Organisation. In April, a meeting hosted by the Dublin Chamber of Commerce attracted wide support and ignited corporate interest in our 'Believe in Young People' campaign. In September, Foróige partnered with Tesco and held a nationwide bag pack that benefitted clubs and projects across the country.

In December, Foróige responded to a request from McAfee Inc. to partner with them to implement an online safety programme for young people and their parents.

Report of the National Council (Continued)



**OBJECTIVE:** Demonstrate to external stakeholders how we address their needs...

Foróige attended a range of meetings during the year to determine how best to work with external stakeholders, in particular the new Child and Family Agency, Tusla. We continued to work with the Department of Children and Youth Affairs on the agenda of youth participation and the organisation has continued to work with and provided the supports for Dáil na nÓg and Comhairle na nÓg throughout the country.

Dáil na nÓg was held in October and was attended by 202 young people from local Comhairlí from across the country.



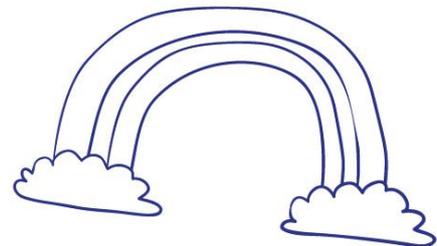
## Capacities



**OBJECTIVE:** Create and share compelling and powerful messages about our work...

Foróige created the 'Believe in Young People Campaign' through which stories that communicate the impact of the Organisation's work with young people were shared via video with politicians, corporates and across all of Foróige's online platforms. In particular a Foróige You Tube Channel has been created where videos created by young people, staff and volunteers about the work of the Organisation are available. Watch young people enjoying a Foróige volunteer led event.

## FORÓIGE HYPE YOUTH FESTIVAL 2013



You can view the video by clicking on [this link](#)

## Report of the National Council (Continued)



**OBJECTIVE: Provide an excellent supporter journey for all of our donors and funders...**

Salesforce (a customer relationship management tool) is being developed and adapted for engagement with supporters. Two multimedia newsletters were disseminated during the year. A dedicated role of Alumni Officer was established to develop and support the work of local 'Friends of Foróige' groups and to provide them with advice and support in their fundraising endeavours.



**OBJECTIVE: Scale up and deliver locally, nationally and internationally...**

This objective was not progressed during the first year of the Strategic Plan due to pressures of funding.



**OBJECTIVE: Management and governance aligned and driving critical impact goals...**

The critical impact goals were communicated throughout the Organisation and guide the decision making in Foróige

## Learning & Development



**OBJECTIVE: Volunteers enjoying a broader range of opportunities and responsibilities...**

New role descriptors were developed for volunteers in support roles in Foróige. Volunteers also engaged in the Albert Schweitzer Leadership for Life Conference and facilitated the training modules. Volunteers were trained in the Dermot Early Leadership Programme (a joint GAA/Foróige initiative) and received a Level 6 certification from the National University of Ireland, Galway.



**OBJECTIVE: Identify and respond to young people's needs with innovative programmes...**

### FORÓIGE YOUTH CITIZENSHIP AWARDS 2013



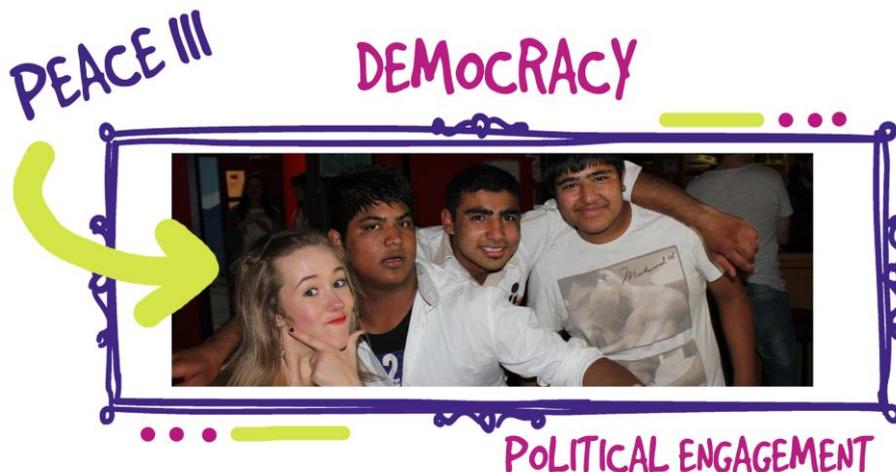
The programmes that have been developed in previous years – Leadership, Citizenship, Entrepreneurship (NFTE), Life of Choices, Real U continue to be implemented throughout the Organisation.

You can view the video by clicking on [this link](#).

## Report of the National Council (continued)

In 2013 a new political education programme was developed for young people aiming to increase young people's understanding of democracy and engagement in political systems.

In Sligo, young people from Pakistan, Kurdistan, Iraq, the Philippines, Sudan, India, Bangladesh, England, Ireland, Latvia, Zimbabwe, Nigeria and Poland all came together in Sligo for an innovative project aimed at challenging racism and promoting positive attitudes to cultural diversity.



Foróige's Youth Entrepreneurship Programme, NFTE and Institute of Technology Sligo partnered up to provide an "Entrepreneurship Scholarship" scheme which aims to provide a pathway for young entrepreneurs to develop their business idea and turn it into a reality. Each successful applicant can apply for any of the 200 full-time programmes available at IT Sligo and will receive €1,500 per year for the duration of their course, plus a range of mentoring supports to develop their business concept.



Paul Murphy, an Entrepreneurship Scholarship recipient from Mayo meets Taoiseach Enda Kenny at the Institute of Technology in Sligo.



26 Foróige staff received training in the 'Fred Goes Net' Programme which is an early intervention programme (originally developed in Germany) for first time noticed drug & alcohol users ranging in age from 14 - 21 yrs. The evidence-based programme is group based and includes a motivational interviewing element which encourages the young people to reflect on their own drug use and supports them to reduce their drug and/or alcohol consumption. It is an 8 hour manualised programme and includes topics such as legal information on drugs, addiction, patterns of consumption, risk and protective factors, services available.

Report of the National Council (Continued)



**OBJECTIVE: Enable all staff and volunteers to support young people to influence...**

The Reference Panel of the Organisation met twice during the year. It consists of 52 young people from Foróige Clubs, elected at Regional Conferences. It was instrumental in the design of FAB Feb. The members of the Reference Panel designed plans to communicate their work to volunteers and young people in the region they represent.

A Youth Participation toolkit was developed and implemented in 2013. It aims to enable staff, volunteers and young people to assess the level of youth participation and influence in their group/project and provides a step by step guide to enable young people to influence decisions that affect them. There are 23 youth participation structures in Foróige engaging approximately 300 young people. Training for staff has been held in all regions to encourage the establishment of other youth participation structures.

The Youth Participation Advisory Committee (YPAC) is made up of young people from projects and Foróige Clubs, volunteers and staff met four times during 2013. They inputted on a range of issues including the Albert Schweitzer Leadership for Life Conference, the Leading Member Award Programme, HR, Communications and on the Organisation plan for 2014.

FORÓIGE'S TALLAGHT YOUTH FORUM

During the summer of 2013, an extensive youth consultation, facilitated by young people through the medium of drama, was conducted in Tallaght to ascertain the issues that impact on young people and also to consider some of the solutions available. Have a look at the film – it illustrates issues that CAN affect young people everywhere, not just young people in Tallaght.



You can view the video by clicking on [this link](#).



**OBJECTIVE: Inspire and support staff to implement the strategy...**

The focus of this objective in 2013 was to improve internal communication systems. The usage of the staff portal has increased with new functionality added. The HR systems introduced a self-service option for staff to update their details.

In addition, an online club management system was developed and implemented that allows self-service registration of volunteers and young people and allows email communication with volunteers and young people.



## Report of the National Council (continued)



**OBJECTIVE: Governance, staff, volunteers, and young people enabled and support to deliver our critical impact goals...**

The focus in 2013 was to ensure the necessary policies, procedures and guidelines were in place for staff and volunteers in order for them to be effective in their roles. Child protection procedures updated; complaint policy adopted; data protection policy and procedures updated and staff trained. All policies reviewed and process implemented for ongoing review and implementation.

## Resources



**OBJECTIVE: Web, social media and new technology are fully integrated in Foróige...**

The Foróige website was overhauled and improved in terms of look and functionality. Foróige's presence on Facebook, Twitter, YouTube, Instagram and LinkedIn has strengthened throughout the year with interaction between the Organisation, young people and volunteers increasing dramatically. Between January 2013 and the start of 2014, our Facebook likes grew from 7,000 to 30,000.

Foróige has embraced new technologies, including the use of the Cloud and in particular the use of Google Apps in our day to day work which allows for effective communications and collaboration across the Organisation.

In December Microsoft granted Foróige a significant amount of software that will ensure our systems are cutting edge.

The use of Agresso for both Finance and HR are being utilised fully and Foróige also presented at the Agresso Users conference.

For young people the model of TechSpace is being utilised in many centres throughout the Organisation. A Foróige representative was selected to attend the international Adobe Young Voices training programme in the USA.



**OBJECTIVE: Realise and implement the new, more resilient funding model...**

Funding continues to be a priority of the Organisation and the intention is to move from the dependence on government funding by broadening the range of funders of the Organisation. This includes, but is not limited to, accessing European funding, income generation through provision of services and tendering for specific pieces of work that are in keeping with the objectives of the Organisation.

Foróige secured a contract in Qatar with Silatech (an Organisation focused on youth development) to design a leadership programme. As part of a consortium of other grantees of the Atlantic Philanthropies, Foróige has been developing its expertise in accessing European funding and we have also been working with partners in Northern Ireland to seek to develop a programme focused on peace and reconciliation with young people through the development of their leadership skills.

## Report of the National Council (continued)



### OBJECTIVE: Embed business development into Foróige that maximises intellectual property...

A Business Development Manager was appointed in October, with philanthropic funding, to commercialise the current range of programmes, license the programmes, identify and generate new markets for the programmes, generate unrestricted income through the sales of programmes in Ireland and the UK. This work is underway.

### Future Plans

The future plans of the Organisation are aimed at achieving the Critical Impact Goals. The focus for the Organisation for 2014 will be to continue to progress against the objectives. We will continue to monitor the Organisation's performance through the use of the Balanced Scorecard. The focus will continue to be on maintaining services for young people through maximising our funding streams.

Foróige will engage young people in Northern Ireland in our leadership and other programmes, and progress partnerships in this area to see how best Foróige and its programmes can meet the needs of these young people

In 2014, Foróige will engage with the National Quality Standards Framework which will involve a self-assessment against the principles and standards laid out by the Department of Children and Youth Affairs and putting in place a continuous improvement plan to ensure we are meeting or exceeding the standards.

Also, in 2014 Foróige will complete the review of governance and put in place a plan for a referendum to determine if we will change the legal entity of the Organisation. This will involve drafting Memorandum and Articles of Association and developing systems and structures as required.

### Financial Review

The results for the year are presented on pages 27 and 28 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 (2008)".

Against a background of continued funding cuts we are pleased that the total income for the year ended 31 December 2013 was €22,031,410 which represents a 6% increase from 2012 due in the main to a full year of the projects absorbed from the merger in 2012 with Ógra Chorcaí Limited.

Incoming resources from Charitable Activities for the year ended 31 December 2013 were €21,451,589 representing a 6% increase over 2012.

Foróige's available resources at the end of the year were €99,392 (2012: €759,163). Of the available resources €3,719,214 is held for restricted purposes as the funds were donated for specific programmes and projects. In addition, €1,145,811 of the available resources are held in unrestricted funds designated for capital and development purposes while the deficit in the pension fund under the application of FRS 17 was €5,204,000.

Report of the National Council (continued)

## Reserves Policy

The National Council has set a reserves policy which requires that:

- Reserves are maintained at a level which ensures that the Organisation's core activity could continue during a period of unforeseen difficulty. These unrestricted reserves should be approximately equivalent to three months core expenditure.
- A proportion of reserves are maintained in a realisable form.

The calculation of the required level of reserves is an integral part of the Organisation's planning, budget and forecast cycle.

Unrestricted reserves including designated reserves and excluding pension liability equate to four month's core expenditure at 31 December 2013.

## Principal Funders



## 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.

Report of the National Council (Continued)

## 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 2011. 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 31 October 2010. The annual MFS test as at 31 October 2013 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 2014 and statutory MFS test as at 31 October 2014.

Paul Maher

CHAIRPERSON



Ruth McGarry Quinn

TREASURER



21<sup>st</sup> March 2014



We have audited the financial statements of Foróige the National Youth Development Organisation, for the year ended 31 December 2013 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and the related notes 1 to 18. These financial statements have been prepared under the accounting policies set out in the Statement of Accounting Policies.

This report is made solely to the National Council, as a body. Our audit work has been undertaken so that we might state to the Organisation's National Council those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Organisation's National Council for our audit work, for this report, or for the opinions we have formed.

## Respective Responsibilities of the National Council and Auditors

The National Council is responsible for preparing the financial statements as set out in the Statement of the National Council's Responsibilities in accordance with applicable accounting standards. Our responsibilities as independent auditors is to audit the financial statements in accordance with International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland. We also report to you whether in our opinion proper books of account have been kept by the Organisation.

## Basis of Audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the National Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Organisation's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements.

## Opinion

In our opinion the financial statements give a true and fair view in accordance with Generally Accepted Accounting Principles, of the state of the Organisation's affairs as at 31 December 2013 and of its result for the year then ended.

We have obtained all the information and explanations we consider necessary for the purpose of our audit. In our opinion, proper books of account have been kept by the Organisation. The financial statements are in agreement with the books of account.

Tommy Doherty  
For and on behalf of

Mazars  
Chartered Accountants and Registered Auditors, Dublin  
21<sup>st</sup> March 2014

## Statement of Accounting Policies

### Accounting Convention

The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland. The financial statements have been prepared under historical cost convention and in accordance with the revised (2008) Statement of Recommended Practice; "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.

### Merger

Assets and liabilities transferred on the merger of Ógra Chorcaí Limited in 2012 have been recognised in incoming resources net of directly attributable costs incurred in the merging of the two Organisations.

Assets and liabilities have been recognised at market value on date of receipt (1 July 2012) in accordance with the SORP (Statement of Recommended Practice). Further details of the merger are set out in Note 14.

### Income Recognition

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 charity 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.

### Resources Expended

Resources expended have been classified between charitable activities, other resources expended and governance costs.



## Statement of Accounting Policies (continued)

### 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

### Investments

Investments are recorded at cost, less provisions for impairments, if any.

### 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.

### Pension 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.



## Statement of Accounting Policies (continued)

### Pension costs (continued)

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.

### Leases

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



Statement of Financial Activities for the year ended 31 December 2013

	Notes	Restricted funds	Unrestricted funds-general	Unrestricted funds-designated	2013 Total funds	2012 Total funds
		€	€	€	€	€
<b>Incoming Resources</b>						
<b>Incoming resources from generated funds</b>						
Activities for generating funds		190,501	322,555	-	513,056	416,277
Investment income		-	-	66,765	66,765	80,973
<b>Incoming resources from charitable activities</b>						
Department of Children and Youth Affairs Youth Service Grant		3,011,154	-	-	3,011,154	2,649,421
Other funds		18,440,435	-	-	18,440,435	17,563,192
<b>Total incoming resources</b>		<b>21,642,090</b>	<b>322,555</b>	<b>66,765</b>	<b>22,031,410</b>	<b>20,709,863</b>
<b>Resources Expended</b>						
Charitable activities		21,828,773	-	-	21,828,773	21,218,651
Governance costs		96,408	-	-	96,408	104,282
Other resources expended		-	168,000	-	168,000	256,000
<b>Total resources expended</b>		<b>21,925,181</b>	<b>168,000</b>	<b>-</b>	<b>22,093,181</b>	<b>21,578,933</b>
<b>Net incoming resources before other transfers</b>		<b>(283,091)</b>	<b>154,555</b>	<b>66,765</b>	<b>(61,771)</b>	<b>(869,070)</b>
<b>Funds introduced from Ógra Chorcaí Limited</b>	<b>14</b>		-	-	-	749,643
		(283,091)	154,555	66,765	(61,771)	(119,427)
<b>Transfers</b>						
<b>Gross transfers between funds</b>						
Income transferred		(919,296)	919,296	-	-	-
Expenditure transferred		1,859,085	(1,799,085)	(60,000)	-	-
<b>Net (resources expended)/incoming resources before other recognised gains and losses</b>	<b>1</b>	<b>656,698</b>	<b>(725,234)</b>	<b>6,765</b>	<b>(61,771)</b>	<b>(119,427)</b>

Statement of Financial Activities for the year ended 31 December 2013  
(continued)

	Note	Restricted funds €	Unrestricted funds-general €	Unrestricted funds-designated €	2013 Total funds €	2012 Total funds €
Carried forward		656,698	(725,234)	6,765	(61,771)	(119,427)
<b>Other recognised gains and losses</b>						
Actuarial gain/(loss) on defined benefit scheme	13	-	(598,000)	-	(598,000)	537,000
<b>Net movement in funds</b>		<b>656,698</b>	<b>(1,323,234)</b>	<b>6,765</b>	<b>(659,771)</b>	<b>417,573</b>
<b>Total funds (deficit) at beginning of year</b>		<b><u>3,062,515</u></b>	<b><u>(3,442,398)</u></b>	<b><u>1,139,046</u></b>	<b><u>759,163</u></b>	<b><u>341,590</u></b>
<b>Total funds (deficit) at end of year</b>		<b><u>3,719,213</u></b>	<b><u>(4,765,632)</u></b>	<b><u>1,145,811</u></b>	<b><u>99,392</u></b>	<b><u>759,163</u></b>

All results derive from continuing operations.

The financial statements were approved on behalf of the National Council on 21st March 2014 and signed on its behalf by:

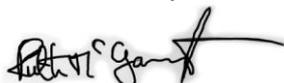
Paul Maher

CHAIRPERSON



Ruth McGarry Quinn

TREASURER



21<sup>st</sup> March 2014



Balance Sheet as at 31 December 2013

	Notes	2013 €	2012 €
<b>Fixed Assets</b>			
Tangible fixed assets	5	889,021	857,371
Investments	4	254	254
		<u>889,275</u>	<u>857,625</u>
<b>Current Assets</b>			
Debtors	6	402,792	521,928
Cash at bank and in hand		5,304,530	4,741,702
		<u>5,707,322</u>	<u>5,263,630</u>
<b>Current Liabilities</b>			
Creditors: (Amounts falling due within one year)	7	<u>(1,293,205)</u>	<u>(1,295,092)</u>
<b>Net Assets Excluding Pension Liability</b>		<b>5,303,392</b>	<b>4,826,163</b>
<b>Pension Liability</b>	13	<u>(5,204,000)</u>	<u>(4,067,000)</u>
<b>Net Assets Including Pension Liability</b>		<u><b>99,392</b></u>	<u><b>759,163</b></u>
<b>The Fund of the Organisation:</b>			
Restricted funds		3,719,213	3,062,515
Unrestricted funds – general		(4,765,632)	(3,442,398)
Unrestricted funds – designated		<u>1,145,811</u>	<u>1,139,046</u>
	9	<u><b>99,392</b></u>	<u><b>759,163</b></u>

The financial statements were approved on behalf of the National Council on 21<sup>st</sup> March 2014 on its behalf by:

Paul Maher

CHAIRPERSON



Ruth McGarry Quinn

TREASURER




Cash Flow Statement for the Year Ended 31 December 2013

	Notes	2013 €	2012 €
<b>Cash Inflow from Operating Activities</b>	10	<u>766,854</u>	<u>56,786</u>
<b>Returns on Investments and Servicing of Finance</b>			
Interest received		<u>66,765</u>	<u>80,973</u>
<b>Net Cash Inflow from Returns on Investments and Servicing of Finance</b>		<u>66,765</u>	<u>80,973</u>
<b>Capital Expenditure and Financial Investment</b>			
Cash funds introduced by Ogra Chorcaí Limited		-	442,874
Expenditure on tangible fixed assets		<u>(270,791)</u>	<u>(181,153)</u>
<b>Net Cash Inflow/(Outflow) from Capital Expenditure and Financial Investment</b>		<u>(270,791)</u>	<u>(261,721)</u>
<b>Cash Inflow for the Year</b>	11/12	<u>562,828</u>	<u>399,480</u>

Notes to the Financial Statements for the Year Ended 31 December 2013

**1. NET INCOMING RESOURCES** **2013** **2012**  
€ €

The net incoming resources are stated after charging :

Depreciation	239,141	272,357
Operating lease payments	765,000	692,300
Auditors' remuneration	75,778	75,887
	239,141	272,357

**2. WAGES AND SALARIES** **2013** **2012**  
No. No.

The average number of persons employed (excluding casual employees):

Administration and operations (Fulltime equivalent 2013 - 325, 2012 - 299)	353	329
---	-----	-----

The aggregate payroll costs of these employees were as follows:

	€	€
Wages and salaries	14,305,143	13,426,479
Social Welfare costs	1,530,205	1,443,346
Pension costs	1,262,492	1,388,600
	17,097,840	16,258,425

In 2013 the composition of the Senior Management Team of the Organisation was reduced from 5 to 4 employees on the retirement of Helen Coleman in June 2013. As at April 1<sup>st</sup>, 2013 the Senior Management Team agreed to a voluntary salary reduction of their salaries of 5%. The salary of the CEO for the year was €119,859. The total of salaries for the other four members of the Senior Management Team was €331,261 in 2013.

A total of 9 other Foróige employees earned salaries in the range of €70,001 - €80,000 per annum. Salary excludes employer pension scheme contributions

These 13 employees whose salary was greater than €70,000 were entitled to retirement benefits under the Foróige defined benefit scheme. Contributions totalling €109,499 were made by the Organisation to the defined benefit pension scheme for these 13 staff. Details of the scheme are set out in Note 13.



Notes to the Financial Statements for the Year Ended 31 December 2013  
(Continued)

3. 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.

4. INVESTMENTS

	2013 €	2012 €
Prize Bonds	<u>254</u>	<u>254</u>

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

5. TANGIBLE FIXED ASSETS

	Computer Equipment & Software	Furniture & Fittings	Office Equipment	Motor Vehicles	Education Equipment	Buildings	Total
	€	€	€	€	€	€	€
<b>Cost:</b>							
At 31 December 2012	611,018	759,924	418,901	276,493	161,251	361,827	2,589,414
Additions							
Disposals	<u>4,701</u>	<u>—</u>	<u>4,776</u>	<u>—</u>	<u>24,127</u>	<u>237,187</u>	<u>270,791</u>
At 31 December 2013	<u>615,719</u>	<u>759,924</u>	<u>423,677</u>	<u>276,493</u>	<u>185,378</u>	<u>599,014</u>	<u>2,860,205</u>
<b>Accumulated Depreciation:</b>							
At 31 December 2012	(512,212)	(416,122)	(334,119)	(238,344)	(139,419)	(91,827)	(1,732,043)
Charge for period	(55,408)	(68,693)	(35,714)	(8,710)	(16,898)	(53,718)	(239,141)
Disposals	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
At 31 December 2013	<u>(567,620)</u>	<u>(484,815)</u>	<u>(369,833)</u>	<u>(247,054)</u>	<u>(156,317)</u>	<u>(145,545)</u>	<u>(1,971,184)</u>
<b>Net Book Value:</b>							
At 31 December 2013	<u>48,099</u>	<u>275,109</u>	<u>53,844</u>	<u>29,439</u>	<u>29,061</u>	<u>453,469</u>	<u>889,021</u>
At 31 December 2012	<u>98,806</u>	<u>343,802</u>	<u>84,782</u>	<u>38,149</u>	<u>21,832</u>	<u>270,000</u>	<u>857,371</u>

A fixed asset purchased during the year is held under trust by The Foróige Youth Trust Limited. Foróige, The National Youth Development Organisation, is the beneficiary of the asset and therefore the asset is recognised in these financial statements.

Notes to the Financial Statements for the Year Ended 31 December 2013  
(Continued)

6. DEBTORS	2013 €	2012 €
Debtors and accrued income	370,331	463,054
Prepayments	32,461	58,874
	<u>402,792</u>	<u>521,928</u>
7. CREDITORS: (Amounts falling due within one year)	2013 €	2012 €
Deferred income 7(a)	443,368	96,507
Expense creditors and accruals	849,837	1,198,585
	<u>1,293,205</u>	<u>1,295,092</u>
7(a) Deferred income		
Opening balance	96,507	716,464
Recognised during the year	(96,507)	(716,464)
	-	-
Deferred income during year	443,368	96,507
Closing balance	443,368	96,507
8. COMMITMENTS		
Operating leases		
Annual commitments in respect of leases expiring as follows:		
	2013 €	2012 €
Within one year	30,457	21,735
Between two and five years	173,866	157,328
	<u>204,323</u>	<u>179,063</u>
9. FUNDS OF THE ORGANISATION	2013 €	2012 €
Balance at beginning of year	759,163	341,590
Net (expended) resources	(61,771)	(119,427)
Actuarial gain/(loss)	(598,000)	537,000
	<u>99,392</u>	<u>759,163</u>

Notes to the Financial Statements for the Year Ended 31 December 2013  
(continued)

10. RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATING ACTIVITIES	2013 €	2012 €
Net incoming resources	(61,771)	(869,005)
Investment income	(66,765)	(80,973)
Depreciation	239,141	272,357
Pension contributions	(763,000)	(757,000)
Asset disposal	-	-
Current service cost	1,133,000	1,272,000
Net return on pension assets	169,000	256,000
Decrease/(Increase) in accrued income and prepayments	119,136	308,295
(Decrease)/increase in accruals and deferred income	(1,887)	(344,888)
	<hr/>	<hr/>
Net cash inflow from operating activities	<u>766,854</u>	<u>56,786</u>

11. ANALYSIS OF NET CASH	At 1 January 2013 €	Cash flow €	At 31 December 2013 €
Cash at bank and in hand	<u>4,741,702</u>	<u>562,828</u>	<u>5,304,530</u>
Total	<u>4,741,702</u>	<u>562,828</u>	<u>5,304,530</u>

12. RECONCILIATION OF CASH FLOW TO MOVEMENT IN NET CASH	2013 €	2012 €
Increase in cash	562,828	399,480
Net cash as at 1 January	<u>4,741,702</u>	<u>4,342,222</u>
Net cash as at 31 December	<u>5,304,530</u>	<u>4,741,702</u>

Notes to the Financial Statements for the Year Ended 31 December 2013  
(Continued)

13. PENSION COMMITMENTS

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. The defined contribution scheme was taken over from Ógra Chorcaí Limited on 1st July 2012 following the merger of the two Organisations and is closed to new members.

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 then 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 €23,009 in 2013 (2012: €37,631)

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.

Financial Assumptions

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

	2013	2012
Inflation	1.9%	2%
Rate of Increase in Salaries	3%	3%
Rate of Increase in Pension payments	1.9%	2%
Discount Rate	4.1%	4.5%

The market value of the pension scheme assets, the expected rate of return, and the present value of pension scheme liabilities were:

	2013 €'000	2012 €'000
<b>Change in benefit obligation</b>		
<b>Benefit obligation at beginning of year</b>	17,033	14,822
Service cost	1,133	1,272
Interest cost	820	858
Plan members' contribution	398	379
Actuarial loss	1,888	106
Benefits paid	(302)	(252)
Expenses paid	(107)	(98)
Premiums paid	(73)	(54)
<b>Benefit obligation at end of year</b>	<b>20,790</b>	<b>17,033</b>

Notes to the Financial Statements for the Year Ended 31 December 2013  
(Continued)

13. PENSION COMMITMENTS (CONTINUED)

	2013 €'000	2012 €'000
<b>Change in plan assets</b>		
<b>Fair value of plan assets at beginning of year</b>	12,966	10,989
Expected return on plan assets	652	602
Actuarial gain/(loss)	1,289	643
Employer contributions	763	757
Member contributions	398	379
Benefits paid from plan	(302)	(252)
Expenses paid	(107)	(98)
Premiums paid	(73)	(54)
<b>Fair value of plan assets at year end</b>	<b>15,586</b>	<b>12,966</b>
	<b>2013 €'000</b>	<b>2012 €'000</b>
<b>Amounts recognised in the balance sheet</b>		
Present value of funded obligations	20,790	17,033
Fair value of plan assets	15,586	12,966
Deficit for funded plans	5,204	4,067
<b>Net liability</b>	<b>5,204</b>	<b>4,067</b>
Amounts in the balance sheet		
Liabilities	5,204	4,067
Assets	-	-
<b>Net liability</b>	<b>5,204</b>	<b>4,067</b>
<b>Components of pension expense</b>		
Current service cost	1,133	1,272
Interest cost	820	858
Expected return of plan asset	(653)	(602)
<b>Total pension expense recognised in the profit and loss account</b>	<b>1,302</b>	<b>1,528</b>
<b>Statement of recognised gains and losses</b>		
Actuarial (gain)/losses immediately recognised	598	(537)
<b>Total pension (gain)/losses recognised in the STRGL</b>	<b>598</b>	<b>(537)</b>
<b>Cumulative amount of actuarial loss</b>	<b>1,328</b>	<b>730</b>

Notes to the Financial Statements for the Year Ended 31 December 2013  
(Continued)

13. PENSION COMMITMENTS (CONTINUED)

Plan assets	Expected Return	2013 % of the Scheme assets	Market Value	Expected Return	2012 % of the Scheme assets	Market Value
The asset allocations at the year-end were as follows:			€			€
Equity securities	6.60%	61.9%	9,648,000	6.70%	57.9%	7,493,000
Debt securities	2.92%	11.0%	1,714,000	3.25%	12.5%	1,622,000
Property	5.60%	1.8%	281,000	5.7%	1.8%	234,000
Other	3.66%	25.3%	3,943,000	4.05%	27.8%	3,617,000
<b>Total</b>		<b>100.0%</b>	<b>15,586,000</b>		<b>100.00%</b>	<b>12,966,000</b>

To develop the expected long-term rate of return on assets assumption, the company considered the current level of expected returns on risk free investments (primarily government bonds), the historical level of the risk premium associated with the other asset class. The expected return for each asset class was then weighted based on the year-end asset allocation to develop the expected long-term rate of return on assets assumption for the portfolio.

	2013 €'000	2012 €'000
Actual return on plan assets	1,941	1,245
<b>Weighted average assumptions used to determine benefit obligations</b>		
Discount rate	4.10%	4.50%
Rate of compensation increase	3.00%	3.00%
<b>Weighted average assumptions used to determine pension expense for the year ended:</b>		
Discount rate	4.10%	4.50%
Expected long-term return on plan assets	4.80%	4.90%

Notes to the Financial Statements for the Year Ended 31 December 2013  
(Continued)

13. PENSION COMMITMENTS (CONTINUED)

History of defined benefit obligations, assets and experience gains and losses '000s

	2013	2012	2011	2010	2009
Defined benefit obligation (€)	20,790	17,033	14,822	12,066	9,602
Fair value of plan assets (€)	15,586	12,966	10,989	9,815	7,854
Deficit (€)	5,204	4,067	3,833	2,251	1,748

Difference between expected and actual return on plan assets (gain)/loss:

Amount (€)	(1,289)	(643)	189	(525)	(662)
Percentage of plan assets	(8%)	(5%)	2%	(5%)	(8%)

Experience (gains)/ losses on plan liabilities:

Amount (€)	355	(1,116)	(428)	(561)	53
Percentage of plan liabilities	2%	(7%)	(3%)	(5%)	1%

The last formal actuarial funding valuation of the Organisation's Defined Benefit pension plan was carried out as at 1 November 2011. This valuation set the ongoing contribution rate for the Plan and noted that the plan met the statutory Minimum Funding Standard (MFS) as at this date. The annual MFS test as at 31 October 2013 showed that the plan continued to meet the statutory MFS as at that date.

The next formal actuarial funding valuation of the plan is due as at 1 November 2014 and statutory MFS test as at 31 October 2014.

The estimated pension expense for the fiscal year ending 31 December 2014 is €1,531,000 to its pension plan in 2014. The FR517 pension liability exceeds the balance of unrestricted funds. Restricted funds are not available to fund this liability.

Notes to the Financial Statements for the Year Ended 31 December 2013  
(Continued)

**14. FUNDS TRANSFERRED FROM ÓGRA CHORCAÍ LIMITED**

On July 1st 2012 the operations, services and supports to young people and volunteers in the Cork area, previously operated by Ógra Chorcaí Limited merged with operations of Foróige. This transfer provides the Organisation an opportunity to provide better more cohesive services for the young people of Cork.

The Organisation transferred €1 as consideration for the merger. In accordance with the SORP, assets and liabilities received are valued at market value on date of receipt. The following table summarises the value of the assets and liabilities arising on the merger at July 1<sup>st</sup> 2012.

**Net assets arising on the merger at July 1<sup>st</sup> 2012:**

	€
Net current liabilities	(59,195)
Cash transferred	<u>502,070</u>
	442,875
Tangible fixed assets	306,768
Contribution of net assets	<u><b>749,643</b></u>

**Analysed in Statement of Financial Activities:**

Restricted funds	74,955
Unrestricted funds designated	180,000
Unrestricted funds general	<u>494,688</u>
	<u><b>749,643</b></u>

**15. CAPITAL COMMITMENTS**

Capital commitments contracted for but not provided in the financial statements are as follows

	2013	2012
	€	€
Purchase of property	<u>0</u>	<u>220,000</u>

**16. INCOME FROM THE DEPARTMENT OF CHILDREN AND YOUTH AFFAIRS**

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

	2013	2012
	€	€
Youth Service Grant scheme	3,011,154	2,649,421
Regional Participation Officers funding	309,138	131,235
Special Projects for youth Scheme	88,796	93,106
Young Peoples Facilities and Services Fund 2	<u>45,441</u>	<u>50,489</u>
	<u><b>3,454,529</b></u>	<u><b>2,924,251</b></u>

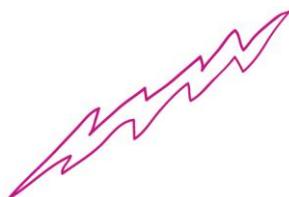
Notes to the Financial Statements for the Year Ended 31 December 2013  
(Continued)

17. RELATED PARTY TRANSACTION

During the year Foróige provided €120,000 to the Attic Café Limited to purchase a building in Longford Town. The Attic Youth Café Limited intends to renovate the building into a youth café and centre. Repayments to Foróige during the year amounted to €20,000 and the balance outstanding at the year end is €100,000. The Attic Youth Café Limited has a director who now is a member of the National Executive of Foróige. The Attic Youth Café Limited together with Foróige intend to increase the scope of the youth work conducted in the Longford region. Foróige hold a lien over the building until the loan has been repaid.

18. INCOME AND EXPENDITURE PER CHARITABLE ACTIVITY

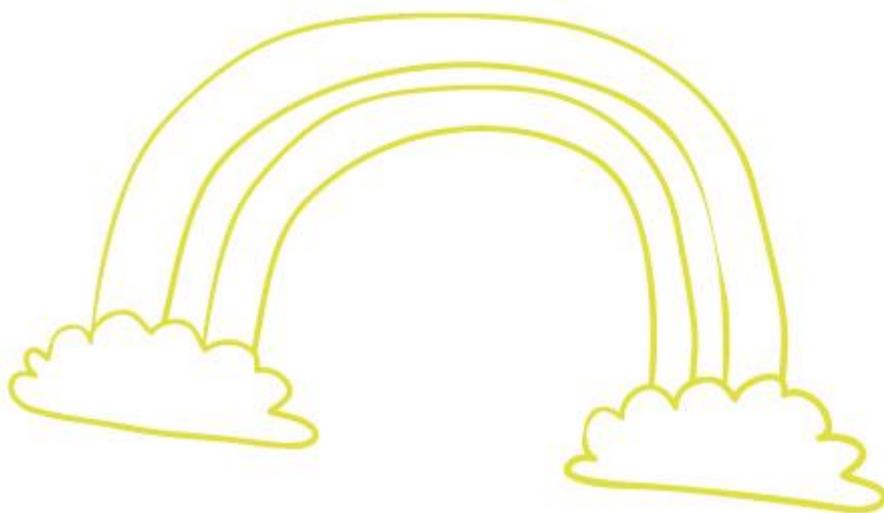
	Incoming Resources from Charitable Activities	Activity Expended on Charitable Activities	Surplus/ (Deficit)
	€	€	€
Volunteer Led Youth Work & Central Services	4,625,498	5,200,121	(574,623)
Youth Crime Diversion	4,263,122	4,284,025	(20,903)
Youth and Community	2,717,800	2,836,554	(118,754)
Youth and Family Support	2,495,862	2,517,770	(21,908)
Youth Centres and Services	1,968,267	2,110,299	(142,032)
Drug Education and Prevention	1,590,861	1,638,330	(47,469)
Foróige Programmes	1,197,498	892,976	304,522
Volunteer Led Youth Work - Targeted	1,156,950	826,026	330,744
Health and Wellbeing	894,117	974,633	(80,515)
Youth Participation	361,436	373,761	(12,325)
Peace and Reconciliation	180,178	174,098	6,080
	<b>21,451,589</b>	<b>21,828,773</b>	<b>(377,183)</b>





## SUPPLEMENTARY INFORMATION

The following pages are not part of the Audited Financial Statements and are only provided for information purposes.



Expenditure for the Year Ended 31 December 2013

CHARITABLE ACTIVITIES	Schedule	2013	2012
		€	€
Salaries and Direct Costs	1	21,107,922	20,061,881
Administrative Support costs	2	<u>720,851</u>	<u>1,156,770</u>
		<u>21,828,773</u>	<u>21,218,651</u>
GOVERNANCE COSTS		2013	2012
		€	€
Audit and accountancy fees		75,778	70,341
Legal and professional fees		4,898	18,294
Voluntary Committee Expenses		<u>15,732</u>	<u>15,647</u>
		<u>96,408</u>	<u>104,282</u>

Expenditure for the Year Ended 31 December 2013

<b>SCHEDULES</b>		
<b>1. SALARIES AND DIRECT COSTS</b>	<b>2013</b>	<b>2012</b>
	€	€
Salaries and Pensions	17,097,840	16,258,425
Travel and Subsistence	600,164	609,946
Training and Programme Costs	1,777,621	1,810,034
Project Premises and operating costs	<u>1,632,297</u>	<u>1,383,476</u>
	<u>21,107,922</u>	<u>20,061,881</u>
<b>2. ADMINISTRATIVE SUPPORT COSTS</b>	<b>2013</b>	<b>2012</b>
	€	€
Support offices premises costs	259,778	229,199
Insurance	77,661	105,217
Support offices operational costs	128,826	166,933
Public relations and advertising costs	60,760	160,211
Professional fees	59,371	49,521
Bank interest and charges	11,884	7,827
Human resources and recruitment	18,536	16,723
Business Development	13,053	10,225
Information Technology	41,042	107,482
Fundraising costs	(13,753)	223,596
Miscellaneous	-	-
Depreciation	<u>63,693</u>	<u>79,836</u>
	<u>720,851</u>	<u>1,156,770</u>



Foróige, the National Youth Development organisation  
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