

ANNUAL REPORT 2022



The background is a vibrant magenta. In the center is a large, light pink speech bubble with a scalloped border, containing the text 'ANNUAL REPORT 2022'. To the left, a stylized person with black hair, wearing orange headphones, a blue long-sleeved shirt, and teal pants with black spots, is shown in a dynamic pose with one arm raised. The scene is decorated with various colorful elements: three large circles with scalloped borders in purple, teal, and yellow; musical notes in blue, teal, and white; hearts in orange and blue; stars in yellow and magenta; and confetti in various shapes and colors.

ANNUAL REPORT 2022

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Who We Are and What We Do

Foróige is a youth development organisation. We believe profoundly in the potential of every young person. Foróige is about young people and we will always put them first, building their confidence, competence and capabilities. You will find us in local communities right across Ireland where we engage adult volunteers and staff who support young people to lead happier, healthier and more fulfilled lives.

Founded in 1952, our 70 years' experience in the area of youth development has enabled hundreds of thousands of young people and volunteers to engage in our clubs, projects and programmes. We work in friendly and safe environments in which young people can meet friends and importantly, have fun.

Our Purpose

Foróige's purpose is to enable young people to involve themselves consciously and actively in their own development and in the development of society. 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 greater capacity to take charge of their lives. Foróige's clubs, projects and programmes are designed to achieve our purpose, which is complementary to the formal education system.

Key features of Foróige's learning process are that young people have ownership of the process, they interact with real life situations, they learn by doing and they are actively involved in the community.



Our Core Values

Foróige's purpose is supported by the organisation's philosophy – our core values. These are built on the beliefs and values of our founders, volunteers, staff and young people over the past 70 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 work in all 26 counties in the Republic of Ireland, operating clubs and projects in over 500 communities in both urban and rural areas.

Foróige operate

814

Foróige Clubs and Projects in the Republic of Ireland

44

Foróige Clubs and Projects in **Donegal**

78

Foróige Clubs and Projects in **Mayo**. Mayo has the greatest number of young people involved in volunteer-led Youth Work at 3,106.

25

Foróige Clubs and Projects in **Cavan**

58

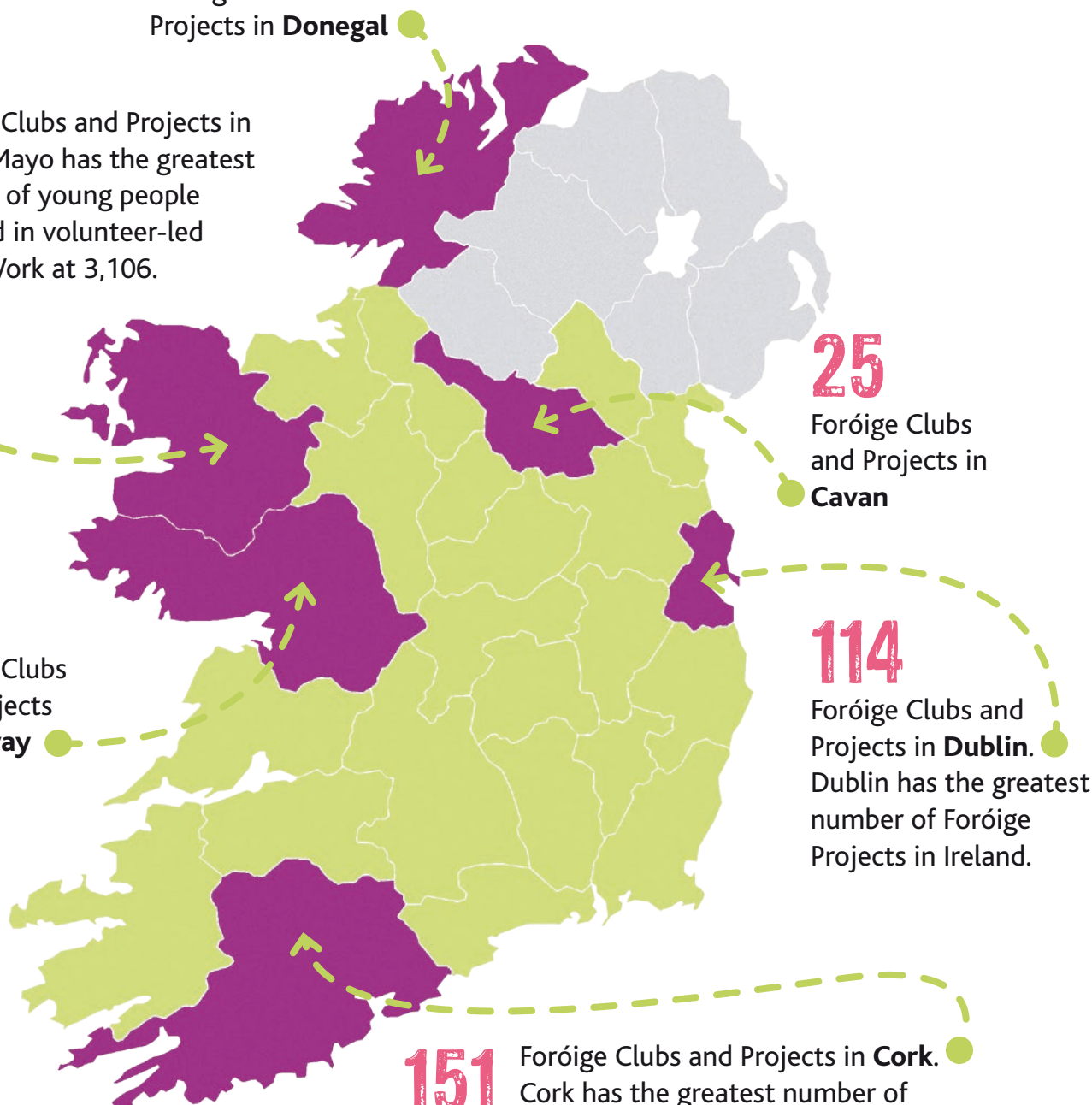
Foróige Clubs and Projects in **Galway**

114

Foróige Clubs and Projects in **Dublin**. Dublin has the greatest number of Foróige Projects in Ireland.

151

Foróige Clubs and Projects in **Cork**. Cork has the greatest number of Foróige Clubs in Ireland.



A Message from the Chairperson

2022 was a year of celebration for Foróige for a number of reasons, not least among them marking the 70th Anniversary of the organisation's founding in Mooncoin in 1952. In a year when we finally bid a heartfelt farewell to COVID-19 related public health restrictions on youth work, we hosted the 50th Annual Volunteer Conference. The significance of this coming together of youth work volunteers cannot be overstated. We reflected on 70 years of dedicated service to young people throughout Ireland, celebrated the manner in which we have overcome challenges, analysed the strengths and opportunities for continued growth, resolved to embrace the challenges and changes ahead, and renewed our commitment to the purpose and philosophy of Foróige as we strive to meet the needs of this generation of young people. It felt so good to finally be back together.

The full resumption of both our targeted and universal youth work services post-pandemic was a welcome outcome for staff and volunteers who dedicate themselves to the development and wellbeing of every young person who engages with us. The wide range of activities and programmes undertaken in person throughout Ireland in 2022 – snapshots of which adorn the pages of this Annual Report – speak to the continued relevance and importance of Foróige's quality of work. Indeed it has become more and more apparent as we continue to engage with young people, that this post-pandemic generation faces an uphill battle in establishing and maintaining social, emotional and mental wellness. Foróige is determined to place particular focus on this area of our work for the foreseeable future.

Allied to our focus on promoting wellness among young people, is our commitment to equity, fairness, diversity and accessibility in our services. We are especially proud of the manner and level at which we have engaged with young people seeking international protection, particularly our work with displaced young Ukrainians. Access to quality voluntary youth services within their own community is a reasonable expectation for every young person in Ireland who seeks healthy growth, development and to reach their full potential in a mature, healthy society.



As I reflect back not only on 2022 but on 70 years of Foróige, and as I look forward to the year ahead, I affirm the fundamentals that we take with us into the changed landscape of post-pandemic youth work. We are still the same volunteer-led organisation we have always been, our purpose and philosophy remains intact and is as relevant today as it was in any prior decade.

I want to thank the management and staff of Foróige for their continuing work on behalf of the organisation. I pay particular tribute to the members of the Board whose voluntary efforts in maintaining the good governance of Foróige is second to none. My gratitude also to our funders without whom our work could not continue.

A particular thanks is due to every volunteer who gives of their time and talents to work with young people across our clubs, services, programmes and projects. The strength of Foróige rests in the strength of its volunteer base, who in turn keep young people in communities strong through active engagement in their own development.

I look forward to the year ahead and the challenges which it too will bring. I hope the coming year sees an expansion of our mentoring and digital youth work programmes and increased engagement by young people in all of our programmes. I look forward to the completion of the Strategic Plan 2023 - 27 which will direct our focus over the next five years and to a renewed commitment to universal youth work that is shared by all who value young people.

I commend this report, and thank all who have been a part of its compilation.

Barbara Daly
CHAIRPERSON

A Message from the Chief Executive Officer

Looking back

2022 was a milestone year for Foróige as we celebrated our 70th anniversary. In 1952 the organisation was founded with just 12 clubs, but even at our inception, the transformative potential of Foróige was recognised. The first meeting of the organisation, then called Macra na Tuaithe, was held in Mooncoin, County Kilkenny, and was attended by the then Ministers for Education and Agriculture.

"There can be no remedy for our manifold national ills if we cannot create a spirit of courage and enterprise in our young people," said then Minister for Education, Sean Moylan.

That quote resonates just as powerfully today as it did in Mooncoin.

For these past seven decades Foróige has championed innovation and leadership in non-formal education and youth work. We established a country-wide network of Foróige clubs, youth services and projects. We developed an incredibly effective suite of educational programmes based on young people's needs that enable them to build vital skills in areas such as citizenship, leadership, health & wellbeing, relationships & sexuality, entrepreneurship, mentoring and much more. Hundreds of thousands of young people have been affected positively by our work, supported by tens of thousands of volunteers in both urban and rural communities across the country.

So while this is certainly a moment to acknowledge and indeed to celebrate the journey we have travelled so far, it is also a moment to recognise the journey still to go.

Looking forward

The future is bright and exciting. We will maintain our commitment to innovation and development, and the spirit of breaking new ground in which we were created. Foróige is always changing because Young People and the world they live in is also changing

The organisation will continue to push boundaries and enter exciting new fields of youth work in the coming decade with our digital youth work arm of our organisation. Young people, staff and volunteers are already pioneering new ways to connect, learn and innovate through the use of digital technology.



In partnership with the University of Galway, we have been at the forefront of developing empathy education. Empathy is a skill which can be learned, practised, and mastered. In a polarised and rapidly changing world it is crucial that we give our young people the opportunity to nurture their capacity for empathy. Empathy education is not trivial or inconsequential - not only does it tackle major issues facing young people, such as cyberbullying and misuse of social media, but also, research shows that it helps the academic development of young people and prepares them for an ever increasingly evolving future Ireland.

The Importance of Universal Youth Work

Every young person is entitled to the opportunity to engage in universal youth work. It is part of what we as a state have signed up to through the Bonn Declaration in 2020, and we need to invest in youth work and youth work organisations in order to ensure that this happens.

This generation of young people survived one of the most uncertain and turbulent times in modern life with the COVID-19 pandemic. They were dealt a devastating blow to their development and their most formative years. The wellbeing of young people stagnates at an all time low post-pandemic.

Young people in Ireland need non-formal education and youth work more than any generation that came before - and there is no better organisation than Foróige, with 70 years of experience, dedication and reach to help the youth of today become the changemakers of the future.

I look forward to the year ahead with hope for increased National recognition for the importance of the role of youth work and non-formal education in the life of every young person.

Seán Campbell
FORÓIGE CEO

Legal and Administrative Information

Board Members

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

Barbara Daly - Chairperson
Seamus Carey
Anthony Clinton
Shane Fallon
Eoin Forkan
(Young Person Representative)
Grace Gallagher
Noel Kelly
Paul Maher
Roisin McGlone
Sandra McIntyre
Odhrán O'Mahony
Alan Prendergast
Patrick Ryan
Caitlin Thompson
(Young Person Representative,
Board member from April 1, 2023)

The following were members of the board in 2022 and resigned when their term of office ended on July 23, 2022

David Guilfoyle
Tommy Horan
Mairi McMahon
Pat O'Meara
David O'Reilly
Adam Peerbux
Grainne Reynolds
Wayne Travers

Board Committees and Other Information

Finance Committee

Wayne Travers – Chair¹
Lorna McKernan^{1,3}
Seamus Carey
Tommy Horan¹
Tyrone Williamsone^{1,3}
Noel Kelly – Chair²
Ash Kennedy^{2,3}
Mairead Eachthigheirn^{2,3}
Michael McAteer^{2,3}

Audit & Risk

Pat O'Meara – Chair¹
Jim Leahy^{1,3}
Eoin Forkan^{1,3}
Emily O'Reilly^{1,3}
Aoife Lyons^{1,3}
Odhrán O'Mahony – Chair²
Sinead Morgan^{2,3}
Dearbhaile McMahon^{2,3}
Deborah Bennet^{2,3}
Orna O'Brien^{2,3}

Governance & Nominations

Mairi McMahon¹
Dave O'Reilly¹
Grace Gallagher
Sarah McGrath^{1,3}
Sandra McIntyre – Chair²
Catriona Fingleton^{2,3}
Kenneth Appleby^{2,3}
Sarah Aitken^{2,3}
Shane Fallon^{2,3}

Human Resources & Remuneration

Dave O'Reilly – Chair¹
Catherine Fahy^{1,3}
Catherine McCaughey^{1,3}
Deborah Nicoll Walsh^{1,3}
Lilly Kelly^{1,3}
Roisin Gilmore – Chair^{2,3}
Laura Duncan^{2,3}
Paul Maher^{2,3}
Sandra McIntyre^{2,3}

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

Declan O'Leary
Area Manager - Cork

Karen Hannify
Director of Marketing, Communications and External Relations

Miriam Ryan
Area Manager - Dublin North

Rachael Murphy
Director of Support Services

Sarah Haslam
Director of Programmes and Research

Siobhan McCormack
Director of Finance

Company Registration number (CRO) : 552248
Registered Charity number (CRA) : 20007812
Charitable Status number (CHY) : 5359

¹ Retired from the Committee July 2022

² Joined the Committee September 2022

³ Member of National Council, not a Board Member

Report of the Board

The Board of Foróige presents its report and consolidated financial statements for the year ended 31st December 2022.

Strategies, Objectives and Activities

The Strategic Planning process, due to be completed in 2020 was delayed due to COVID-19. This process recommenced in 2022. For the duration of 2022 we continued to utilise the Strategy, objectives and activities from the previous Strategic Plan.

In particular in 2022 we continued to build on the previous year's achievements in relation to the four critical impact goals:

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

Our ongoing work is described under the heading Summary of Our Activities and Achievements in 2022 while progress against the key areas is summarised under the heading Longer Term Strategy and Objectives.

Impact of COVID-19

On the 1st February 2022 all restrictions regarding COVID-19 were removed for youth work. This was extremely welcome news for all involved in our clubs, projects and programmes. However, building back to pre-COVID-19 was a challenge. Many of the work practices that had been established and had become the norm during the pandemic had to be undone in addition to the challenge of involving a whole new cohort of young people who had previously had no involvement in our clubs, projects and programmes.

An additional aim for 2022 was to:

- ▶ Build back to Foróige pre-COVID-19



Summary of Activities and Achievements 2022

In 2022 we operated in 26 counties in the Republic of Ireland, alongside programmes in Northern Ireland and in the USA. We focused 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. This is facilitated by adult volunteers who are supported by professional youth workers.



The main objectives of our volunteer led services are to:

- ▶ Enable communities to develop and facilitate a range of Foróige clubs and groups in their own locality
- ▶ 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

2022 was a 'return to normal' for many of us. Our initial focus was on clubs that had operated to some extent during the pandemic, supporting them to return to their in person Foróige clubs and regular meeting schedule. There were challenges in relation to uncertainty, new cohorts of young people to be recruited with no previous experience of Foróige, and recruitment of volunteers to replace those that left due to personal circumstances.

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'.

Some of the achievements in 2022 are set out below:

- ▶ In 2022 there were **334** volunteer led Foróige clubs – **261** Foróige Clubs; **30** Foróige Juniors; **34** Foróige Interest Groups and **9** 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. The impact of the pandemic and the closure or limited operation of clubs since March 2020 has resulted in a decrease of 42% in our club numbers since the last comparable pre COVID-19 year (2019).
- ▶ There were **9,789 young people** involved in Foróige clubs in 2022 and **2,647 adult volunteers**. This means that the ratio of young people to leaders is 3.7:1. This ensures that Foróige clubs are not only meeting but exceeding the required ratios for child safeguarding and this also contributes to ensuring the safety and wellbeing of young people involved in Foróige clubs. Again, the effects of the pandemic are noticeable with a 31% decrease in membership and a 36% decrease in the number of adult volunteer leaders.
- ▶ With specific funding from the Department of Children, Equality, Disability, Integration and Youth we undertook a significant campaign to promote Foróige volunteer led youth work. The title of the campaign was 'The Comeback Campaign'. The aim of the campaign was to heighten awareness of Foróige, encourage adults to volunteer in Foróige clubs and to draw young people towards joining Foróige. It was the largest campaign of its type in the history of Foróige with advertisements running across local and national radio stations and in national press.

- ▶ As part of the Comeback Campaign, Ferbane Foróige Club in Offaly was visited by RTÉ Radio 1's Drivetime programme, who did an extensive feature showcasing what goes on in a Foróige club and hearing directly from young people and leaders about why getting back to in-person social activities is so important post-pandemic.
- ▶ Social media was an important part of the Comeback Campaign. Over **1,000,000** people in Ireland viewed the campaign in some way across social media. The online element of the campaign was also supported by two social media influencers, Jess Glynn and Cian Mooney. Jess Glynn, a former Foróige member, became involved with Duleek Foróige Club as a leader. She provided members of the club with phone photography workshops and Tik Tok Tips and Techniques. Cian Mooney went along to Lusk Foróige Club in Dublin and hung out with the young people there. He interviewed them for his TikTok and created videos which highlighted his memories from his own time in Foróige as a young person in Blanchardstown in Dublin.
- ▶ As a result of the Comeback Campaign and other recruitment initiatives, **56** new Foróige clubs were created in 2022.
- ▶ Over **300** young people attended Regional Conferences of Clubs to identify issues of importance to young people and make recommendations for actions to inform the future of Foróige locally, regionally and nationally.
- ▶ In 2022 Foróige hosted its 50th Annual Volunteer Conference, with **120** delegates from **16** counties enjoying a wide variety of guest speakers, group discussions and social events. Minister for Children, Equality, Disability, Integration and Youth, Roderic O'Gorman T.D. was in attendance and spoke to volunteers, praising their continued efforts throughout the pandemic: "Foróige volunteers have helped create communities that are vital to our society. The value of the contributions that are made by these volunteers cannot be overstated."
- ▶ With funding from the Sunflower Foundation, a number of grants were made available to Foróige clubs and District Councils for inter-club events. These events marked the return of Foróige to its usual activities and included Foróige Gala Balls in Waterford, Mayo, West Cork and Galway.
- ▶ Mayo District Council hosted the Amplified Music Festival. This is a drug and alcohol free outdoor music festival for young people from Foróige. There were DJs, a silent disco, tug of war, fire jugglers, giant jenga and more. It was the first event of its kind for many young people who had not previously had the opportunity to attend any type of big social gathering since they entered their teenage years.
- ▶ Foróige members from Sligo and Leitrim enjoyed an intensive four week kayak training course, focused on exploring and journeys and covering a distance of 100km! Young people learned to journey from Lough Key to Carrick-on Shannon, and also explored Lough Arrow, the River Moy, and the sea stacks at Downpatrick Head. One young person went on to learn self-rescue skills, and a volunteer leader has since progressed to become a student in Athlone TU studying outdoor education in addition to becoming a certified kayaking instructor.
- ▶ There were a number of online clubs formed during the COVID-19 pandemic and many have continued to operate in 2022 which proves the durability of the online club model. An example of this is the online Harry Potter club which has members from Sligo, Leitrim, Longford, Kildare and Cork who share a passion for all things Potter. Running over 15 weeks, young people got together every Wednesday night over Zoom to play games, do quizzes, and exercise their creative sides by making videos on how to make your own wand or potions. Each week they also discussed a conversation topic, to understand the motivations of different characters and how we can look at the 'bad guys' of a story with more empathy for the experiences that shape them.
- ▶ In the earlier part of 2022, Foróige clubs made the best of the outdoors. St. Patrick's Day celebrations for the community were organised by **Whitechurch Foróige Club** in Co. Cork. The event featured choral performances, set dancing, a short parade, refreshments and more. Other Foróige clubs participated in Walk and Talk events, designed to improve young people's wellbeing, including **Aghada Foróige's** beach walk and **Castlebar Foróige's** walk at Lough Lannagh. **Sligo** Foróige District Council organised an outdoor Adventure interclub event including orienteering and team building games.



Amplified Festival

In July of 2022 on a balmy evening in Ballina, Co. Mayo, Foróige's Amplified Festival made its debut. With nearly 2000 young people in attendance, from every corner of Ireland, the drug and alcohol free music festival boasted a main stage with iRadio DJs Steven Cooper and Louise Clarke who pumped out the tunes all night while MC Fabu-D kept the crowd energised.

After the sunset, the sparks from fire jugglers blazed up the sky, and young people were encouraged to compete in dance-offs on the main stage, to the delight of the crowds. The night also featured a silent disco marquee that had a queue as long as the Moy, as well as food stalls, a chill out area and a games zone featuring all the classics: tug of war, giant jenga, and jumbo Twister.

This spectacular youth event kicked off the first summer of in person Foróige activities for young people in two years due to widespread lockdowns caused by the COVID-19 pandemic.

Because of the huge success of the event -
Amplified will be back!



- ▶ Foróige clubs resumed involvement in community citizenship and charitable giving in 2022. Examples of this included **Kilmacrennan Foróige Club** in Donegal who organised a "Kids Helping Kids" project to support children in Ukraine.
- ▶ **Bunclody Foróige Juniors**, Wexford, got involved with the local Tidy Towns to do monthly clean-ups of their local area.

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

The Big Brother Big Sister Programme (BBBS) is an internationally recognised youth mentoring programme that forms supportive friendships for young people, inspiring them to brighter futures. An adult mentor is matched with a young person based on mutual interest. Matches meet for two hours each week and do various activities that mainly focus on building a supportive relationship between the adult and young person. Big Brother Big Sister operated in 22 counties in 2022.

Some of the achievements in 2022 are set out below:

- ▶ **582** BBBS community based matches operated in 2022. 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 **32 schools**. School based matches are where an older student mentors a younger student. In 2022 there were **1,927 matches** helping to improve young peoples' hopes and aspirations for their academic achievements and combating bullying.
- ▶ In 2022, a new marketing partnership between Toyota Ireland and the Big Brother Big Sister Programme was launched. The aim of the partnership was to increase volunteer numbers across the country so that more young people could be matched with a mentor. This campaign was multiplatform and saw ads appear across social, print and radio, aiming to spread awareness of BBBS and recruit adult volunteers to the programme. The video ads were broadcast across the digital landscape, including Facebook, Instagram, Messenger, Spotify, Snapchat and more. The most successful platform of all was TikTok, where the ads were viewed over **4.7 million** times. The radio ads were heard across almost all national and regional stations. There were over **1,100 expressions of interest** from the campaign between September and December 2022.
- ▶ On 5th December 2022 Foróige celebrated 21 years of the BBBS youth mentoring programme in Ireland. The anniversary was marked by an online celebration during which photos, videos and stories of current and past programme participants were shared. Old and new matches, staff, parents, guardians, volunteers and supporters from over the years came together for this special celebration.
- ▶ The partnership between the Child and Adolescent Mental Health Services (CAMHS) and BBBS continued throughout 2022. The BBBS programme supports young people referred or on the waiting list for CAMHS through matching them with an adult mentor.
- ▶ In November, Mary Butler, Minister of State at the Department of Health with responsibility for Mental Health and Older People, launched the research findings of a study carried out by the UNESCO Child and Family Research Centre, University of Galway, on the CAMHS and BBBS partnership. In addition to the positive mental health outcomes for young people involved, the research also highlights the benefits of the partnership between HSE CAMHS and Foróige's BBBS programme.
- ▶ The Third Level Mentoring programme successfully expanded to two new third level institutes in 2022: University College Cork (UCC) and South East Technological University, Waterford. These universities join ATU Sligo, Galway, Mayo and Letterkenny and the University of Galway, bringing the total number of institutes operating our mentoring programme to **7**. In 2022 we supported **84** students in their transition into their new campus. These students were matched with staff in the institute. A grant from the HSE will ensure the programme continues into 2023.
- ▶ A mentoring programme was successfully piloted in the Direct Provision Centre in **Ballyhaunis** in 2021 and expanded in 2022 to the Direct Provision centre in **Salthill**, Galway. The programme matches young refugees and asylum seekers to local community volunteer mentors.

- ▶ A new model of mentoring, the **MentorMe** programme, where a young person identifies a mentor from within their social circle to support and encourage them, was expanded nationally. Seven additional staff were trained bringing the total number of staff trained in the delivery of MentorMe to **16**. A researcher was employed in 2022 to undertake a research study into the programme's outcomes in 2023.

Support and develop volunteers to provide holiday programmes for young people

In **Cork**, Foróige operates volunteer-led Summer Schemes. These Summer Schemes train and support volunteers to provide summer holiday programmes for young people. Summer Schemes provide opportunities to learn new skills such as arts and crafts, gardening, swimming and also provide recreational opportunities for young people who may not otherwise have the chance to access these. 2022 saw the first Summer Schemes in operation since 2019.

- ▶ There were **335** volunteer adults involved in total, 94 of whom were directly involved in planning, managing, implementing and reviewing the Summer Schemes. There were 16 Summer Schemes operating from one to three weeks – each one with a total of 35 hours of engagement.
- ▶ **1,314** young people were involved in the Summer Schemes in 2022.

Recruit, support and develop adults in their youth work roles

An essential element of Foróige's service is to ensure that volunteers are supported to achieve their roles. In the main this is achieved through the provision of high quality, relevant training.

Some of the achievements in 2022 are set out below:

- ▶ Training for volunteers continued to be provided online and in person. This new model of training provision, implemented during the COVID-19 pandemic, has proven to be extremely successful and enables a greater variety of training to be provided in addition to greater flexibility for attendees.
- ▶ In total, there were **223** training courses offered to volunteer leaders and young people involved in clubs. Over half of these courses were Starting Out Training for Volunteers and 25% were Child Protection and Safeguarding Training courses.



- ▶ Over **800 hours** of training were provided to volunteers and young people in Foróige clubs. **2,331 training places** were taken up by volunteers and 380 by young people. Training is an essential part of enabling adult leaders to work effectively with young people to ensure the purpose of Foróige is achieved. Volunteers availed of a range of other training courses such as **Online Safety, Health Promotion, Climate Justice, Youth Participation, Training in Administrative Systems**. There is usually no cost for volunteers availing of these training opportunities.
- ▶ In 2022 Foróige continued the implementation and improvements of Salesforce - the Club Management System. It is the recording system for members and volunteer leaders and their participation and engagement with Foróige. Significant resources and training have been invested in enabling staff and volunteers to utilise the system to reduce the amount of administration and paper record keeping for clubs.

Support and develop young people in their Foróige roles

Young people in Foróige take on a range of roles and a vital aspect of our service is to ensure that they are supported to fulfil these and develop important skills in the process. In the main this is achieved through the provision of high quality and relevant training.

- ▶ **380** young people accessed training places in 2022.
- ▶ The Club Officer resources were reviewed and revised. A number of videos were produced as an aid for leaders and members in how to operate an effective committee in their club and also videos specific to the roles of the various officers in their clubs. **45** young people participated in the pilot training of these resources.

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 operates targeted services in 24 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 or alcohol use
- ▶ Ensure that children and young people will have a voice in their individual and collective everyday lives

Foróige operates **178** Targeted Services through various funding streams. These include:

- ▶ **67** Youth and Community Projects which provide out of school support for young people. These projects identify and engage young people from the communities in which they operate to enable them to develop skills that will help them reach their full potential and to support them during their transition from childhood to adulthood. Foróige's youth and community projects include UBU Your Place Your Space projects, which are funded by the Department of Children, Equality, Disability, Integration and Youth, as well as youth employability projects, school completion initiatives and projects funded through Peace IV.

- ▶ **40** projects funded by the Department of Justice in partnership with An Garda Síochána. These Youth Diversion Projects (YDP) are local community based projects which work with young people. The projects aim to help young people move away from behaving in a way that might get them or their friends into trouble with the law. They help young people develop their sense of community and their social skills through different activities. There are **13** additional pilot projects funded by the Department of Justice that are complementary to the work of the YDPs, such as initiatives that work with 8-11 year olds or provide family support. It is planned that these projects will be merged with the existing 40 projects in 2023.
- ▶ **1** initiative funded by the Department of Justice to support the creation of Big Brother Big Sister mentoring matches in some YDP's.
- ▶ **28** projects aimed at working with young people and supporting their families, mainly in partnership with Tusla, the Child and Family Agency. These projects engage in a wide variety of initiatives including involving young people in educational activities and working with their families and their parents to enable them to achieve the identified outcomes for their children.
- ▶ **14** projects specifically aimed at drug education for young people, their parents and the communities in which they are based.
- ▶ **4** Health & Wellbeing projects providing a holistic approach to young people's health and wellbeing.
- ▶ **11** Youth Participation projects that enable young people to have a voice in decisions that impact on their lives.

Progress Against Objectives

Provide local, community based youth work projects catering to a broad range of young people's identified needs

Foróige operates a range of projects in geographical areas that have been designated as disadvantaged. These projects, with a variety of funding sources, 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 that these projects provide 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 operates these youth and community projects in **18** counties.

Some of the achievements in 2022 are set out below:

- ▶ There were **57** youth and community projects operated by Foróige in 2022.
- ▶ **7** projects focused on youth employability skills.
- ▶ Foróige manages **3** School Completion Projects on behalf of local management committees.
- ▶ Over **8,000** young people were involved in these projects in 2022. These young people, mainly aged between 10 and 21 years, came from a variety of socio-economic, ethnic and geographic backgrounds. Due to significant changes in the way the UBU projects operate, there has been a significant decrease for the last comparable year (2019) in the numbers engaged. This is to ensure that resources are directed to those young people most in need of youth work interventions.
- ▶ A new project was established in **Balbriggan, Co. Dublin** with funding from the HSE. It is a universal programme aimed at promoting healthy initiatives in the areas of mental, physical and social health for young people. With funding from the McHugh Family Fund, through the Community Foundation for Ireland, a **Digital Tech Hub** was launched in July providing young people with the facilities and resources to develop their creative and technology skills.
- ▶ In **Tallaght**, a number of youth projects came together to facilitate a Stand Up Comedy programme to develop young people's self-confidence and performance skills.
- ▶ Several youth projects around the country engaged young people from **Ukraine** in various youth activities and programmes including English language support. With funding from the Sunflower Foundation, **488** Ukrainian young people and their families across 8 counties were engaged in a wide range of activities and supports, from sports and outdoor pursuits, creative arts, cooking, and day trips, to the provision of English language and educational support.
- ▶ The **Croom Area UBU project, Limerick** has partnered with Sailing Into Wellness. A number of participants have been involved in sailing programmes and have been trained as crew for the *Ilen*, the last of Ireland's traditional wooden sailing ships. In November they crewed the *Ilen* from Dungarvan to Kinsale and prepared the ship for the winter months.
- ▶ In **Cork**, the **Mahon UBU** project collaborated with the local girls' secondary school to develop a girls basketball team. The team went on to win the county league. One young person who had returned to sport after a long gap, improved her school attendance significantly and improved her relationships with teachers in school due to her participation in the team. For her commitment and improvement, she received an award.
- ▶ The **Mahon UBU** project in Cork also provided space and encouragement for the artistic endeavours of young people, particularly in the area of music. There were several on stage performances and collaborations with music groups and venues including the Everyman Theatre, University of Limerick, Marina Market and a concert for parents in the youth centre.
- ▶ The 'Muck In Project' was a city wide effort where various youth projects, including **Farranree UBU**, produced a clay tile work of art specific to their project. These pieces were then displayed in **Cork** city centre as a permanent art installation.



- ▶ Kshaunish Bundoo has been an active participant and volunteer with the **BEY Project**, Co. Mayo taking part in various projects, trips, events and overall creating a sense of community within the BEY Project. Kshaunish has many talents which he shared with young people in the project - he is a talented artist, skilled baker and gifted photographer, all while studying cyber security in Dublin. Kshaunish received a Garda Youth Award in November 2022 for his work with the BEY project.
- ▶ Foróige launched **new projects** in 2022. In a first for Foróige, the **West Iveragh UBU** project in **Co. Kerry** opened its doors, and it has had a significant impact on young people and their communities in a very short space of time. Another new project, **Erris UBU, Co. Mayo** was started and already engages over 140 young people in the areas of Belmullet, Rosspoint and Eachléim.
- ▶ In **Roscommon** Foróige operates a specific project that engages with the Roma Community. It is a huge success and supports young people from the Roma Community in developing their skills and talents and celebrating their heritage. 85 Roma young people attended a celebration of International Roma Day in Roscommon. One young person spoke at the UBU launches in the Department of Children, Equality, Disability and Youth about the positive impact the project has had on her and her community.
- ▶ In north **Dublin** the LEAD (League of Equality and Anti-Discrimination) initiative was established by seven young people from a variety of backgrounds, who are passionate about ensuring equality and anti-discrimination in their communities. They organised a Diversity event, met with then Tánaiste Leo Varadkar and won both regional and national Garda Youth Awards for their efforts.

- ▶ Foróige operated **School Completion Programmes** in Westmeath and Dublin. These programmes are specifically aimed at retaining young people in school. In 2022, significant work was done to bring the projects together as a distinct team within Foróige.
- ▶ **The Early School Leavers Project**, Dublin works with young people who are not in formal education with the aim of re-engaging them. Through their involvement in this initiative a number of young people successfully completed their Junior Certificate. In addition, they participated in Foróige's NFTE Programme, setting up a company and selling their products at the National Craft Fair in the RDS.

Impact upon the attitudes, behaviours and circumstances that give rise to youth offending

Foróige operates **40** Youth Diversion Projects (YDPs) projects co-funded by the Department of Justice and the European Social Fund as part of ESF Plus 2021-2027. These initiatives operate in partnership with An Garda Síochána. YDPs are community-based multi-agency crime prevention initiatives, which seek to divert young people who have become involved in crime or anti-social behaviour, and to support wider preventative work within the community and with families at risk. YDPs aim to bring about the conditions whereby the behavioural patterns of young people towards law and order can develop and mature through positive interventions and interaction with the project. They are primarily targeted at 12-17 year old "at risk" young people in communities where a specific need has been identified and where there is a risk of them remaining within the justice system. There are **13** pilot projects in the areas of family support and working with 8-11 year olds in operation alongside the YDP's. In addition to the projects, there are dedicated Big Brother Big Sister staff focused on matching mentors with young people from these projects.

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.

In 2022, in line with the Youth Justice Strategy 2021-2027, there was a significant expansion of YDPs, focusing on additional staffing for projects for family support, work with 8-11 year olds and harder to engage young people. This resulted in Foróige commencing the recruitment of nearly 59 new posts for YDPs.

- ▶ There were **1,802** young people involved in 53 projects in 2022. Three of these projects are for 8-11 year olds and six provide specific family support.
- ▶ **39** 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.
- ▶ A number of projects operated programmes during the school holidays. In **Cork**, the Heron Project facilitated a number of educational activities focused on outdoor pursuits such as mountain biking, surfing and zip lining. The **Navan YDP** organised family day trips for young people and their families who had not experienced such activities previously including trips to Dublin Zoo, and a Christmas Experience to meet Santa. These trips enable families to experience quality time with each other. In **Ballyfermot** the ABLE Project participated in a Halloween Community Event in conjunction with Dublin City Council.
- ▶ A number of projects undertook activities to build good relationships between participants in the projects and An Garda Síochána. Examples of these include the HAY Project in **Dublin's North Inner City** organising weekly football matches between young people and the Guards; a participant from the Beat Project in **Blanchardstown** supported the DJ at the local Garda Youth Awards; in **Longford** the LEAP Project worked with the Gardaí, the FAI and the Sports Partnership on a soccer skills programme and also participated in the Blue Santa Fundraiser.
- ▶ Young people from the **Cross Border Diversion Project** and the **Donegal Youth Diversion Project** took part in a cross-community football tournament in Portadown, Co. Armagh. It was hosted by NI Hyatt and the Rio Ferdinand Foundation.
- ▶ The CABLE Project, **Co. Louth**, presented at the National YDP Conference. The presentation focused on the negative impact the local Drogheda drug feud has had on the project's participants and the positive initiatives that the project has undertaken to combat this.
- ▶ YDP Projects actively engage participants in their local communities. The ABLE Project, **Dublin** supported young people to create planters for both the project premises and for local businesses. Participants in the HAY project, also in Dublin, restored old bikes and donated them to Ukrainian families.
- ▶ In **Meath** young people from the Navan YDP participated in the Gaisce Bronze Awards which involved completing a 26 week project, learning new skills, creating a mural for the wall of the project premises, and a physical fitness programme that culminated in a 20km cycle along the greenway in Slane.
- ▶ Young people involved in YDPs across the country engaged in a range of skills development courses such as Safe Pass, Driver Learned Theory Test and First Aid qualifications.
- ▶ The KRIB Project in **Kilmainham** worked collaboratively with a number of other youth serving agencies to support a young person engaged in anti-social behaviour. They are now in full time third level education studying psychology.





Young People Bring Their Perspectives on Climate Justice to the Seanad

2022 was a notable year for Climate Justice in Foróige, with young people getting the opportunity to have their say on Ireland's climate policies in Seanad Éireann. The ECOLlective, Foróige's youth climate justice advocacy group, presented to the Joint Oireachtas Committee on Environment and Climate Action on Friday 3rd June at the invitation of Brian Leddin T.D., the Committee Chair. The Cathaoirleach of Seanad Éireann, Senator Mark Daly, agreed to host the Committee meeting in the Seanad chamber, making it a first for young people.

This was a historic moment, as young people descended on Leinster House to bring their voices and perspectives on the climate crisis from outside the gates into the very halls of decision making. Six young people from across Foróige gave speeches on a range of topics relating to climate justice, including the importance of youth voice; rural transport; climate education; the circular economy; waste management; and the experience of young people living on Ireland's islands.

”

What I do care about is that the next generation doesn't grow up like you or me. I want them to be optimistic, flexible, and grounded. I need them to care about and be committed to climate action.

Mae

”

We so often hear that young people will be the next generation of leaders shaping this country in the future, which is true. But we are also citizens now, and we are important for what we can bring to the table today.

Mary



Support young people and their families to strengthen positive informal social networks

Foróige operates **28** projects aimed at working with young people and supporting their families, mainly in partnership with Tusla, the Child and Family Agency. These projects engage in a wide variety of initiatives including involving young people in educational activities and working with their families and their parents to enable them to achieve the identified outcomes for their young people.

- ▶ Foróige operates **5** 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 **Donegal Youth Voices** project provides a safe space for young people to be empowered and to develop leadership skills by contributing to the decision-making processes within Tusla, where appropriate. There are 13 young people from across Donegal involved in the group and it was set up as part of Tusla's Youth Participation Strategy 2019-2023. With support from Foróige staff, the young people meet with Tusla to share their views or come up with new ideas. In 2022 they won an Investing in Children Award and the Tusla Gold Excellence Award. This project is a best practice example of involving children and young people in influencing decisions that affect them and ensuring their voices are heard by decision makers. Donegal Youth Voices designed and created an animated video to explain what a Child in Care Review is. This video is now used by Tusla staff, foster carers and anyone working with young people in care.
- ▶ In **Limerick** the Youth Advisory Squad continued to develop the Creative Learning Hub initiative for young people in West Limerick to have a place to collaborate on creative projects and run events. Examples include the Creative Minds Street Art Projects which included a Mural for Monagea GAA Club called 'Never Give Up' reflecting the themes of friendship, fun and leadership. The young artists and designers involved were between the ages of 10-12 years.

- ▶ In **Mayo**, the Tusla Youth Advisory Committee (run as a partnership between Foróige and Tusla) hosted and facilitated a participation event in November, with the theme '*How to increase youth engagement in the Meitheal process*'. The conference was run and facilitated by 4 young people, and featured the launch of a Meitheal leaflet designed by young people, as well as facilitated participatory activities with around 60 Tusla staff members. The Ombudsman for Children, Dr. Niall Muldoon, attended on the day and praised the young people for their hard work on behalf of their peers.

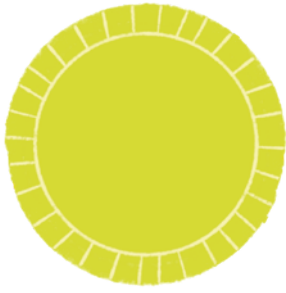
Promote healthier lifestyle choices among young people generally and to prioritise prevention interventions on those in communities who are at particular risk of problem drug/alcohol use

Foróige operates **18** projects specifically aimed at drug and alcohol education and health and wellbeing for young people, their parents and the communities in which they are based. In addition there is a specific post in Foróige to ensure that all staff and volunteers are trained in best practice in drug prevention and education and adhere to Foróige's policies and procedures.

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.

- ▶ 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 Putting the Pieces Together, an evidence based resource for those working with young people at risk of drug and alcohol misuse.
- ▶ Parent education programmes were run extensively throughout the country including 'Strengthening Families' which is operated in **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 2022 there have been a number of projects and initiatives that support this aim across a variety of different project types and throughout Foróige. 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, as well as decisions that affect them outside Foróige.

- ▶ In 2022, Foróige operated Hub na nÓg, the centre of excellence on child and youth participation, on behalf of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY). 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.
- ▶ Foróige, in partnership with Youth Work Ireland, continued to operate the National Participation Office on behalf of DCEDIY which supports the operation of Comhairle na nÓg and other youth initiatives throughout the country.
- ▶ On behalf of DCEDIY, Foróige co-ordinated and organised Dáil na nÓg in March 2022, where 200 young people elected by their local Comhairle came together to celebrate the 20th anniversary of Dáil na nÓg and discuss and vote on the issues that matter most to young people across Ireland. This year's theme was equality.
- ▶ Also on behalf of DCEDIY, Foróige co-ordinated and organised the first ever Seanad na nÓg in November 2022, with 60 youth delegates from across the island of Ireland convening as part of the Seanad 100 commemorations. Young people debated a number of topics that they had selected, formulated recommendations on these topics, and voted on their priority recommendation which will be discussed by the Seanad together with the relevant Ministers.
- ▶ Foróige is contracted by 10 different county councils to directly facilitate and support the operation of Comhairle na nÓg in that county.

- ▶ In March and April a number of **Regional Conferences and Regional Youth Participation Seminars** took place for young people in Foróige. **490** young people participated in sharing their views and identifying topics of importance to them and their peers.
- ▶ At Foróige's Regional Conferences and Regional Youth Participation Seminars, **58** young people were elected to Foróige's Reference Panel. The Reference Panel met twice in 2022 over two weekends – the first in person Reference Panel meetings since 2019. They discussed the Comeback Campaign and reviewed the Charter of Rights for young people in Foróige. They also made recommendations to the Board regarding the make-up of the Reference Panel, which resulted in changes for 2023 to have more representatives from Foróige Projects and Programmes.
- ▶ **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.
- ▶ 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. **6** young people from Foróige presented opening statements on a range of issues relating to climate justice at the Joint Oireachtas Committee on Environment and Climate Action in June 2022. Three of these speeches were later adapted into opinion pieces and published in the Irish Examiner to coincide with the COP26 Climate Conference in November, on the topics of climate education, sustainable rural transport, and the importance of young people participating in decision-making around climate action. In September and October, **7** young people from Foróige spoke at two youth engagement meetings of the Seanad Public Consultation Committee, on the topic of the constitutional future of the island of Ireland.





- ▶ Foróige young people also supported the inclusion of youth voice in a number of strategies. On behalf of the Department of Agriculture, Forestry and the Marine, Foróige ran a focus group with young people on Ireland's Shared Vision for Forestry and the new Forest Strategy. Foróige young people also fed into the Public Libraries Strategy, to help make libraries more youth friendly.
- ▶ One member of the Reference Panel, Orna O'Brien, received the prestigious Benjamin Franklin Scholarship from the US Embassy. She spent five weeks in Indiana meeting with other young people from around the world and discussing a variety of topics of international importance to young people.
- ▶ 2 young people, Caitlin Thompson and Eoin Forkan were elected as youth observers onto the Board of Foróige. This is to ensure that young people's voices are represented at the highest levels of governance in the organisation.
- ▶ In spring 2022, 6 young people from across Foróige services formed a Youth Advisory Panel to the international conference 'Navigating the Future: A Compass for Youth Policy and Practice', hosted at the University of Galway by the UNESCO Child and Family Research Centre. The panel decided what topics they wanted to showcase at the Conference on behalf of young people, leading to the creation of two 'Youth Voices' sessions which each featured 3 young people. The sessions focused on the topics of youth activism and participation, and the role of youth work in young people's lives.
- ▶ June 2022 also saw 3 Foróige young people travel to the European Parliament as part of the Council of Europe Ireland Delegation in Strasbourg to discuss all things youth participation. They were accompanied by Michael Kiernan from the Foróige Training, Learning and Development Department and volunteer Sandra McIntyre, serving Board Member and former Chairperson of Foróige.

In **Cork** Foróige's Knocknaheeny Youth Diversion Project, Linkpoint Youth Services UBU and Mayfield St. Joseph's UBU collaborated to engage a group of young people as the organising committee for an event called 'Have Your Say' held in Cork City Hall. This was part of a wider collaboration with the North South Youth Forum (NSYF). Similar events were organised in Derry, Louth and Galway. Guest speakers on the day included: Letitia Hill, Shine A Light – Mental Health; Celine Hurley, Community Drug and Alcohol Worker; Alison O' Flynn, Mayfield Community Garda; as well as local elected political representatives. **111** young people attended this event and identified key asks for politicians and decision makers.

Following the 4 Have Your Say Days, a formal sitting of the NSYF took place in June 2022 in Belfast where young people presented their findings and key asks from their local events to the wider NSYF group. Informed by these discussions, a Youth Manifesto was created to capture the key asks for Government. This will be formally launched in 2023.

- ▶ In September 2022, Foróige joined a consortium of organisations on the EU-funded project 'Building Children's Futures - Using Children's Rights to Recover from the Global Pandemic'. This two-year project is led by the Children's Rights Alliance in partnership with DCEDIY, Tusla, Eurochild, the UNESCO Child and Family Research Centre at the University of Galway, and Foróige. The two-year project aims to examine the effects of pandemic measures on activities and services for children and young people and how this impacted their rights. Through consultations with children and young people who were disproportionately impacted, a Child Rights Impact Assessment (CRIA) tool will be developed and disseminated, by using Ireland as a case study of best practice to support the embedding of a children's rights approach, including during times of emergency. Foróige's role is to convene a Children and Young People's Advisory Group to ensure that children and young people shape all critical aspects of the project, including developing consultation questions, reviewing the research methodology and findings, and co-designing the child rights-based recommendations for post-COVID-19 response.

Engagement with Young People from Ukraine

Across Foróige clubs, projects and programmes there were a wide range of responses to the war in Ukraine with many openly engaging young people and families newly arrived from Ukraine in their activities. In addition, specific supports for young people from Ukraine were put in place where possible throughout the country. Foróige's programme of provision for Ukrainian young people was underpinned by the Hobfoll Principles of promoting a sense of safety, calm, connectedness, self- and collective efficacy, and hope. These principles were woven into all the supports and activities offered by Foróige staff and volunteers to Ukrainian young people.

The Sunflower Foundation, through the Community Foundation for Ireland, funded a number of initiatives to support this work which involved **488** Ukrainian young people and their families. A wide range of activities and supports were facilitated by Foróige staff and volunteers across the country. Young people were consulted and fully involved in the decision making process and planning of activities.

Some of the initiatives to support young people from Ukraine included:

Sports and Outdoor Pursuits

Outdoor sports and other pursuits proved very popular as activities for Ukrainian young people to get together, socialise, and have fun trying a new activity. A variety of activities were organised, which included kayaking, surfing, rock climbing, hiking, and more. Activities such as scavenger or treasure hunts have been very positive, enabling young people to work together in teams.

Similarly, regular team sports events like 3- and 5-a-side basketball and football, alongside the chance to try new outdoor adventure pursuits (such as ziplining, high ropes courses, and hammock building), have allowed young people to learn and practise new practical skills in a non-competitive environment, and develop their confidence.

One notable example was in **Galway**, where some of the Ukrainian young people had expressed their wish to feel like 'normal kids' with their peers by sharing in events and activities, and requested the opportunity to try out roller skating. This led to staff hiring a local sports hall and purchasing skates and protective gear to organise a roller skate disco for Halloween. **75** young people were in attendance, dressed up in Halloween costumes - a first for

many of the Ukrainian young people who were there. The first disco was such a success among both Ukrainian and local young people that this has now become a regular occurrence.

Similarly, staff in **Donegal** engaged with an organisation called Liquid Therapy, who provide a supported environment that enables young people to experience the physical and therapeutic benefits of the surf and ocean, while promoting positive mental health.

Creative Arts

A range of activities allowing young people to express themselves creatively were facilitated, including painting, graffiti, circus skills, and dance classes. In **Galway**, staff worked with Music Generation Galway over the summer to organise weekly music tuition for young people, and enrol them on week-long summer programmes. Instruments and equipment were also purchased to support young people with this. Staff in **South Dublin** organised an art workshop hosted in Ukrainian, to help young people to feel more at ease. In **Limerick**, a First Lego league was set up on Wednesday afternoons. And in **Sligo**, a mural workshop was held for older Ukrainian young people, supported by Children in Crossfire (a charity that works with children and young people affected by war) and with the aim of working collaboratively with local young people to present issues affecting them in today's society.

In addition, using digital and tech and building skills in these areas proved to be a very successful means of engaging the young people: from Lego robotics to gaming and simulators (including driving, flying, and truck simulators), and exploring virtual reality through Foróige's innovative VR youth work initiative. In **Mayo**, use of VR headsets has allowed them to do virtual tours of Ukrainian cities alongside their Irish counterparts.

Outings and Day Trips

Over the summer, organised outings proved to be a big hit, with Foróige staff around the country arranging trips for both young people and often their families able to attend as well. Amusement and theme parks such as Tayto Park and Lough Key Forest Park were popular, along with trips to the beach, and also to cultural and educational places of interest such as Kylemore Abbey, Newbridge House, and Airfield Farm. These outings allowed Ukrainian young people and their families to get away from their immediate environment in a fun and relaxed way, exploring new places together.





More local outings were also a success, with bowling, karaoke, and cinema trips popular. In **South Dublin**, a family day was organised that included securing exclusive use of a cinema screen with Ukrainian subtitles, and Ukrainian food available. An event such as this is an important example of how young people and their families can be supported to develop a sense of connectedness and belonging. Similarly, screenings in Foróige spaces with Ukrainian subtitles have been an effective way for young people to share in entertainment with their peers while also improving their understanding of English language humour.

Drop-In Cafés, Language and Educational Support

In a number of areas, drop-in youth cafés were set up for Ukrainian young people. **North and South Dublin** and **Youghal, Co. Cork** have run weekly cafés where young people can come to relax, play games, and meet new people. These spaces were especially important over the summer, when Ukrainian young people were often largely confined to their accommodation. The youth café spaces have helped to provide a relaxed, safe environment for them, where they can also seek support from staff with issues that they might be experiencing. Staff have found that engaging them in this informal environment has been a positive way to get to know and support the young people, and has enabled them to open up about their struggles and how they are feeling. It has also proven fruitful in bringing Ukrainian young people together with their Irish peers. In **Balbriggan**, a Saturday group for Ukrainian young people was set up, for those who first became involved over the summer and whose engagement has continued.

The Big Picture youth café in **Tallaght** organised a weekly language drop-in to help Ukrainian young people facing issues with the language barrier and school work. Young people could practise writing a shopping list, shopping and getting experience using real life English, watching English language TV, reading English texts, and playing English language games. In addition to this, staff provided homework assistance and supported young people to engage with school. In **Kerry**, funding was secured to employ a staff person who is a recently arrived refugee herself - she is therefore able to provide language and educational support to young people and families, in particular through homework clubs and helping young people to acclimatise to their new surroundings.

Time and Space

The common thread running across the Ukrainian young people and families that Foróige supports has been that they wish for time and space where they can regain a sense of community and normality away from their accommodation, and feel connected to their home country in some way. Staff have facilitated this in different ways. In **South Dublin**, a very positive engagement with the young people and families resident in a local hotel has led to Foróige staff making the Big Picture youth café space available to host birthday parties. This was at the request of parents, who wanted to give their child a relatively 'normal' celebration in a way that they cannot do in their accommodation.

Food and cooking has been a major feature across different areas in supporting Ukrainians. Many projects have sought to source Ukrainian food for events, which has helped the young people and their families to feel welcomed and to bring them together. 'A Taste of Home' events have been organised in **North Dublin**, allowing young people to prepare food of their choice and to share this with others, and in **Kerry** a Ukrainian Breakfast Club runs every Saturday morning. In **Mayo**, a Saturday 'Fáilte' group was set up after a mother mentioned that she "would never again take for granted the simple pleasure of cooking at the stove with her daughter by her side." This allows families to have their own space to cook their local dishes, spend time with friends, and have a space to relax outside the hotel environment. The Saturday group is ongoing, and the staff who facilitate it have been able to support families with concerns or issues that have arisen, such as accessing local services, transport issues, the language barrier and support for the Christmas period.

Staff in **Sligo** organised an event for Ukraine's Independence Day in a local community centre. Many Ukrainians based locally were able to drop in and meet one another, including those who had newly arrived and others who had been there for longer. Food, face painting and music was provided, and attendees said they felt warmly welcomed.



Education Programmes

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



Our main objectives are to:

Implement, support and develop the following programmes:

- ▶ Leadership for Life
- ▶ REAL U
- ▶ Climate Justice
- ▶ Network for Teaching Entrepreneurship
- ▶ Digital Skills
 - Sound Surfers
 - Level Up
 - Connect Safely
 - VRóige
- ▶ Best Practice Development Team (YDP)

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 the University of Galway, receiving a Level 6 Certificate in Youth Leadership and Community Action on submission of all three completed modules for assessment.

- ▶ **3,216** young people participated in the Leadership for Life Programme in 2022.
- ▶ **506** young people from the North and South of Ireland graduated from the University of Galway with a Level 6 certificate in Youth Leadership and Community Action – 333 completed the programme in 2021 but due to COVID-19 restrictions in place at the time their graduation was delayed to 2022.
- ▶ **180** young people from **Ireland, Ukraine and the USA** participated in the Leadership for Life Conference in Maynooth University in August. Over 5 days, young people came together to complete a module of the programme and gain crucial skills that support them to become leaders in their own communities. They also got the chance to meet like minded peers, hear from inspiring leaders, and have fun. Guest speakers included: Councillor Yemi Adenuga, the first black woman to become a local councillor in Ireland; Professor Mark Brennan, the UNESCO chair for rural community, leadership and youth development at Pennsylvania State University; and Jordan Lee, professional high jump athlete on the Irish Paralympic team.
- ▶ The Dermot Earley Youth Leadership Initiative (DEYLI) ran in 14 GAA clubs across the island of Ireland. The Initiative engaged over **278** young GAA players from clubs. The DEYLI is a partnership between Foróige, the GAA and the University of Galway to develop young leaders in GAA Clubs and continues to go from strength to strength.
- ▶ **193** training places were provided in 2022 for facilitators of the programme including Foróige staff, Youthreach, external organisations and the GAA.



Leading the Way in Digital Youth Work

Foróige continues to pave the path forward in digital youth work and significant strides were made in the area in 2022.

Foróige secured a grant of 400 VR headsets from Meta in support of our ground-breaking work exploring the interface between VR and non-formal education. This investment will enable more young people, staff and volunteers to engage with youth work through virtual reality. In particular, VR enables Foróige to involve young people who face social isolation of one form or another, whether that be due to location, like on the islands surrounding Ireland; members of the LGBTQIA+ community; young people with autism and other disabilities; and young people in residential care or who are carers themselves.

In 2022 the LevelUp programme continued to support young people in learning key digital skills to help them become informed and creative digital citizens, and we also launched Connect Safely - an online safety programme for young people - as a resource for the broader youth sector. As we look to the future, Foróige is committed to maintaining our vanguard status at the forefront of digital youth work.





- ▶ **115** facilitators attended additional support sessions across the year. Support sessions were held to support first time facilitators to start the programme and also to assist facilitators with grading and assessment. There were also support and information sessions delivered to young people and mentors specifically related to Module 3 and accreditation.
- ▶ The Leadership for Life programme continues to expand in the USA. In 2022 the programme was facilitated within the 4-H organisation as part of their offering to their members, through the Foróige club in New York and in four schools in New York.
- ▶ With funding from the Department of Children, Equality, Disability, Integration and Youth, **40** young people from the LGBTI+ community took part in the Leadership for Life programme. The programme started online and then all participants were brought together to complete the programme in person. This allowed everyone to meet each other, form friendships and build their own networks. The programme was hugely successful with young people saying how important it is for them to be given opportunities where they can meet like minded peers in a safe environment. During the programme the young people worked together on projects that they felt are important to the LGBTI+ community. Some of the projects they worked on included Youth Mental Health among LGBTI+ community, access to healthcare for transgender young people, inclusion of LGBTI+ specific information in RSE curriculum, promotion of LGBTI+ support and advice lines in rural communities.
- ▶ An agreement was reached with **Queen's University Belfast** for the accreditation of the Leadership for Life Programme. They become the second university on the island of Ireland to accredit the programme. In collaboration with R-CITY, a cross community youth organisation based in Belfast, the programme will enable 45 young people from Ardoyne and the Shankill to develop the skills they need to become the next generation of leaders, gain a qualification, and make positive changes in their communities. This partnership was celebrated at a special event held in Queen's University Belfast in October 2022.

REAL U

2022 saw the relaunch of Foróige's relationships & sexuality education programme, REAL U, after an 18-month review and update. This marks the third version of this programme since its launch in 2012. This update has seen a large review of activities, modules and legislation. In consultation with staff and young people, 3 new modules have been added covering online relationships and safety, influences, perceptions and privilege, and an expanded session around body image.

Training recommenced in an in-person format while some dates continued to be offered online to ensure wider and more improved access for professionals to this training.

Alongside the programme update, the organisation has introduced two new policies to support staff, volunteers and young people who engage in Foróige's service. These are the: Sexual Health Promotion Policy & Guidelines, and Provision of Period Products Policy.

Foróige's Training, Learning & Development function continues to review and update the current RSE capacity building trainings (Consent, and Gender & Sexuality) in an effort to ensure that professionals working with young people are supported in their own professional practice and continue to identify further areas for future capacity building training development.

Climate Justice

Foróige's Climate Justice initiative continued in 2022, with renewed funding from the DCEDIY Youth Climate Justice Fund. Foróige partnered with Comhdháil Oileáin na hÉireann to support and empower young people to advocate for and take action on climate justice. The funding application was guided by the ethos of the ECOllective, Foróige's youth climate advocacy group whose motto is "bring people with us, leave no one behind". The focus for 2022 was on building and embedding networks of practice and advocacy across Foróige settings and beyond to include the perspectives of young islanders, who face challenges specific to their communities.

Foróige's Training, Learning and Development function developed a new Train the Trainer training programme based on the Foróige Future Proof climate justice programme. Future Proof is a 6-session climate justice programme, which aims to increase awareness and knowledge of climate justice issues amongst young people.





The Future Proof Programme Train the Trainer workshop was completed with **7** Foróige staff members including Regional Youth Officers and Club Development Officers. Staff members who have completed this workshop have started training volunteers, who will in turn run the programme with young people in Foróige services across Ireland. This will significantly increase the capacity for training new staff and volunteers in climate justice programmes to further embed climate awareness and action across the organisation.

Climate Justice was also raised as a top priority for Foróige's Reference Panel. Following consultation with the group it was decided that a standalone workshop on climate justice would be held at all Regional Conferences and Seminars in early 2023.

Following a significant recruitment drive to identify new members for the ECollective, **4** new young people from around Ireland joined the existing group. The group continued to meet regularly throughout the year to drive Foróige Climate Justice activities which included the production and release of further episodes of the podcast 'Future Proof Living' and a research project supported by the University of Galway.

Digital Skills

In 2022 Foróige received significant investment to implement a digital youth work strategy. There are a number of programmes under this heading and 2023 will see the launch of a new brand for Foróige's Digital Youth Work. Much of this work is funded through a significant multi-year grant made by the Tomar Trust.

SoundSurfers

The SoundSurfers programme progressed positively in 2022. **39** training places were taken up in 2022 with follow up support sessions offered to facilitators to ensure they can run the programme effectively with young people. The programme was active in **25** digital hubs across **10** counties in Ireland.

Foróige, working in partnership with EPIC - Empowering Young People in Care and Music Generation Galway has developed a new and exciting pilot mentorship project that utilises an adapted version of the SoundSurfers programme through the medium of virtual reality.

SoundSurfers developed a series of workshops on podcasting that were included in the programme resource pack. This was a response to the growing interest amongst

young people in how they can develop empathy and express themselves in a meaningful way through this particular exciting and engaging medium.

LevelUp

LevelUp is a digital skills and digital citizenship programme for young people aged 10 and over. The programme helps young people to develop the skills they need to thrive in a digital world. The development and operation of the LevelUp programme is funded by Accenture.

There were more than **800** young people who took part in the LevelUp programme modules during 2022, from a wide variety of backgrounds. The programme engaged young people in care, those with intellectual and physical disabilities, young people who are out of the formal education system, those seeking refuge from war, among many others.

LevelUp has gone from strength to strength over the last year and is being accessed by young people through youth projects, festivals, libraries and science fairs.

LevelUp 2.0 was finalised in 2022. This is a follow-on programme aimed at 14+ year olds. It builds on the learning from LevelUp and gives young people the opportunity to increase their skills in digital citizenship, literacy, communication, collaboration, creativity and inclusion. LevelUp 2.0 also includes the addition of design thinking.

Connect Safely

Foróige was granted funding by DCEDIY to create an online safety programme for the youth sector. The Connect Safely programme is highly interactive and encourages young people to act responsibly online while ensuring they know the risks as well as the benefits from being online. It encourages young people to apply 21st century skills including critical thinking, problem solving, effective communication, collaboration and creativity when they are online. The development of the programme was overseen by the Connect Safely Advisory Committee which included organisations such as Maynooth University, Dublin City University's Anti-Bullying Centre, Webwise, DCEDIY, National Youth Council of Ireland, An Garda Síochána and Children's Rights Alliance. The Connect Safely Programme entered phase 2 of its pilot in 2022. The programme engages young people in safe, creative, digital learning experiences where they can learn, connect, be informed and be creative. The programme seeks to ensure that young people can experience all the opportunities the internet offers in a safe and positive way.

There are 12 modules covering the following areas:

- ▶ Cyberbullying
- ▶ Digital footprint, screen time, and wellbeing
- ▶ Privacy settings
- ▶ Digital citizenship, fake news, and hate speech
- ▶ Digital resilience and leadership
- ▶ Gaming and gambling
- ▶ Online relationships and sexting

68 young people participated in the pilot from 11 organisations including Foróige. Evaluation and feedback informed the completion of the programme manual. Training has now been developed and will be implemented in 2023.

VRóige

The aim of Foróige's virtual reality programme is to explore and harness affordable VR equipment and immersive spaces for the purpose of youth work. Currently there are **59** VR sites involving **16** volunteers, **64** staff and **500** young people.

2022 saw the VRóige programme continue to grow organically, with staff and volunteer capacity building and workshops taking place throughout the year. Our VRóige sites grew by nearly 50% from 40 in 2021 to 59 in 2022. Young people from the VR Pilots continued to engage with the VR Youth Panel on a weekly basis. In late 2022 Foróige secured a grant of 400 VR headsets from Meta. This grant allowed more young people, staff and volunteers to engage with the VRóige Project.

Through the use of Virtual Reality, staff and volunteers across the country increased engagement from just over 200 young people in 2021 to 500 young people in 2022 - an increase of 150%.

The focus has been on providing VRóige opportunities to all young people with particular attention paid to the following groups:

- ▶ Isolated young people on the islands
- ▶ LGBTQ+ - self-identified and friends group
- ▶ Young people with autism
- ▶ Young people with disabilities
- ▶ Young people in residential care
- ▶ Young carers

- ▶ Rurally isolated young people
- ▶ Socially isolated young people

Partnerships have been fostered with agencies such as Music Generation Galway, EPIC, Roscommon Young Carers Project, The Clubhouse Network, NFTE and Ballydowd Special Care School. Foróige through the VRóige project have supported staff from these organisations through training and upskilling as well as facilitating referrals from agencies into various Foróige services.

The VRóige Project planned and hosted two global NFTE showcase events in Virtual Reality which saw young people from all over the world meet virtually in one safe space to showcase their entrepreneurial projects.

Network for Teaching Entrepreneurship

Foróige's youth entrepreneurship programme, Network for Teaching Entrepreneurship (NFTE), is a youth entrepreneurship education and development programme operated in Ireland by Foróige since 2009. NFTE is committed to changing the lives of young people in disadvantaged communities by enabling them to develop core skills in business and enterprise that help them to unlock their individual talents and potential.

- ▶ **12,000** young people (spanning two academic years) were involved in the NFTE programme in 2022
- ▶ Young people from **24** counties participated in the NFTE programme in 2022 supported by **260** trained teachers, youth workers and volunteers
- ▶ The NFTE training and resources were further developed for online engagement and 170 new teachers in the NFTE Programme were recruited and trained.
- ▶ The NFTE Social Enterprise module was developed to offer more opportunities to young people. This was funded by, and developed in collaboration with, the Department of Rural and Community Development. The NFTE Social Enterprise module is now offered to all young people in the NFTE programme. Research into the impact of the social enterprise module is ongoing through the University of Galway.
- ▶ The Annual NFTE awards took place online in 2022. National Semi-Finals were held in April over the course of two days and the National Final took place in May.

The winners were:

- Best Innovation:** Bright Mind.
Bright Mind is the brainchild of Shauna O' Keeffe, David Peskett and Lea Voigtlander from Castleisland in Kerry. Bright Mind is an app which allows students to communicate in confidence with their teacher during a lesson. The app is essentially a voice for all students to engage in class that allows teachers to establish at the click of a button where each student is in relation to the learning. The team created the app to address educational inequality and specifically to support the large numbers of young people who experience anxiety when it comes to speaking up in a classroom setting.
- Best Business:** Smartarntu.
Smartarntu was created by Niamh O' Mahony from Desmond College in Limerick. Smartarntu are coloured Smart Panes that help reduce errors due to ADHD and Dyslexia. As someone with dyslexia Niamh finds it harder to read, concentrate and absorb knowledge from a page which is how she came up with this idea to create a discreet, affordable and professional tool that can help to overcome this problem.
- Social Enterprise:** L&M Books.
L&M Books are created and designed by Millie McCourt, Livvy Curran and Lucy Van Ruiven from Mulroy College in Milford, Donegal. L&M Books is an inclusive interactive book for children between the ages of six and twelve. This book is creatively designed to help children understand hidden disabilities.
- Special Recognition:** Eoghan McCabe from Scoil Uí Mhuirí, Co Louth.
Eoghan was nominated by his NFTE teacher Martina Farrell for organising his own tractor run charity event "Eoghan's Home Run" to raise money for Williams Syndrome Ireland and Ardee Hospice Homecare. Eoghan raised over €30,000 through his tractor run and he plans on making it an annual event.

► Former National winners participated in the European Youth Start Awards in Switzerland in June 2022.

- Tadhg O'Brien from Scoil Uí Mhuirí in Dunleer, Louth won a Gold Award in his category "Real Market" with his business, Scriptorium Pens - handcrafted wooden pens crafted from Irish trees.
- Fiona Karki from the Ursuline College in Sligo won a Gold Award in her category "Best Idea" with her business idea, P.S.T.L.S - a company that designs a contactless sensory traffic light system for pedestrians, using the BBC micro:bit and PIR motion sensors.
- Gerald O'Regan from Chanel College in Dublin won a Silver Award in his category "We Grow Together" with his business, Gerald's Gems - a company that creates Christmas craft designs. Gerald also wanted to use his opportunity to advocate for other young people with Down Syndrome to be able to gain equal opportunities in education, which he feels that NFTE has provided to him.
- Jade Guiney, Shanice Pepper, Sommer Nolan and Shanice Browne from North Presentation Secondary School in Farranree in Cork won a Gold Award in their category "We Grow Together" with their business, Know Your Buttons - a resource for teaching younger children the concept of consent, to raise awareness of child sexual abuse.



Best Practice Development Team

With funding from the Department of Justice and in partnership with Crosscare, Youth Work Ireland Galway and the Independent Network of YDPs, Foróige provides support to the YDP network through the Best Practice Development Team for Youth Diversion Projects (YDP BPDT). The purpose of the YDP BPDT is to achieve better outcomes for young people engaged in Youth Diversion Projects nationally by providing ongoing support to Youth Justice Workers, Line Managers and An Garda Síochána in relation to the provision of a high-quality YDP service, informed by both international research and best practice.

Foróige's involvement in the YDP BPDT in 2022 focused on further developing and enhancing practice for the YDP network. This included continuation and enhancement of existing supports such as evidence based risk/needs assessments training, Communities of Practice and Referral, and Assessment and Engagement Workshops for Garda Juvenile Liaison Officers.

Restorative Practices training continued this year through a blended approach of both online and in person trainings, continuing the process of building a restorative ethos across the network of YDPs. Training resources to support the training experience and practice implementation were also developed.

The BPDT delivered Motivational Interviewing Introduction workshops and Skills Development workshops. The team generated a support/training team from the network to enhance the implementation and sustainability of Motivational Interviewing within the network. The team have developed Intermediate level training and plan to pilot this in late 2023.

Following the successful implementation of *Together Stronger: Guidelines for effective partnership between Garda Juvenile Liaison Officers and Garda Youth Diversion Projects*, the YDP Best Practice Development Team and Garda Youth Diversion Bureau commenced a process of developing support for YDP Community Based Organisation Representatives (CBORs) and Garda Committee Chairpersons.

The BPDT developed guidelines for both Early Intervention and Family Support Work. New referral and consent forms were developed and the reporting and planning templates were updated. The team have been collaborating with the REPPP team in the University of Limerick in relation to their research into the most effective assessment tool for early intervention in a YDP. In addition, a research/information/resource document was disseminated for those working with 8-11 year olds in the network.

The BPDT facilitated Planning for Success workshops, designed to support projects in their completion of Annual Plans. Outcomes Focused Programme Design (Logic Model) trainings were provided to the network to enhance the outcomes focus of YDPs. 'Exploring Anger' reflective workshops were also delivered which aims to help increase YDP staff's understanding of anger, exploring the roots of anger, discussing the complex factors involved in anger and how this impacts our responses.

Other areas of work in 2022 include the involvement in the YDP National Conference Committee. The BPDT were also invited to present at the JLO Induction Training Week in Templemore to inform the new JLOs of the work of the YDP's. The team has also provided support to the YDP Evaluation Research Team in their review of the work conducted in YDPs.



Measuring Success and Learning from Programmes

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



Throughout the organisation 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 where we are at in relation to that.

We extend this method of planning and evaluation across all aspects of the organisation to ensure that all systems and processes are effective and efficient.

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

Within the resources available, Foróige endeavours to ensure that both 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.

In 2022 we launched 'Youth Mentoring as a Support for Young People in CAMHS - An Exploratory Study' by Dr Charlotte Silke and Dr Bernadine Brady, UNESCO Child and Family Research Centre, University of Galway.

This new research focuses on the experiences of young people who participate in BBBS while also involved in CAMHS (Child and Adolescent Mental Health Services). Outcomes for young people were:

- ▶ Improved Relationships and Social Skills
- ▶ Greater Functioning and Independence
- ▶ More Confidence
- ▶ Enhanced Mood and Positive Affect
- ▶ Improved Coping and Wellbeing
- ▶ Stronger Self-Identity
- ▶ Increased Engagement



Youth Entrepreneurship Success

The Foróige Network for Teaching Entrepreneurship Programme (NFTE) celebrated many achievements in 2022 including tremendous success at The European YouthStart Awards held in Switzerland with four NFTE businesses winning medals.

The young Irish entrepreneurs who were amongst the winners were Gerald O'Regan, a young man from Dublin who creates Christmas decorations from buttons and lollipop sticks whose products are now stocked in the Irish Design Shop; Tadgh O'Brien who hand makes bespoke pens from Irish wood; Fiona Karki who developed a contactless sensory traffic light system for pedestrians and the team of young women from Know Your Buttons - a resource for teaching younger children the concept of consent, to raise awareness of child sexual abuse.

The Foróige NFTE programme continues to pave the way for young people to develop critical business, employability and life skills that will set them up for success in their futures.



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 operates 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, Data Protection. Projects contribute to the resourcing of these services enabling all to receive a professional, cost effective service. Some achievements in 2022 include:

Public Engagement

- ▶ Foróige.ie is the central hub for all of our strands of public engagement. Campaigns spanning social media posts, email newsletters and staff portal calls to action direct users to our website. We continued throughout 2022 to increase website traffic and most importantly the time these users spent on Foróige.ie.
- ▶ Foróige.ie had 310,625 page views in 2022, a **30%** increase year on year and the average time a user spent on the website increased by **10%** to 1 minute 58 seconds.
- ▶ In 2022 Foróige was presented with the **Public Sector Magazine Award** for excellence in the Provision of Youth Services Category.
- ▶ In June 2022, six members of the Ecollective Climate Justice advocacy group were invited to engage with the Joint Oireachtas Committee on Environment and Climate Action, in a session held in the Seanad chamber. These six young people represented Foróige clubs and services from across Ireland, and presented speeches on the youth perspective on several climate justice topics to the members of the Joint Oireachtas Committee including the Committee Chair Deputy Brian Leddin and the Cathaoirleach of the Seanad, Senator Mark Daly.

- ▶ In October 2022, Denis O'Brien, Foróige's Volunteer Development Manager, was elected President of the National Youth Council of Ireland at their AGM.
- ▶ In 2022 Foróige was presented with a **Sheroes Recognition Award** for enabling young people to actively develop self, talents, skills, abilities and society. The award was presented by MEP Maria Walsh.
- ▶ Foróige is represented on a variety of **networks and organisations** that contribute to the promotion of youth work nationally e.g. The National Children's and Young People's Advisory Council, National Youth Council of Ireland, Children's Rights Alliance, Prevention and Early Intervention Network, Children and Young People's Services Committees, Public Participation Networks and local and regional drug and alcohol task forces.

Child Safeguarding

Child safeguarding and protection is of paramount importance in Foróige. An internal management working group led by the Assistant CEO ensures that the organisation is fully compliant with Children First 2015 and all other relevant legislation. Work on the review and amendment of Foróige's Child Safeguarding Statement and Child Protection and Welfare Policy and Procedures was ongoing. In 2022, Foróige's Harm Risk Register was reviewed and updated and our Safeguarding Statement reviewed, updated and circulated across the organisation.

While there was a welcome return to in-person youth work in 2022, it is evident that online youth engagement will be an ongoing feature of youth work, especially in engaging hard-to-reach young people. Therefore in 2022, the adaptation of guidance and supports for safe online

working continued to be prioritised. This included the development, piloting and launch by Foróige of the DCEDIY funded "Connect Safely" programme, a comprehensive youth work programme for young people that aims to increase the safe engagement of young people in online activity and interaction, both within youth work settings and their personal lives.

In 2022, Foróige's Vetting Policy was documented, approved and made available to all. All relevant 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. Foróige continued to re-vet all relevant staff and volunteers on a three-year cycle.

Training, Learning and Development

Training, Learning and Development provided **1,259** training places to Foróige staff, **786** training places to other organisations and **60** places to volunteers. In addition to this there were another **2,331** training places availed of by volunteers in Foróige in 2022.

59 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, courses available included Motivational Interviewing, Brief Intervention, Youth Participation, Employability Skills.

Foróige's Training, Learning & Development function continued to run the majority of its training successfully online. 2022 saw the return of some in person training, mainly for staff induction and the REAL U programme. 2022 also saw an increase in the number of people participating in our Moodle self-directed training. Foróige's Tobacco, Alcohol and Drugs (TAD) Policy and Guidelines and some of our Staff Induction Training on Needs Assessment, Planning and Curriculum Design are now completed as a self-directed module on Moodle, forming part of a blended learning approach for these trainings. The Foróige Leadership for Life programme also continued to be facilitated with young people on Moodle.

Human Resources

In 2022 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. Recruitment proved to be extremely challenging in 2022, mirroring the challenges across the sector. There has been a 39% increase in

recruitment since 2021. Despite a hit rate (percentage of roles successfully filled) of 83% it is taking more time to fill these positions. In total, there were **108** new staff members in 2022.

There were **543** employees in Foróige on 31st December 2022. This is a 6% increase in staff numbers since 2021.

Data Protection

All staff receive comprehensive Data Protection training as part of their Induction Training and this training is completed within two weeks of their start date. There were no data breaches or significant data incidents in 2022.

IT

All staff are equipped with secure, encrypted smartphones and laptops. Foróige uses the cloud based Google Workspace for all document storage and all financial and HR systems are cloud based. This ensured that all staff were equipped to work from home. The use of Google Chat and Meet for online collaboration and meetings, enabled all staff to remain in contact with one another and their line managers.

In 2022, COVID-19 restrictions were removed and staff returned to their offices, but this was not a return to square one - instead, hybrid working was established as the new normal, and our systems were adjusted and updated to reflect this change. Our cloud based applications, such as Google Workspace, Docusign and Zoom were critical in ensuring that the work of the organisation can continue in a secure and efficient manner, regardless of where the staff member is working from.

Salesforce is one of our most important applications, enabling staff and volunteers to have their relevant information at their fingertips. It removes the need for paper based record keeping and multiple copies of documents, thus reducing the risk of data breaches. Developments continued in 2022: working with our partner WiPro, we launched major improvements to tracking of the groups and sessions in Foróige Projects, and further enhanced the security and stability of the system. Salesforce was also updated to reflect the changes on COVID-19 guidance. Staff continued to take an active part in the development of the system, providing feedback and testing of the system on an ongoing basis. All BBBS, Club Support and most Project Staff have access to the system, and the remaining projects will come on board in 2023.



Marketing and Communications

The Foróige audience across our network and social media channels continued to be kept informed and up-to-date with all things Foróige throughout 2022. Our social media following is one of the largest for a youth organisation in Ireland and we harness this footprint by speaking to our various audiences in different, agile and creative ways. Each platform caters to a particular group - be it parents and volunteers on Facebook, to professionals and policy makers on LinkedIn and young people on Instagram and TikTok.

Twitter remains the core voice of the organisation from a social media lens – we use the platform to make official announcements, promote our involvement with national campaigns and interact in ongoing youth work related conversations.

This year also saw us begin to develop a strategy for TikTok - which we will continue to pilot as an event-focused arm of our social media strategy going forward into the future.

- ▶ On Twitter Foróige has increased our follow count by 6% to 12,680.
- ▶ On Instagram Foróige has increased our follow count by 19% to 5,970.
- ▶ On LinkedIn Foróige has grown our follow count by 20% to 5,716.
- ▶ On Facebook Foróige page followers increased by 2% to 109,938 and we still remain the largest youth organisation in Ireland on the platform.

In 2022 two landmark marketing campaigns were developed and launched to support priority areas of work of the organisation. The Comeback Campaign was designed to reinvigorate Foróige in local communities post COVID-19 and to create awareness about the organisation. A volunteer recruitment campaign for the Big Brother Big Sister Programme was also launched in partnership with Toyota Ireland to ensure greater numbers of young people who need one could be matched with a mentor.

Governance

Foróige is fully compliant with the **Charities Governance Code**. The governance of Foróige is drawn from all sections of the organisation ensuring there is appropriate representation at the governance level. Compliance against the Code is reviewed annually and records maintained of developments and improvements that may be required.

In 2022 the Board operated one sub-group: the Youth Sub-Group (consisting of 16 young people elected to advise and guide on the direction of Foróige).

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

Policy and Political Engagement

- ▶ In 2022 Foróige continued our engagement with politicians, policy-makers, and other public officials, advocating for young people to be actively engaged in decision-making and in support of the work of the organisation. 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.
- ▶ Foróige's key tenets for 2022 in policy and political engagement were to shine a spotlight on the vital importance of youth work being available to all young people who want to access it, and that young people must be included in and given the opportunity to influence the decisions that affect them.
- ▶ Foróige produced a number of policy position papers and submissions to national and EU consultations on topics of relevance to young people and the work of the organisation. These included submissions on:
 - Reform of the Senior Cycle and the review of the Junior Cycle Social, Personal and Health Education curriculum
 - The development of a Wellbeing Framework for Ireland
 - Ireland's National Skills Strategy review by the OECD
 - The EU's consultation into binding standards for equality bodies
- ▶ Ministers, TDs, local councillors and other public officials engaged with a variety of Foróige events and services across the country. In July, the Foróige Balbriggan Digital Youth Hub in **North Dublin** was officially launched by Minister Joe O'Brien, who emphasised the importance of supporting universal youth work and volunteering. The TACT YDP in Togher,

Cork City, was visited by the Taoiseach Micheál Martin and Minister of State for Youth Justice, James Browne, and Foróige's 50th Volunteer Conference held in **Offaly** featured Minister Roderic O'Gorman as a special guest.

- ▶ Foróige provided submissions relating to a number of key policies and schemes that are fundamental to the organisation's work. These included submissions on:
 - The ongoing reform of the Youth Services Grant Scheme
 - The next Government Policy Framework for Children and Young People in Ireland
 - The next Government Policy Framework for the Participation of Children and Young People in Decision-Making
- ▶ The Joint Committee on Education, Further and Higher Education, Research, Innovation and Science invited Foróige to make a submission on the topic of the future funding of Higher Education. This submission focused on the importance of supporting young people's transition into higher education in order to improve retention on course.
- ▶ Foróige engaged with the Seanad Public Consultation Committee through their consultation on the constitutional future of the island of Ireland, arguing for the role of youth work in building strong communities cross-border and enabling a thriving, sustainable and agile all-island economy.
- ▶ Importantly, young people from across Foróige clubs and services were invited to engage with politicians and policy makers in a variety of ways across 2022, notably by presenting their perspectives to the Joint Oireachtas Committee on Environment and Climate Action, and the Seanad Public Consultation Committee. These were landmark events where young people were invited inside the halls of Leinster House and directly included in policy-making.
- ▶ Foróige supported the work of the Ombudsman for Children's Office and the Children's Rights Alliance in preparing reports to the United Nations Committee on the Rights of the Child. These reports form part of the process of public examination of the Irish government by the Committee.

Funding

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

- ▶ **The Sunflower Foundation**, through the Community Foundation for Ireland, made a significant funding commitment to support summer initiatives for Ukrainian young people across the country.
- ▶ **Science Foundation Ireland Discover Programme:** Foróige have partnered with the BiOrbic Bioeconomy Research Centre in University College Dublin on the project 'Generation Glas: A Network of Young Sustainable Champions'. The project will commence in spring 2023 and run for 24 months, aiming to develop a network of young people into knowledgeable, confident ambassadors for sustainability.
- ▶ **The McHugh Family Fund**, through the Community Foundation for Ireland, invested in the high end refurbishment and fit out of a digital youth hub in Balbriggan in Dublin.
- ▶ **Rethink Ireland**, through the **Scaling Education Fund**, committed significant match funding to the investment provided by the **Tomar Foundation** for Foróige's Virtual Reality programme, VRóige. Rethink's investment will support the recruitment of a VR Youth Officer to enable us to drive the programme's development, engage more young people, and upskill more staff and volunteers.
- ▶ **The Blackwood Trust**, through the Community Foundation for Ireland, made an unrestricted donation to Foróige in 2022 to support the organisation's ongoing work.
- ▶ **Accenture Ireland** provided a new round of funding and support to Foróige to further develop and expand the LevelUp programme in 2022.
- ▶ **The European Commission's Citizenship, Equality, Rights and Values (CERV) Programme** has funded the collaborative project 'Building Children's Futures - Using Children's Rights to Recover from the Global Pandemic', led by the Children's Rights Alliance. Foróige is convening the youth participation elements of this project, in particular through a Children and Young People's Advisory Group.





Challenges in 2022

While Foróige has numerous successes and highlights throughout 2022 the organisation also faced a number of challenges.

Restoring volunteer led Clubs to pre-pandemic levels

The pandemic had the greatest impact on Foróige volunteer led clubs and groups. We have had significant success in re-opening clubs after a two year break however compared to 2019 we have 58% of our clubs open and a decrease of 31% and 36% in members and adult volunteers.

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

Organisation Supports

It is increasingly challenging to ensure that Foróige receives the funding required to operate a fully compliant organisation. Funding organisations can struggle to realise the full cost of employing and supporting professional youth work staff. Currently Foróige charges an Operational Support Charge to projects - see page 75. Increasingly, there is a difficulty in charging this fee which presents a challenge as Foróige is dependent on this income to provide a professional support service to staff and funding organisations.

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

Compliance

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

Changing focus of Youth Work

Youth work in Ireland is undergoing significant change with an ever increasing emphasis on targeted services for young people that are most at-risk. Legislation such as Children First and the Data Protection Acts place additional training and administration requirements on the organisation and its staff. Foróige keeps abreast of all change, contributes to consultations and engages in a meaningful way with Government and funders to assist in shaping the policy environment.

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

Complexity

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

Longer Term Strategy and Objectives

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

Developing a new strategy was delayed during the pandemic, but recommenced in 2022. The focus for 2022 was maintaining services to young people, particularly those who are most vulnerable, and continuing to build on the developments and achievements of previous years.

Structure, Governance and Management

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

The Foróige Board of Directors is committed to maintaining high standards of corporate governance and has taken action to ensure that the organisation is fully compliant with the requirements of *the Charities Governance Code*.

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 13 times during the course of the year. 2022 was the end of the maximum term of office of many of the Directors who retired on 23rd July 2022 and were replaced with duly elected Directors on 23rd July 2022 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	4/9
Alan Prendergast	8/13
Anthony Clinton	3/4
Barbara Daly	13/13
Caitlin Thompson*	4/4
David Guilfoyle	6/9
David O'Reilly	7/9
Eoin Forkan*	4/4
Grace Gallagher	8/13
Grainne Reynolds	3/9
Mairi McMahon	9/9
Mary Osubor Kennedy*	4/9
Noel Kelly	3/4
Odhran O'Mahony	4/4
Pat O'Meara	8/9
Patrick Ryan	3/4
Paul Maher	2/4
Roisin McGlone	10/13
Sandra McIntyre	4/4
Seamus Carey	4/13
Shane Fallon	4/4
Tommy Horan	8/9
Wayne Travers	9/9

*Under 18 years of age – Youth Representative.

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



Internal Control and Risk Management

Foróige operates in a wide variety of environments. As an organisation we are committed to having appropriate systems and controls in place in all locations in order to ensure that assets are safeguarded and applied only for the purposes intended. We seek to achieve this by recruiting qualified and experienced staff, providing them with appropriate training and by giving them effective support in carrying out their work. Clear policies, procedures and guidelines are in place. These systems are generally thought to be robust and provide a high degree of assurance that resources are properly applied. That said, no system provides absolute guarantees, but we endeavour to ensure there is value for money and strong oversight at all times. In addition we have compliance and protected disclosures policies and systems in place. In 2022 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 protection and welfare of young people remains 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. Adequate insurance cover is maintained and reviewed annually.

The 2022 risk review continued to recognize the risks surrounding the Defined Benefit pension scheme which is currently under review by the Board. In addition the 2022 review highlighted the demand on resources to continue to ensure compliance with a wide range of legal and best practice requirements.

Reputational

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

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 benefited 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 2022. 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 2022, and as a result no disclosures are required under the *Electoral Act, 1997*.

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



Plans for the Future

Foróige will develop a new Strategic Plan 2023-2027. The primary focus for 2023 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.

In addition the following developments are expected in 2023:

- ▶ Governance review – comprehensive review of the governing documents of the organisation
- ▶ Digital Strategy Rebrand and launch
- ▶ Lobbying Campaign
- ▶ Rebranding of Big Brother Big Sister
- ▶ Partnering with University of Galway to develop a Centre of Excellence in Youth Mentoring
- ▶ Review and improvement in youth participation training and structures across the organisation
- ▶ Website development
- ▶ Continued development of Salesforce and embedding it into everyday work practices
- ▶ Defining the role of Foróige in relation to the promotion of positive mental health
- ▶ Following the finalisation of the Strategic Plan, reviewing organisation structures including volunteer led clubs and universal youth work services

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



Financial Statements



Financial Statements

Financial Review

The results for the year are presented on pages 54 and 55 in the form of a Statement of Financial Activities in order to comply with the Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP) (FRS102).

The total income for the year ended 31 December 2022 was €34,753,097 (2021 – €29,811,162). There were no significant events during the year which impacted on the core financial activities.

Foróige's resources at the end of the year were in surplus by €10,825,455 (2021 Deficit €5,000,325) including a surplus in the defined benefit pension fund under the application of FRS102 of €430,000 (2021 Deficit €13,362,000) and unrestricted general funds of €1,029,722 (2021 – €1,024,588). €8,823,271 is held for restricted purposes (2021 – €6,794,625) as the funds were donated for specific programmes and projects as set out below. There has been significant movement in the Defined Benefit Scheme due in the main to the movement in discount rates during the year.

Restricted and Unrestricted Funds at 31 December	2022	2021
Universal Services	2,331,384	2,322,927
Targeted Services	6,472,604	4,093,427
Education Programmes	1,049,005	1,402,859
Defined Benefit Pension Fund	430,000	(13,362,000)
Unrestricted Designated Funds	542,462	542,462
	10,825,455	(5,000,325)

Reserves Policy

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

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

Principal Funders

Department of Children, Equality, Disability, Integration and Youth

Education and Training Boards

Department of Justice

TUSLA

The Health Service Executive

Pobal

Transfers in the Statements of Financial Activity

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

Defined Benefit Pension Plan

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

Directors and their Interests

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

The names of the individuals who were directors at any time during the year ended 31 December 2022 and up to the date of approval of the financial statements are set out on the accompanying table.

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

Events subsequent to the year end

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

Accounting records

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

	Date of Appointment	Date of Resignation
Seamus Carey		
Anthony Clinton	July 23, 2022	
Barbara Daly		
Shane Fallon	July 23, 2022	
Grace Gallagher		
David Guilfoyle		July 23 2022
Tommy Horan		July 23 2022
Noel Kelly	July 23, 2022	
Paul Maher	July 23, 2022	
Roisin McGlone		
Sandra McIntyre	July 23, 2022	
Mairi McMahon		July 23 2022
Odhran O'Mahony	July 23, 2022	
Patrick O'Meara		July 23 2022
David O'Reilly		July 23 2022
Patrick Ryan		July 23 2022
Adam Peerbux		July 23 2022
Alan Prendergast		
Grainne Reynolds		July 23 2022
Wayne Travers		July 23 2022
Caitlin Thompson	April 1, 2023	

Statement on relevant audit information

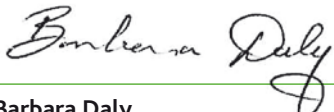
In the case of each of the persons who are directors at the time this report is approved in accordance with Section 332 of the Companies Act 2014:

- ▶ 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 27th April 2023 on its behalf by:


Barbara Daly
DIRECTOR


Noel Kelly
DIRECTOR

Directors' Responsibilities Statement

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable Irish law and regulations.

Irish Company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council ("relevant financial reporting framework") and the Statement of Recommended Practice (Charities SORP (FRS102)), issued by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- ▶ select suitable accounting policies and then apply them consistently;
- ▶ make judgements and estimates that are reasonable and prudent;
- ▶ state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- ▶ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

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



Barbara Daly
DIRECTOR



Noel Kelly
DIRECTOR

Independent Auditors' Report

to the Members of Foróige the National Youth Development Organisation Limited

mazars

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Foróige the National Youth Development Organisation Limited ('the Company'), for the year ended 31 December 2022, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the Company financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland issued in the United Kingdom by the Financial Reporting Council (FRS 102)*.

In our opinion, the accompanying financial statements:

- ▶ give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2022, and of its net income for the year then ended;
- ▶ have been properly prepared in accordance with FRS 102; and
- ▶ have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

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

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

Other information

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

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

Independent Auditors' Report (continued)

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

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

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of Sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement out on page 50, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

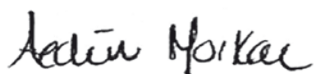
Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditor's report.

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

Our report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Aedin Morkan

for and on behalf of Mazars

Chartered Accountants & Statutory Audit Firm

Harcourt Centre

Block 3

Harcourt Road

Dublin 2

4 May 2022

Statement of Financial Activities

Incorporating the Income and Expenditure Account
for the year ended 31 December 2022

	Notes	Restricted Funds €	Unrestricted Funds- general €	Unrestricted Funds- designated €	Unrestricted Funds- pension €	2022 Total Funds €	2021 Total Funds €
Income							
<i>Income from charitable activities</i>							
Department of Children, Equality, Disability, Integration and Youth – Youth Service Grant		3,313,478	–	–	–	3,313,478	3,073,939
Other income		31,044,726	364,749	–	–	31,409,475	26,762,842
		34,358,204	364,749	–	–	34,722,953	29,836,781
<i>Income from other trading activities</i>							
Other trading activities		11,943	18,201	–	–	30,144	44,319
Income from investments		–	–	–	–	–	62
		11,943	18,201	–	–	30,144	44,381
Total income		34,370,147	382,950	–	–	34,753,097	29,881,162
Expenditure							
Charitable activities		32,719,317	–	–	1,359,000	34,078,317	30,461,065
Total expenditure		32,719,317	–	–	1,359,000	34,078,317	30,461,065
Net income/ (expenditure)		1,650,830	382,950	–	(1,359,000)	674,780	(579,903)
Transfers							
Transfers between funds							
Income transferred	19	(1,954,710)	1,954,710	–	–	–	–
Expenditure transferred		2,332,526	(2,332,526)	–	–	–	–
Net income/ (expenditure) before other gains and loss	2	2,028,646	5,134	–	(1,359,000)	674,780	(579,903)

Statement of Financial Activities

Incorporating the Income and Expenditure Account
for the year ended 31 December 2022 (continued)

	Notes	Restricted Funds €	Unrestricted Funds- general €	Unrestricted Funds- designated €	Unrestricted Funds- pension €	2022 Total Funds €	2021 Total Funds €
Carried forward		2,028,646	5,134	-	(1,359,000)	674,780	(579,903)
Other gains and losses		-	-	-	-	-	-
Actuarial gain on defined benefit scheme	15	-	-	-	15,151,000	15,151,000	2,263,000
Net movement in funds		2,028,646	5,134	-	13,792,000	15,825,780	1,683,097
Reconciliation of funds							
Total funds at the start of the year		6,794,625	1,024,588	542,462	(13,362,000)	(5,000,325)	(6,683,422)
Total funds at end of year		8,823,271	1,029,722	542,462	430,000	10,825,455	(5,000,325)

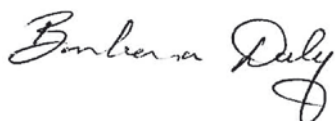
All results derive from continuing operations.

Balance Sheet

As at 31 December 2022

	Notes	Restricted Funds €	Unrestricted Funds-general €	Unrestricted Funds-designated €	Unrestricted Funds-pension €	2022 Total Funds €	2021 Total Funds €
Fixed Assets							
Tangible Fixed Assets	6	544,922	73,417	–	–	618,339	176,726
Investments	7	–	–	254	–	254	254
		544,922	73,417	254	–	618,593	176,980
Current Assets							
Debtors	8	853,282	112,224	–	–	965,506	1,165,601
Cash at Bank and in Hand		10,640,036	1,338,689	542,208	–	12,520,933	9,934,188
		11,493,318	1,450,913	542,208	–	13,486,439	11,099,789
Current liabilities							
Creditors (Amounts falling due within one year)	9	(3,214,969)	(494,608)	–	–	(3,709,577)	(2,915,094)
Net Assets excluding Pension Asset/ (Liability)		8,823,271	1,029,722	542,462	–	10,395,455	8,361,675
Pension Asset/ (Liability)	15	–	–	–	430,000	430,000	(13,362,000)
Net assets/liabilities including Pension liability		8,823,271	1,029,722	542,462	430,000	10,825,455	(5,000,325)
The funds of the organisation	11	8,823,271	1,029,722	542,462	430,000	10,825,455	(5,000,325)

The Financial statements were approved by the Board on 27th April 2023 on its behalf by



Barbara Daly
DIRECTOR



Noel Kelly
DIRECTOR

Statement of Cash Flow

For the Year Ended 31 December 2022

	Notes	2022 €	2021 €
Cash generated from Operating Activities	13	3,239,861	1,662,365
Cash flows from Investing Activities			
Interest received		–	62
Expenditure on tangible fixed assets		(653,116)	(3,375)
Net cash used in Investing Activities		(653,116)	(3,313)
Net increase in cash and cash equivalents		2,586,745	1,659,052
Cash and cash at bank at beginning of period		9,934,188	8,275,136
Total cash and cash at bank at end of period	14	12,520,933	9,934,188

Notes To The Financial Activities

For the Year Ended 31st December 2022

1. ACCOUNTING POLICIES

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

Basis of Accounts Preparation

The financial statements include all income, expenditure, assets and liabilities of Foróige, The National Youth Development organisation and of all projects directly managed and controlled by it. The financial statements cover the period for the year ended 31st December 2022.

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

Income

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

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

Expenditure and Irrecoverable VAT

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

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

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. During 2022 €3,923 (2021 – €2,149) was received under the VAT Compensation Scheme in respect of VAT expended in 2021. The VAT refund is recognised on receipt due to the uncertainty of amount to be refunded.

Allocation of Support Costs

Support costs are those functions that assist the work of the organisation but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the organisation's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 19.

Donated Services and Facilities

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

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

Interest receivable

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

Tangible Fixed Assets

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

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

Financial Instruments

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

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

Debtors

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

Cash at Bank and in Hand

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

Funds

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

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

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

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

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

Creditors and Provisions

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

Leases

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

Retirement Benefit Costs

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

Defined Benefit Scheme

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

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

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

Defined Contribution Scheme

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

Judgements and Key Sources of Estimation Uncertainty

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

Retirement benefits

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

Donated services

The company received donated services in the form of volunteer time and occupies properties at below market lease rates. Accounting standards require that donated services should be recognised in the company statement of financial activities at fair value. In accordance with the Charities SORP (FRS102) the fair value of volunteer time is not included however, management have estimated that the fair value of donated lease costs to be €110,000.

Going concern

The net asset position of Foróige at 31 December 2022 was €10,825,455. Directors have reviewed the current reserve levels, forecast income and expenditure, including the ongoing funding of the pension scheme and note that Foróige continues as a going concern. The Board of this entity will continue to focus on the long-term sustainability of Foróige and the activities which it carries out. There is no material uncertainty concerning the ability of the organisation to continue as a going concern.

2. NET INCOME

	2022 €	2021 €
The net income is stated after charging		
Depreciation	211,503	96,858
Operating Lease payments	705,000	650,000
Auditor's remuneration – statutory audit	71,965	67,035
Directors' remuneration	–	–

3. WAGES AND SALARIES

The average number of persons employed (excluding casual employees) (full time equivalent 491 (2021 – 425))	2022	2021
Administration and Operations	510	492
Wages and salaries	19,838,069	18,928,711
Social welfare costs	2,191,112	2,082,214
Other retirement benefit costs	1,186,902	925,782
Redundancy costs	18,718	19,644
Retirement Benefit current service cost	1,149,000	1,385,000
	24,383,801	23,341,351

Statutory termination benefits were paid to 3 staff members in 2022 (2021 – 1) due to the posts becoming redundant.

The remuneration paid to the senior management team in respect of qualifying services for the year amounted to €1,095,015 (2021 €988,151) including employers PRSI and pensions costs. Seán Campbell, Foróige CEO was paid €159,834 (2021 – €117,991) for the year before the costs of employers PRSI. He receives an 8.5% (2021 – 8.5%) contribution to the defined benefit pension scheme.

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

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

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

	2022	2021
€60,000 – €70,000	18	19
€70,000 – €80,000	7	5
€80,000 – €90,000	5	6
€90,000 – €100,000	1	–
€100,000 – €110,000	–	1
€110,000 – €120,000	1	2
€120,000 – €130,000	1	–
€130,000 – €140,000	–	–
€140,000 – €150,000	–	–
€150,000 – €160,000	1	–

4. DONATED SERVICES

Volunteer time

In 2022 Foróige volunteer engagement began to rebound after the COVID-19 pandemic. This rebound was both in terms of volunteer numbers and hours donated. We also developed new volunteer roles and opportunities.

We have some 4,675 adult volunteers in 2022, contributing 255,070 hours to Foróige's youth development purpose. These figures count only the contribution of adult volunteers aged 18 and over.

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

Governance Volunteers

These volunteers in addition to volunteering in clubs, projects and programmes contribute additional hours to attend meetings of District Councils, National Council, Sub-committees, Project advisory committees and Board Meetings.

We estimate that Governance volunteers contributed 8,800 hours during 2022.

Club Volunteers

334 Clubs were open during 2022. Clubs tend to open for 2 hours once a week for eight months a year. In addition to attending to Club meetings Club Volunteers will also attend volunteer meetings and spend time with planning and administration. We estimate that club volunteers contributed 134,000 hours of their time during 2022.

Projects and Programmes Volunteers

These volunteers contribute in a number of settings including in local projects, as Big Brothers and Big Sisters in the Big Brother Big Sister programme, as mentors and judges in the Network for Teaching Entrepreneurship programme and as Project and summer scheme volunteers. During 2022 mentoring expanded in the Organisation and there are some new mentoring roles including E-Mentoring, third level and MentorMe roles. We estimate that volunteers within our projects and programmes contributed 97,900 hours in 2022.

Training and Events

Volunteers within Foróige attend and facilitate at a number of events throughout the year including local recognition events and achievement days, facilitation of local leadership, Trainer training, Reference Panel meetings, Regional Conferences, Officer training and volunteer training. We estimate that volunteers contributed 24,000 hours during 2022 to training and events.

In summary we estimate volunteers contributed 264,700 hours during 2022. At the industrial average wage this would be valued at approximately €6,900,000 (2021 – €2,400,000). However, due to the nature of the estimates and in accordance with the Charities SORP (FRS102) this donated volunteer time has not been reflected in the financial statements.

Below Market Value Rent

A number of Foróige projects occupied premises at below market rent within the communities in which they operate. The valuation of the rent donated by these community resources is estimated at €110,000 and is reflected in both income and expenditure in 2022 (€106,000 in 2021).

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 2022	222,212	758,104	308,691	343,793	185,263	562,187	2,380,250
Additions	–	–	–	653,116	–	–	653,116
Disposals	–	–	–	(169,393)	–	–	(169,393)
At 31 December 2022	222,212	758,104	308,691	827,516	185,263	562,187	2,863,973
Accumulated Depreciation:							
At 1 January 2022	(220,772)	(726,573)	(300,643)	(335,393)	(181,674)	(438,469)	(2,203,524)
Charge for period	(725)	(8,432)	(5,589)	(139,023)	(1,515)	(56,219)	(211,503)
Disposals	–	–	–	169,393	–	–	169,393
At 31 December 2022	(221,497)	(735,005)	(306,232)	(305,023)	(183,189)	(494,688)	(2,245,634)
Net Book Value							
At 31 December 2022	715	23,099	2,459	522,493	2,074	67,499	618,339
At 31 December 2021	1,440	31,531	8,048	8,400	3,589	123,718	176,726

7. INVESTMENTS

	2022 €	2021 €
Prize Bonds	254	254

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

8. DEBTORS

	2022 €	2021 €
Debtors and accrued income	864,217	1,038,506
Prepayments	101,289	127,095
	965,506	1,165,601

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

	2022 €	2021 €
Deferred income (note 9(a))	1,827,822	1,160,809
Tax and social insurance due	542,678	505,914
Trade creditors and accruals	1,339,077	1,248,371
	3,709,577	2,915,094

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

	2022 €	2021 €
Opening balance	1,160,809	716,810
Recognised during the year	(1,160,809)	(716,810)
	–	–
Deferred income during year – Funding received relating to subsequent year allocation	1,827,822	1,160,809
Closing balance	1,827,822	1,160,809

10. COMMITMENTS**Operating leases**

The organisation holds a number of leases for its properties around the country. There are 11 leases in operation (2021 – 5), the duration of which ranges from 1 to 10 years. The total minimum lease payments under non-cancellable operating leases are as follows

	2022 €	2021 €
Due within one year	232,694	186,206
Expiring between two and five years	636,933	602,932
Expiring between six and ten years	31,500	96,403
	901,127	885,541

11. FUNDS OF THE ORGANISATION

	2022 €	2021 €
Balance at beginning of year	(5,000,325)	(6,683,422)
Net income/(expenditure)	674,780	(579,903)
Actuarial gain	15,151,000	2,263,000
Balance at end of year	10,825,455	(5,000,325)

11. FUNDS OF THE ORGANISATION (2021 MOVEMENT)

	Restricted funds €	Unrestricted funds- general €	Unrestricted funds- designated €	Unrestricted funds- pension €	2021 Total Funds €
Income					
<i>Income from charitable activities</i>					
Department of Children and Youth Affairs – Youth Service Grant	3,073,939	–	–	–	3,073,939
Other income	26,420,479	342,363	–	–	26,762,842
	29,494,418	342,363	–	–	29,836,781
<i>Income from other trading activities</i>					
Other trading activities	29,419	14,900	–	–	44,319
Income from investments	–	–	62	–	62
	29,419	14,900	62	–	44,381
Total income	29,523,837	357,263	62	–	29,881,162
Expenditure					
Charitable activities	28,893,065	–	–	1,568,000	30,461,065
Total expenditure	28,893,065	–	–	1,568,000	30,461,065
Net income/(expenditure)	630,772	357,263	62	(1,568,000)	(579,903)
Transfers					
<i>Transfers between funds</i>					
Income transferred	(1,816,944)	1,816,944	–	–	–
Expenditure transferred	1,780,982	(1,780,982)	–	–	–
Net income/(expenditure) before other gains and Loss	594,810	393,225	62	(1,568,000)	(579,903)

11. FUNDS OF THE ORGANISATION (2021 MOVEMENT) (continued)

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

12. BALANCE SHEET 2021 BY FUND

	Restricted Funds €	Unrestricted Funds General €	Unrestricted Funds Designated €	Unrestricted Funds Pension €	2021 Total funds €
Fixed Assets					
Tangible Fixed Assets	44,751	131,975	–	–	176,726
Investments	–	–	254	–	254
	44,751	131,975	254	–	176,980
Current Assets					
Debtors	1,039,348	126,253	–	–	1,165,601
Cash at Bank and in Hand	8,357,852	1,034,128	542,208	–	9,934,188
	9,397,200	1,160,381	542,208	–	11,099,789
Current liabilities					
Creditors (Amounts falling due within one year)	(2,647,326)	(267,768)	–	–	(2,915,094)
Net Assets excluding Pension Liability	6,794,625	1,024,588	542,462	–	8,361,675
Pension Liability	–	–	–	(13,362,000)	(13,362,000)
Net assets/liabilities including Pension liability	6,794,625	1,024,588	542,462	(13,362,000)	(5,000,325)
The funds of the organisation	6,794,625	1,024,588	542,462	(13,362,000)	(5,000,325)

13. CASHFLOWS FROM OPERATING ACTIVITIES

	2022 €	2021 €
Income/(expenditure)	674,780	(579,903)
Adjusted for:		
Depreciation	211,503	96,858
Investment income	–	(62)
Movements in trade and other receivables	200,095	(251,565)
Movements in trade and other payables	794,483	829,037
Pension contributions – current service cost	1,149,000	1,385,000
Net return on retirement benefits	210,000	183,000
Net Cash generated from operating activities	3,239,861	1,662,365

14. ANALYSIS OF NET CASH

	2022 €	2021 €
Cash at bank and in hand	12,520,933	9,934,188

15. RETIREMENT BENEFITS

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

Defined Contribution Pension Scheme

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

The regular cost of providing retirement pensions and related benefits is charged to the statement of financial activities over the employee's service lives on the basis of a constant percentage of earnings. A new scheme was opened to all staff on November 1st 2022 who were not eligible to join either of the two previous schemes and who met eligibility criteria. The organisation's contributions to the defined contribution schemes amounted to €49,484 (2021 – €10,104).

Defined Benefit Pension Scheme

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

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

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

	2022 €'000	2021 €'000
Recognised in the Statement of Financial Activities	2,362	2,448
Remeasurements recognised in other comprehensive income and included in the cost of the asset	(15,151)	(2,263)
Total cost/(income) related to defined benefit pension plan	(12,789)	185

Financial Assumptions

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

	2022	2021
Discount Rate	4.25%	1.65%
Pensionable salary inflation	2.85%	2.25%
Inflation/Revaluation	2.60%	2.00%
Promised Pension increases	2.60%	2.00%
Discretionary Pension Increases *	0.25%	0.25%

* For benefits earned after 1/11/2015 at the discretion of the Trustees.

At 31 December 2022, 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 2022 was €32,812,000 (2021 – €35,369,000). The breakdown of assets between the main asset sectors is given in the table below. The expected return on the plan assets is €591,000 (2021 – €590,000).

Plan assets	% of scheme assets 2022	Market Value 2022 €'000	% of scheme assets 2021	Market Value 2021 €'000
The asset allocations at the period-end were as follows:				
Equity instruments	49%	16,087	57%	19,997
Debt securities	16%	5,362	13%	4,558
Property	7%	2,192	5%	1,993
Other	28%	9,171	25%	8,821
Total	100%	32,812	100%	35,369

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

	Present value of obligation €'000	Fair value of plan assets €'000	Total €'000
At 1 January 2022	48,731	(35,369)	13,362
Current service cost	1,960	–	1,960
Gain on settlements	–	–	–
Interest expense/(income)	801	(591)	210
	51,492	(35,960)	15,532
Remeasurements:			
– Return on plan assets, excluding amounts included in interest expense/(income)	–	3,993	3,993
– Loss/(gain) from change in financial assumptions	(21,947)	–	(21,947)
– Experience (gains)/losses	2,803	–	2,803
	(19,144)	3,993	(15,151)
Exchange differences			
Contributions:			
– Employers	–	(1,003)	(1,003)
– Plan participants	493	(493)	–
Payment from plans:			
– Benefit payments	(373)	373	–
– Settlement payments	–	–	–
– Insurance premiums and Administration	(86)	278	192
At 31 December 2022	32,382	(32,812)	(430)

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

There were no reimbursement rights.

The last formal actuarial funding valuation completed of the Defined Benefit Pension plan was carried out as at 1 November 2020. This valuation set the ongoing contribution rate for the plan and noted that the plan met the Minimum Funding Standard as at that date. The MFS test as at 31 October 2022 showed that the plan continued to meet the statutory MFS as at that date.

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

The scheme was closed to new entrants at 1 November 2022.

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

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

	2022 €	2021 €
Youth Service Grant	3,313,478	3,073,939
National Participation Office and Hub na nÓg	988,202	798,327
Big Brother Big Sister Dormant Accounts Funding	870,256	769,776
Other grants and invoiced services	182,061	220,195
Climate Action	100,000	43,602
Support for National Organisations	81,515	89,851
Online Safety	56,246	150,000
International Protection Integration	50,000	–
Capital Grants	43,739	47,047
LGBTI Youth Strategy	43,625	79,679
North Dublin Development (transferred to YSG 2022)	–	92,347
Drugs Misuse Prevention (transferred to YSG 2022)	–	54,673
	5,729,122	5,419,436

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

	Core €	Big Brother Big Sister €	Total €
Grant Income	2,936,404	377,074	3,313,478
Pay, Service Provision and General Administration	(2,936,404)	(377,074)	(3,313,478)
Surplus for year	–	–	–
Deficit forward from prior year	–	–	–
Deficit forward	–	–	–

17. RELATED PARTY TRANSACTION

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

18. DIRECTORS' EXPENSES

During 2022 14 Directors were reimbursed for expenses incurred in the performance of their responsibilities as Directors for a total of €5,251 (2021 – 1 Director €76).

19. ALLOCATION OF SUPPORT COSTS

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

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

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

Finance: A professional finance department which:

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

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

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

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

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

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

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

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

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

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

Courses include:

- ▶ Induction to Foróige
- ▶ Needs Assessment and Curriculum Design
- ▶ Planning and Evaluation
- ▶ Personal Effectiveness and Group Dynamics
- ▶ Child Safeguarding and Protection
- ▶ Organisational Procedures and Policies
- ▶ Tobacco, Alcohol and Drug Awareness
- ▶ Gender & Sexuality Awareness
- ▶ Skills to Succeed (Youth Employability)
- ▶ Manualised programme training- Leadership for Life, REAL U, Youth Citizenship, Putting the Pieces Together, Be Healthy Be Happy, Brief Intervention

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

Services include:

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

Charge amount

The Operation Support charge is calculated based on the number of staff employed in each project. The rationale for this method is that the number of staff indicates the level of activity in the project. There are two rates applied on a

per employee per project per month basis. A higher rate where there is no Foróige manager on site and a lower rate where there is a manager on site. 1/2 of the appropriate rate may be charged where an employee does not work full time hours.

The rate in 2022 was €426 (2021 - €402) per employee per project per month where there is no Foróige manager on site and €255 (2020 - €240) per employee per month where there is a Foróige Manager on site.

The total charged for 2022 was €1,954,710 (2021 – €1,816,944) and this is reflected as a transfer from restricted to unrestricted reserves in the Statement of Financial Activities.

20. FINANCIAL INSTRUMENTS

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

	2022 €	2021 €
Financial Assets that are debt instruments measured at amortised cost		
Trade debtors and accrued income	864,217	1,038,506
Prepayments	101,289	127,095
Prize Bond investment	254	254
Cash at bank and in hand	12,520,933	9,934,188
	13,486,693	11,100,043
Financial liabilities at amortised cost		
Deferred Income	1,827,822	1,160,809
Trade Creditors and accruals	1,339,077	1,248,371
	3,166,899	2,409,180

21. MOVEMENT IN FUNDS

By activity	Opening Reserves €	Income €	Expenditure & net transfers €	Closing Reserves €
Universal Services	2,322,927	6,766,519	(6,758,062)	2,331,384
Targeted Services	4,093,427	27,041,534	(24,662,357)	6,472,604
Education Programmes	1,402,859	945,044	(1,298,898)	1,049,005
Unrestricted Designated Funds	542,462	–	–	542,462
Defined Benefit Pension Scheme	(13,362,000)	15,151,000	(1,359,000)	430,000
Total	(5,000,325)	49,904,097	(34,078,317)	10,824,455

By funder	Opening Reserves €	Income €	Expenditure & net transfers €	Closing Reserves €
Department of Children, Equality, Disability, Integration and Youth – Youth Service Grant	–	3,313,478	(3,313,478)	–
Department of Children, Equality, Disability, Integration and Youth – Other Grants	623,551	2,415,645	(2,732,344)	306,852
Education and Training Boards	652,689	8,027,109	(8,108,774)	571,024
Department of Justice	741,917	9,995,046	(8,048,463)	2,688,500
TUSLA	1,040,094	5,718,858	(5,621,155)	1,137,797
The Health Service Executive	432,255	727,087	(784,729)	374,613
Other Income	4,871,169	4,555,874	(4,110,374)	5,316,669
Defined Benefit Pension Scheme	(13,362,000)	15,151,000	(1,359,000)	430,000
Total	(5,000,325)	49,904,097	(34,078,317)	10,825,455

22. CONTINGENCIES

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

23. POST BALANCE SHEET EVENT

Since the year end the Board of Directors, having reviewed the defined benefit pension scheme, made a decision to cease future contributions to the scheme. An estimate of the financial effect of this decision cannot be made at this time.

RESTRICTED FUNDS CHARITABLE ACTIVITIES EXPENDITURE	Schedule	2022 €	2021 €
Salaries and Direct Costs	1	31,389,796	27,911,540
Administrative Support Costs	2	1,329,521	981,525
		32,719,317	28,893,065

SCHEDULE 1 SALARIES AND DIRECT COSTS	2022 €	2021 €
Salaries and Pensions	23,234,801	21,961,352
Travel and Subsistence	911,716	342,904
Training and Programme Costs	4,343,285	3,379,017
Project Premises and Operating costs	2,899,994	2,228,267
	31,389,796	27,911,540

SCHEDULE 2 ADMINISTRATIVE SUPPORT COSTS	2022 €	2021 €
Support offices premises costs	244,728	180,416
Insurance	137,354	126,237
Support offices operational costs	126,613	119,304
Public relations and advertising costs	85,424	54,336
Professional fees	64,927	14,112
Bank interest and charges	18,394	10,257
Human resources and recruitment	108,994	83,298
Audit and Accountancy Fees	71,965	67,035
Voluntary committee expenses	24,228	76
Information Technology	235,391	229,596
Depreciation	211,503	96,858
	1,329,521	1,981,525

Thank you to our Funders and Supporters

Department of Children, Equality, Disability, Integration and Youth	Cork Local Sports Partnership CLG	South Dublin County Council
Department of Education	Courts Service	Strengthening Families Programme
Department of Justice	Donegal County Council	The Blackwood Trust
Department of Rural and Community Development	Dormant Accounts Fund	The Community Foundation
TUSLA, The Child and Family Agency	Dun Laoghaire Rathdown County Council	The EU Commission
Cavan and Monaghan Education and Training Board	Fingal County Council	The Health Service Executive
Cork Education and Training Board	Galway City Partnership	The Killeen Group
Donegal Education and Training Board	Galway University Foundation	The Lakeside Fund
Dublin and Dun Laoghaire Education and Training Board	Healthy Ireland Fund	The National Lottery
Galway and Roscommon Education and Training Board	HSBC	The Sunflower Foundation
Kerry Education and Training Board	International Fund for Ireland	Tomar Trust
Kilkenny and Carlow Education and Training Board	JP Morgan Chase Foundation	Toyota Ireland
Laois and Offaly Education and Training Board	Kilkenny County Council	Westmeath County Council
Limerick and Clare Education and Training Board	Kilkenny Leader Partnership	Youth Action Northern Ireland
Longford and Westmeath Education and Training Board	Laois County Council	YouthBank
Louth and Meath Education and Training Board	Leitrim County Council	
Mayo, Sligo and Leitrim Education and Training Board	Local Drug and Alcohol Task Forces	
Tipperary Education and Training Board	Longford County Council	
Waterford and Wexford Education and Training Board	Mayo County Council	
Accenture	Meta	
basis.point	Monaghan County Council	
City of Dublin Youth Services Board	Northside Partnership	
Cork City Council	Pobal	
	Regional Drug and Alcohol Task Forces	
	Rethink Ireland	
	School Completion Programme and Management Committees	
	Special EU Programmes Body	
	Sligo County Council	
	Smurfit Kappa	



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