



Youth Work Ireland



National Youth Federation CLG (A Company Limited by Guarantee  
Trading as: Youth Work Ireland

## Director's report and financial statements for the year ended 31 December 2020.

Company Registration Number: 193547 Charity Exemption Tax Number: CHY18032 Charity  
Regulatory Authority Number:20068363

# National Youth Federation CLG (A Company Limited by Guarantee)

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Chairperson: Catherine Durkin (appointed 27th July 2019)  
 Secretary: Michael Connolly (appointed 8th February 2020)

Directors

Position	Name	Start date	End date
President	Deborah Fakeye	AGM Nov 2019	AGM 2022
Chair (co-opted)	Catherine Durkin	02 Feb 2017	AGM 2023
Senior Manager MYS	Tom Dunne	AGM Oct 2018	AGM 2021
Senior Manager MYS	Christina Fogarty	AGM Nov 2017	AGM 2021
Senior Manager MYS	Maurice Walsh	AGM Oct 2018	AGM 2021
Senior Manager MYS	Caroline Flanagan	AGM Nov 2019	AGM 2022
Senior Volunteer	Shirley Donegan	AGM Oct 2018	AGM 2021
Senior Volunteer	John Byrne	AGM Nov 2019	AGM 2022
National Youth Action Group	Jordan Cassells	AGM Oct 2018	AGM 2021
National Youth Action Group	Danielle Gayson	AGM Oct 2018	AGM 2021
National Youth Action Group	Sive Burford Murray	AGM Nov 2019	AGM 2022
Co-opted	Michael Connolly	Sept 2018	AGM 2021

Retired 2020

Senior Manager MYS	Geraldine Lacey	08 Nov 2014	AGM 17 June 2020
Senior Volunteer	Paul McCusker	01 Feb 2014	AGM 17 June 2020
Senior Volunteer	Patrick Moore	AGM Nov 2017	AGM 17 June 2020
Co-Opted	Bill Thompson	07 Mar 2015	AGA 17 June 2020
National Youth Action Group	Tiernan Burford Murray	AGM Oct 2018	AGM 17 June 2020

**Auditor:** **PKF FPM Accountants (Ireland) Limited**  
 Unit 5B Unit 5H  
 Fingal Bay Business Park  
 Balbriggan  
 Co. Dublin

**Bankers:** **Bank of Ireland**  
 6 Lower O'Connell Street  
 Dublin 1

**Solicitors:** **Crowley Miller**  
 3, Exchange Place  
 Georges Dock, IFSC  
 Dublin 1

Charity Regulatory Authority Number (RCN): **20068363**  
 Charity Reference Number: **CHY 18032**  
 Companies Registration Office: **193547**  
 Registered and Business Address: **20 Lower Dominick Street, Dublin 1**

## Introduction

National Youth Federation trading as Youth Work Ireland (referred to henceforth as Youth Work Ireland), is a registered charity operating within the Republic of Ireland under the Charities Act 2009. The vision of Youth Work Ireland is 'a world full of possibilities for all young people'. The mission is that 'together with young people we learn tools for life, foster dreams, offer hope and realise our greatest expectations'. Youth Work Ireland is a federation of 21 independent youth services, coordinated by a National Office. The financial statements prepared are in relation to the National Office only.

Collectively, Youth Work Ireland working with the Member Youth Services (21) supports hundreds of voluntary youth clubs, targeted youth projects, youth diversion programmes and a whole range of educational and recreational activities for youth people throughout the country.

The following accounts reflect those of the National Office as each Member Youth Service is a separate legal entity. There are financial flows both ways which are outlined throughout the statements.

A Strategic Plan for the period 2015 – 2020 is available from our website:

<http://www.youthworkireland.ie/who-we-are/strategicplan>

### The strategic objectives are as follows:

- Strengthen our Integrated Youth Services Model
- Improving and Sharing our Youth Work Practice
- Youth Participation
- Speaking Up for Young People & Youth Services
- Finances and Resources
- Acting Together for Great Impact

## Achievements and Performance

The following are the achievements we have attained during 2020

### YWI Comms and Advocacy on MYS Covid 19 Work in 2020

Press Release on Digital Youth Work <https://www.youthworkireland.ie/what-we-do/news/youth-workers-deploy-digital-methods-to-engage-with-young-people-during-sch>

YWI Statement on Coronavirus <https://www.youthworkireland.ie/what-we-do/news/youth-work-ireland-statement-on-the-corona-viru>

YWI public health measures Report -

[https://docs.google.com/spreadsheets/d/1wtKc6gtdAJHCiOn4X9\\_E0Fto1n83MdnVrgbyngHblg/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1wtKc6gtdAJHCiOn4X9_E0Fto1n83MdnVrgbyngHblg/edit?usp=sharing)

Here To Help Comms campaign and report on Trello Board Activity

<https://www.youthworkireland.ie/what-we-do/news/youth-services-and-covid-19>

YWI supports for vulnerable young people report-

[https://docs.google.com/document/d/1XvzsJYZw0kU1hINlv7q3DDd6Ae-](https://docs.google.com/document/d/1XvzsJYZw0kU1hINlv7q3DDd6Ae-YECUx9VodlrQ0KTU/edit?usp=sharing)

[YECUx9VodlrQ0KTU/edit?usp=sharing](https://docs.google.com/document/d/1XvzsJYZw0kU1hINlv7q3DDd6Ae-YECUx9VodlrQ0KTU/edit?usp=sharing) and the resulting DCYA/TUSLA website

<https://www.gov.ie/en/publication/edbeb3-youth-services/>

Zooming In campaign 'zooming in'

<https://docs.google.com/spreadsheets/d/1rtahlMrs5DvsfYxARTG7B5poVKus1FHF7csM-f3boo/edit?usp=sharing>

### Youth Information

In the context of Covid 19 Youth Information came to the fore as a service for young people. Youth Work Ireland National Office supported a number of initiatives in support of quality Youth Information.

### Youth Information Commission

The ERYICA European Quality Label for Youth Information Pilot phase in Ireland is now complete. The process was managed by an Irish European Quality Label Commission. Three Youth Information service: Crosscare Youth Information Service (Dun Laoghaire), Spun-Out.ie and Donegal Youth Information Services were successfully awarded the label. Secretarial Support for the Pilot Phase was provided by Patrick Burke of Youth Work Ireland. In 2021 the Label will be mainstreamed.

### National Partnership

Youth Work Ireland took a leadership role in supporting meetings and joint working amongst the four providers of Youth Information: YMCA, Crosscare and Spunout, and Youth Work Ireland

### National Chat Service

April 2020 saw the official launch of the Youth Information online chat service. The service builds on a long-standing partnership of professional Youth Information providers in Ireland and relies on the development of commitment to joined up working on communications, safeguarding, data protection, and youth information practice. The service is staffed by professional Youth Information Workers. The service will be available to young people from 4pm to 8pm and is aimed at young people aged between 16 and 25. It is impartial, non-judgemental, reliable, and accurate. The initiative has the support of the Department of Children and Youth Affairs.

This new and innovative service will meet the needs of young people at a time that suits them and through a medium which

they are comfortable with. The service has the potential to reach socially and geographically isolated young people. It is specifically presented to young people and staff as not appropriate for crisis intervention support. The topics addressed, information provided and the types of conversations that take place will be the same as queries dealt with face-to-face, except that the medium of communication is real time chat.





[Read more about the Launch of National Chat Service>>](#)

### Detached Programme

The Youth Work Ireland National Detached Programme came to an end in 2020. The programme located 10 detached service provision sites in highly disadvantaged, underserved and isolated communities. 10 hours of youth engagement work took place per site per week with a resulting engagement of 2800 individuals and groups. Many of these young people were socialising on the street, but more than half were readily identified as having issues of concern in their lives, with substance use/abuse featuring amongst these.

One in every 10 young people engaged was at the time of engagement involved in an activity that put that young person at risk in some way. Engagement of these groups and individuals was tracked and a plausible pattern of progression was recorded.

The programme has developed a number of tools that assist in the engagement and support of vulnerable young people. These tools will be disseminated to youth workers across Europe. A dedicated platform for disseminating these supports has been developed and further dissemination and training activities will take place. These tools are inclusive of:

- Contact Sheets Tool
- Service Mapping Tool
- Service Audit
- The outreach Model /Matrix



### Our Generation Programme

The Our Generation project is supported by the European Union's Peace IV Programme, managed by the Special EU Programmes Body (SEUPB). Our Generation is a cross-border, cross-community partnership project, which is being delivered through seven regional organisations, namely Action Mental Health, Donegal Youth Service, Co-Operation Ireland, Youth Action NI, Youth Work Ireland, PlayBoard NI and Ulster University, that we will be delivering in five border counties over the next three years. Youth Work Ireland OG team will be providing a lot of wonderful opportunities for young people to develop their knowledge around issues such as emotional well-being, sexual health, and leadership through the Be Well Programme, YES Project, and a pilot project, The Youth Fund. We will be delivering across the border counties of Cavan, Monaghan, Sligo, Leitrim, and Donegal. The Our Generation programme has ambitious targets of direct delivery for the three programmes described below. Supporting young people in accessing these programmes involves working closely in partnership with Youth Work Ireland Member Services in the five border counties.



## **Be Well**

In 2016 Youth Work Ireland launched Be Well: A Support Pack for Young People to Identify and address Anxiety. The pack was launched by Youth Work Ireland's Wellbeing Squad of young people at the Irish Youth Music Awards National Day in the Aviva Stadium and was part of Youth Work Ireland's year-long campaign on mental health Well Being 2016. Be Well can be delivered as a 90-minute face-to-face session or as a 60-minute online session. Be Well uses the well-known 5-A-Day approach to mental wellbeing namely, CONNECT – BE ACTIVE – GIVE – TAKE NOTICE – KEEP LEARNING to help young people build resilience and learn ways to cope with everyday anxiety.

## **YES Project**

The Yes Project is a Europe wide initiative to provide young people with empowering sexual health and reproductive education in a community setting. Collaborating with [ECYC](#) (European Confederation of Youth Clubs) and [LOGO Jugendmanagement](#) to develop the capacity of youth organisations and youth workers to deliver SRE to young people. This project is based on the need identified by Youth Work Ireland through a consultation with young people in Spring 2018, for young people to be involved in the development of a resource to support their learning around health and safety issues related to their sexual health. The YES Project will consist of 3 one-hour sessions focusing on one topic with the aim of supporting youth workers and educators in their practice. The areas covered in the YES Project are:

**Session One – Sexual Identity and Healthy Relationships** - This session will enable participants to get to know each other, settle into a group work process, and understand the contents of the programme. This session also sets the scene for group behaviour by establishing a group contract so that participants feel safe discussing sensitive topics. It also ensures that participants are clear about respecting one another.

**Session Two – Communicating Consent** - This session enables participants to explore what consent means. It will help the participants to develop their language around consent so that they can better communicate their consent and respect the consent and non-consent of others. The session will explore boundaries through role-play to enable participants to develop the skills of communicating their consent. Participants will also have the opportunity to practice developing appropriate responses for when consent is given or not given.

**Session Three – Wider Influences and Decision Making** - This session enables the participants to explore wider influences on their sexual decision making. Through exploration of the impact of peers, family, culture, and media, participants will be supported to raise their awareness of how these shapes their personal choices when it comes to sexual decision making. Participants will gain an understanding of how their decision-making works and will include logic and reasoning as well as gut-based / emotion-based decision making. Participants will have the opportunity to connect with their future selves and connect with the types of decisions and choices they can make that align them with their vision of themselves. The YES project can be delivered to young people aged 14-24 and it is free of charge.

### The Youth Fund

The Our Generation Team are introducing The Youth Fund to the local communities in Cavan, Monaghan, Sligo, Leitrim and Donegal. This will be a 6-month personal development programme for young people aged between 14-25 who will be the guardians of a €1000 grant. Young people will identify areas of local development and positive change needed within their communities and will advertise for local groups to apply for funding for this pot of money to support these improvements. Activities that may be funded can be anything from a community fun day to an intercultural programme, so long as they can show how they will address the need the young people have identified.



These young leaders will have the opportunity to take an active role in their community through interviewing, shortlisting, and awarding money to one or more groups that can enact positive change in their area. Through this programme the young people are able to learn and develop a wide range of skills to include leadership, teamwork, responsibility, confidence, decision-making, problem-solving and more! Our aim: Support young people to lead their local communities in a new peaceful communities' movement.

### Work To Learn

Work to Learn is a work experience programme for young people who have struggled in mainstream education and who are at risk of becoming involved in the juvenile justice system. The programme employs a youth work approach to support marginalised young people in developing self-esteem, finding pathways to work and strengthening their engagement in mainstream education. The programme challenges the young person involved to undertake a paid part-time job with all the responsibilities that that entails. The programme experienced significant challenges in the context of Covid 19, nevertheless more than half of the 16 sites providing Work To Learn in 2020 sustained work placements with young people. Work to Learn was developed by [Ossory Youth](#), promoted by Youth Work Ireland and is supported with the assistance of [State Street](#) and the [Department of Justice and Equality](#).

### Detached Youth Work KA2

Prior to the COVID-19 pandemic social exclusion for young people was an extensive concern in European policy as according to the European Youth Strategy 2019-2027, 29% of 16- 29-year-olds were at risk of poverty or social exclusion and 11.6% of those aged 15-24 were not in education, employment or training (NEETs), while 15.9 % of the young people in this age group are unemployed – double the rate of the general population.



The rationale for this programme is that the Covid 19 lockdown has created circumstances in which young people at risk of social exclusion, have experienced increased social exclusion. Young people who were previously socially excluded are now experiencing more extreme forms of social exclusion. 'Detached Youth Support' will document best practices in detached work for identifying, connecting with and supporting these young people.



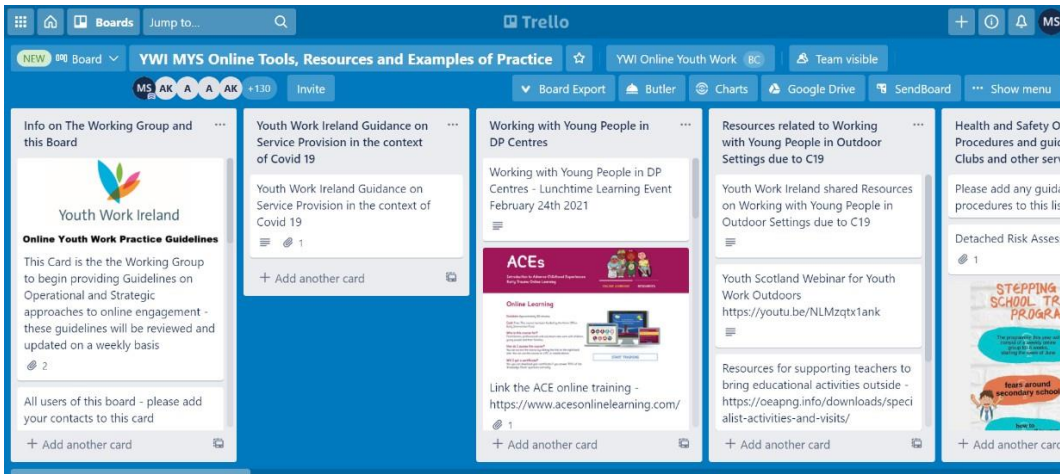
### Platform for sharing Tools, Resources and Examples of Practice

In the context of Covid 19, youth work organisations found themselves facing new problems, which were shared across the sector. Youth Work Ireland member services asked Youth Work Ireland National Office to facilitate a process to gather together their new policies, protocols and programmes for sharing within the federation. The resulting initiative was the YWI Trello Board now being used by over 130 team leaders, managers and directors within the organisation.

### Youth Work Ireland Innovative Practices Network

A new network of Youth Work Ireland Member Services staff was initiated in 2020. The agreed terms of reference for the group describes the purpose of the network as the sharing, dissemination, recording/evidencing and promotion of innovative work to address increasing service and programme provision challenges for young people and YWI member youth work services. The network consists of one representative from each Youth Work Ireland member services. The role of the **Network Members includes:**

- Reviewing all practices inputted into database and organise the material provided there.
- Scanning horizon and identify arising challenges for young people, service and programme provision taking input from RDs on issues that require discussion.
- Putting out calls for required information to address these arising challenges



### National Guidelines on the Provision of Services during COVID

Covid 19 restrictions impacted youth services in the creation of new requirements and thresholds for service delivery at each of the new national levels. This created many new questions for youth work providers in terms of what best practice is and what is in keeping with national requirements.

For this reason, a new national guidance document has been developed within the Federation to assist Youth Work Ireland Member services in considering how to best provide support and services for young people and communities in the context of Covid 19. The document is a "live" document and will evolve with the learning within the Youth Work Ireland Federation and guidance and policy as provided by relevant agencies.



Importantly, this document is only guidance, compiled from the best sources available. The guidance does not supersede the right and responsibility that Youth Work Ireland Member Youth Services hold to determine how to best exercise their duty of care while meeting their commitment to supporting young people and communities. Member Youth Services, therefore, have discretion and are ultimately responsible for ensuring the safety of the young people, volunteers, staff, and the communities they serve; and will implement guidance accordingly, with variations as needed.

**The guidance is being provided for the following reasons:**

- Youth Work Ireland Member Youth Services stakeholders will need to be aware of the principles and rationale under which services are provided.
- To bring together all relevant guidance documents and information to cover the wide range of youth services provided by Youth Work Ireland Member Youth Services. These include, but are not limited to, services provided in partnership with the DCEDIY, HSE, TUSLA and IACTO.
- Youth club work, specifically rural youth club work which may require specific adaptations not addressed in available guidance documents.
- Youth Work Ireland Member Youth Services have developed experience over the past months that is relevant, transferable and which is mutually beneficial to share.

**Youth Work Ireland Week 2020**

Youth Work Ireland Week 2020 took place on May 9th - 16 2020 and the theme was the environment. This issue emerged from Youth Work Ireland’s Consensus Process 2019 where young people told us that the environment and climate change was a key issue they wanted to learn more about and campaign for change on. We developed an activity pack for youth workers and volunteers that they could do with their youth groups. However once Covid restriction hit, we had to readapt the pack so workers could do the activities with their groups online.

[#MyPlanetMyPledge](#) Activity & Resource Pack was delivered to youth groups across the country during Youth Work Ireland Week. The pack educated young people on how their personal choices and consumption habits impact on the environment. It also asked young people to commit to one pledge they will make in their own lives to help create a better world for all.

**Youth Work Ireland Week 2020 may have been impacted by Covid-19, but we continue to work online to support young people.**

**From May 11-15 we want you to get involved to re-create some of our past Youth Work Ireland Week activities, with prizes to be won each day....**

**MONDAY MAY 11TH**  
**HATS OFF TO OUR FRONT-LINE WORKERS**  
 Back in 2014 we celebrated volunteers with our **Hats Off to Volunteers** activity. This year we want you to collaborate front-line workers. All you need to do is create fun and quirky hats out of any materials you can find in your home or garden, take a picture of yourself in your finished pose and tag us on Instagram using the hashtag **#HatsOfftoFrontLineWorkers**.  
 The hat that we like is €50 (incl. VAT) voucher.

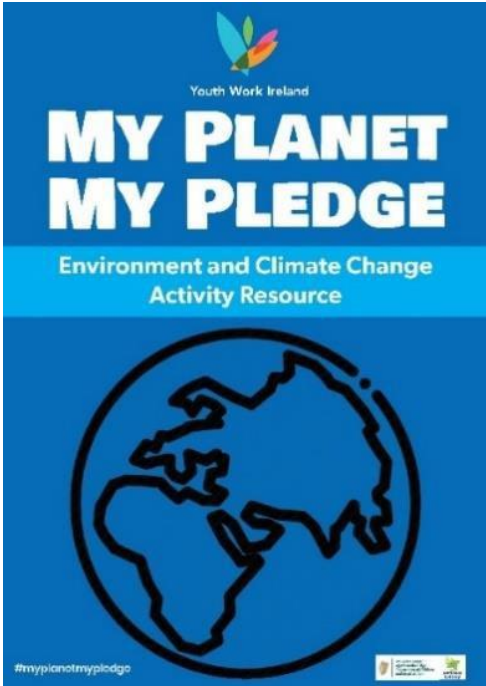
**TUESDAY MAY 12TH**  
**MAKE YOUR OWN FACE MASK**  
 Inspired by Comhairle na nÓg Cléire, we want you to have a go at making your own face masks. These can be made from paper, scarves, t-shirts or whatever you can find lying around your home – check out Cléire Comhairle’s video on how to make masks – [www.youtube.com/watch?v=6a0Gw7W10MA](#).  
 Face masks in all shapes & sizes are in demand. The more we receive, the more we can send to our €50 (incl. VAT) voucher.

**WEDNESDAY MAY 13TH**  
**CLICK**  
 Click is a photography competition run as part of our club programmes, so for this activity all you have to do is to take a photograph of something in your home or garden that sums up your experience of #Covid-19 and post and tag us in your images to Instagram using the hashtag **#Click**.  
 The best images will win a €50 Amazon voucher.

**THURSDAY MAY 14TH**  
**MY PLANET MY PLEDGE**  
 This activity asks young people to commit to making one pledge to make the world a better place for all. Even when in quarantine from the **#MyPlanetMyPledgeActivityPack**, then write out your pledge, take a picture or video and post and tag us to Instagram using the hashtag **#MyPlanetMyPledge**.  
 All pledges go into a hat with a winner picked out for a €50 (incl. VAT) voucher.

**FRIDAY MAY 15TH**  
**HEAR US NOW!**  
 Back in 2015 our **Hear Us Now** Activity amplified the voices of young people to be heard. The Covid-19 pandemic has been hard on everyone, especially young people who have had their lives restricted, so we want to hear from you – tell us about your experience of Covid-19 – what have you learnt about yourself during this time. You can write this down, take a picture or video that sums it up and post and tag to Instagram using the hashtag **#HearUsNow**.  
 All entries go into a hat with a winner picked out for a €50 (incl. VAT) voucher.

@youthworkireland | @youthworkireland | @ywi | www.youthworkireland.ie



In past years there would have been hundreds of activities and events taking place across the country during Youth Work Ireland Week, but in 2020 Covid restriction meant that this could not happen, as groups were not meeting in the usual way. So in an effort to continue to celebrate youth work and young people, we re-created and re-adapted Youth Work Ireland Week past campaigns and focused on a different activity from years past for each day. Youth clubs and young people got to take part virtually and we ran a social media campaign alongside of each day’s activity and gave prizes to young people and youth groups for their participation.

**LGBTI Youth Work - Bí Tusa**

In 2019 we received funding from the National LGBTI+ Youth Strategy for a 2-year project to enhance the capacity of youth workers and volunteers to support LGBTI+ young people. The initial consultation work took place in 2019 and in 2020 we published the [Bí Tusa Resource](#).

This publication aimed at supporting and promoting the understanding of issues faced by young LGBTI+ people. The Bí Tusa resource built on the brilliant work already taking place in Youth Work Ireland LGBTI+ & Ally groups around the country. This resource will support professionals, communities and parents to become more educated on the issues facing young LGBTI+ people so we can all play our part in being advocates for young LGBTI+ people. The resource focused on sexual Health, Gender Identity, LGBTI+ Visibility and Trans issues.

We ran an extensive social media campaign to promote this resource and get it out to as many people as possible and produced a video to go alongside of the social media campaign. This proved to be hugely successful with over 9,936 Facebook views and 578,331 Google Ad impressions.





### Pride Breakfast

Due to Covid we had to cancel our annual Pride Breakfast event. However, both ourselves and Belong To didn’t want to let the occasion pass without marking it and celebrating with young LGBTI+ people across our services. So, we developed a new campaign called #BringingPrideHome and this involved sending over 500 Pride Care Pack out to young people and youth groups across Ireland. Each care pack consisted of a T-shirt we had designed specially, a rainbow facemask, badges, postcards, treats and information on mental health. This campaign proved extremely popular and social media was flooded with images of the young people receiving their packs and wearing their t-shirts.



### #GivetheGiftofPride

Throughout the pandemic in 2020 we had been hearing about the negative impact lockdown was having on young LGBTI+ people who were locked down in homes where they were not accepted for who they are. Due to digital poverty, they could not get in contact with their youth worker and were feeling increasingly desperate and isolated. We decided to run the #GivetheGiftofPride fundraising campaign to raise funds to purchase top up cards for young people so they could continue to avail of phone support from their youth worker. We ran the campaign online in the weeks running up to Pride and raised €1000 which was quickly distributed to young people impacted by digital poverty.

#### Give the Gift of Pride

€20 donation can support young LGBTI+ people affect by digital poverty stay connected to vital services.



[www.youthworkireland.ie/supportourwork](http://www.youthworkireland.ie/supportourwork)  
#GivetheGiftofPride

#### HAPPY PRIDE 2020



Thanks to everyone who has donated to #GivetheGiftofPride. This fund supports young LGBTI+ people impacted by digital poverty. €20 can ensure they are connected to vital support and services.

Donate now at <https://bit.ly/giftofpride>





### Consensus Process – Homelessness

Our Consensus topic for 2020 and 2021 is homelessness. We began in early 2020 to engage with external experts such as Focus Ireland and the National Coalition to End Youth Homelessness to get an overview of the issues that are impacting on young people and resulting in them becoming homeless. We also carried out extensive desk research on this issue and how it is impacting on young people. We consulted with youth workers within Youth Work Ireland to again get an overview of how youth workers respond and support young people around homelessness issues. We developed a project outline which aims at developing a framework for youth workers to enhance their capacity and practice in this area. We applied to two funding streams but were unsuccessful. We have however contracted an external consultant to run a number of workshops in 2021 with young people with the view of developing a resource for young people by young people to support their understanding and awareness of homelessness. This will progress in 2021.

### Our Fair Planet

One of the big issues for young people is climate action and trying to address the effects of climate change. In 2020 the DCYA announced funding for a new Youth Climate Justice programme for youth organisations. We applied and were successful in receiving €83K to develop a programme for youth groups around the issue of climate justice and just transitions.

The [Our Fair Planet: Youth Actions for Climate Change](#) was run in 18 of our Member Youth Services with over 350 young people. This programme had to also go online due to Covid restrictions. However the impact of the programme has been fantastic. Both youth workers and young people have gotten so much out of the programme and have changed their behaviours and personal habits in order to live a greener and fairer life.

Part of this programme was to feature case studies of young people and their views of climate justice, but again due to Covid we had to re-adapt our original plan as travel restrictions meant we could not travel to visit and interview the young people. So instead, we produced an animation video which featured the voices of young people speaking about how climate justice impacted their lives. This video formed part of the launch that took place in early 2021.





#### **Taking Digital Youth Work to the Next Level with Erasmus+**

After 2 years of deep development work, the Skill IT for Youth Project is now complete.

As well as the most up to date piece of Research on Digital Youth Work in Ireland and a Policy Brief to further this agenda, this project offers three highly practical tools designed specifically for the Youth Sector, to help ease digitalisation at every level of the organisation:

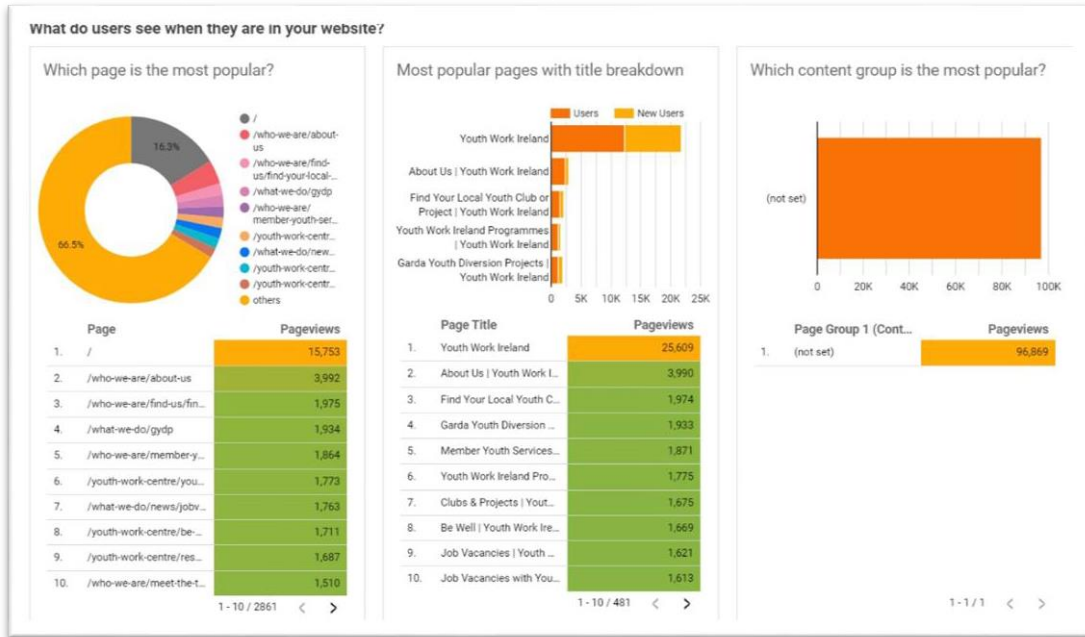
- The Digital Learning Planning for Organisations provides a self-assessment tool and guidance to embed digital technology into your youth service or club in a truly youth-centred fashion, and an online course to take your organisation through this process using Design Thinking.
- The Competence Framework for Digital Youth Work Practice is an innovative and sector-specific way for youth workers to assess their competence level, receive feedback and advice, and grow their career and their ability to facilitate young people's digital learning.
- The Training Toolkit for Youth Workers & Educators to Deliver Digital Skills to Young People supports staff and volunteers with very detailed hands-on scenarios to facilitate digitally-based activities for young people.

We are grateful to Leargas and the Erasmus+ programme for their financial support and to other Partners in Romania, Norway and Poland as well as Camara Education here in Ireland.

#### **Website Analytics**

Youth Work Ireland's website aims to provide information for young people, youth workers and members of the public on our work and that of the sector. The website is updated regularly to reflect the work that we do, events that are happening and to promote the work of our services.

Website traffic and users increase in the period January – December 2020. In terms of analytics – the following is an overview of traffic, views and behaviour for the website in 2020.



**Activity and Users**

- Users - 32,274
- 73,019 Unique page views
- 72% of visitors were returning with 28% new visitors.
- Active sessions - 43,954
- Page Views - 96,869
- 59% of people logged on from a desktop with 38% logging on from a mobile device.

The most popular page viewed is *About Us* followed by *Find Your Local Youth Club*. This information will be gathered and used to update the website in 2021.

**Peace IV Programme**

This project is a cross border project supported by the European Union’s Peace IV programme and managed by the Special EU Programmes Body (SEUPB) in Northern Ireland. Youth Work Ireland is involved in the two project streams of the programme alongside several other youth organisations. Youth Network For Peace partners include thirteen partners from north and south of the island of Ireland including Youth Action Northern Ireland as lead partner. Amplify partners include Youth Action Northern Ireland, Youth Work Ireland, Foróige, Northern Ireland Youth Forum and Patrician Youth Centre.

**Amplify**

Youth Work Ireland have set up Amplify hubs in Youth Work Ireland Monaghan and Youth Work Ireland Louth, which are managed and supported by a Youth Work Ireland National office staff member. A wide range of activities and skills have been acquired by the young people recruited for the project as well as encouraging cross border collaboration and integration.

During 2020 there was a lot of additional support and creativity needed to move the project online due to Covid-19 and to continue to engage and support young people’s participation in it. This was successfully done and lead funders SEUPB formally acknowledged this by thanking Amplify partners including Youth Work Ireland’s National Office and Youth Work Ireland’s project hub in YWI Cavan /Monaghan and YWI Louth.

Youth Work Ireland has been involved in several aspects of this part of the Peace IV programme including the campaigns and conventions strand and the social action strand. A national office staff member has been involved in establishing a youth led cross border steering committee for the campaigns and conventions strand which has successfully launched campaigns around Marriage Equality, Brexit and recently launched a social media campaign around Rights.

This campaign was launched across the north and border counties and was aimed at getting youth leaders to work with their young people to look at the UN Convention of The Rights Of The Child. The output was getting young people to record a video with them explaining what the right they have been assigned states and then to get them to take some time to write out their understanding of that right and what it means to them. This content produced was released each day via YWI Instagram page receiving hundreds of engagements and created discussion and visibility around the rights of children.

Last year due to COVID, our Youth Work Ireland National office staff member leading on the project had to move the Youth Network For Peace convention online and creatively developed a format to support partners and young people engage while also developing a working group for partners to engage in the co-design of the event. As this was the last convention, we linked this into the overall evaluation of the project working closely with external evaluators. We hosted this event with interactive workshops including one on the radio station Radio YNP we developed as part of the overall project and another workshop on campaigning. This event brought together young people and youth leaders from across the island to discuss important issues around peacebuilding.

### **Youth Wave**

Due to Covid-19, Youth Wave 2020 could not happen in the format that it normally would, so we amended it to fit the current restrictions. Using the information that was gathered in the consultation in 2018, where young people asked for activities, crafts, cookery etc and having spoken to various club development officers, Youth Wave Week was created. Youth Wave Week took place during the Halloween mid-term from 27th October – 30th October 2020. Over the week, seven workshops were organised. The workshops that took place were on Sustainable Design, Cookery, Being a Good Global Citizen, Bingo, Eco Arts & Crafts, Fast Fashion and we finished off the week with some Rocket Yoga. Workshops were delivered by young people from Limerick Youth Service, Youth Workers in YWI Tipperary, The Rediscovery Centre in Dublin and qualified Yoga Instructor Shelly Tobin. All workshops were conducted over zoom. Young people learned different skills and got to understand several topics that are important in their everyday lives.



**JOIN US FOR A MIDTERM YOUTH WAVE WEEK**

ALL OF OUR WORKSHOPS, BINGO AND ROCKET YOGA ARE CONDUCTED OVER ZOOM.  
IF YOU WOULD LIKE TO SIGN UP FOR ANY OF THE WORKSHOPS JUST CLICK THE LINK  
BUT BE QUICK, SPACES ARE LIMITED!!

[HTTPS://FORM.JOTFORM.COM/YOUTHWORK/YOUTH-WAVE-WEEK](https://form.jotform.com/YouthWork/Youth-Wave-Week)

**TUESDAY 27TH OCTOBER**

**SUSTAINABLE DESIGN WORKSHOP** (11:00AM - 12:30PM). This workshop is aimed at young people aged 12 to 18 years and introduces young people to the concept of sustainable design and how essential sustainability is to our lives. During the workshop we will explore the principles of sustainability, and product lifecycles as well as group and hands-on sustainable design activities. *Delivered by The Rediscovery Centre (max. 30 participants).*

**COOKERY WITH AISLINN** (1:30PM - 3:30PM). Join Aislinn Stembridge from Rathkeale in Limerick for an online tutorial on how to make home-made Pizza and Chocolate Chip Brownies! "If needed have an adult close by for oven supervision!" *Delivered by Aislinn Stembridge and supported by Grainne Stembridge (max 25 participants).*

**WEDNESDAY 28TH OCTOBER**

**BEING A GOOD GLOBAL CITIZEN** (12:00PM - 1:00PM). Let's get real about Global Citizenship! Have you heard the term Global Citizen & wondered what that means? In a World that is ever more connected are you up for 1 hour interactive engaging celebratory workshop that Lets YOU Get Real About what is really means to be a Global citizenship in a diverse and fascinating world of 7.8 Million people. *Delivered by Cate O'Connor, Youth Work Ireland Tipperary (max. 24 participants).*

**BINGO!! BINGO!! BINGO!!** (3:00PM - 4:30PM). Join us for a fun interactive game of Bingo!! *(max 50 participants).*

**THURSDAY 29TH OCTOBER**

**HALLOWEEN ECO CRAFTS WORKSHOP** (11:00AM - 12:30PM). This workshop is aimed at young people aged 12 to 18 years, and examines the waste that we produce, looking at ideas for reducing, reusing, and recycling. This workshop includes a wide range of hands-on eco craft activities on the Halloween theme where participating young people can complete the hands-on crafts in their own homes. We will send a list of required materials for the different activities in advance. The activities include making a Halloween eco costume, Halloween wreath, and making decorations from waste materials. *Delivered by The Rediscovery Centre (max. 30 participants).*

**FRIDAY 30TH OCTOBER**

**FAST FASHION** (12:00 - 1:00PM). Let's get real about Fast Fashion Have you heard the term Fast fashion & what to know more? Are you up for 1 hour interactive engaging creative workshop that Let's US Get Real About the inequalities in the Fast Fashion Industry, negative impacts to both people and planet and how we can use our Power for change in 2020! *Delivered by Cate O'Connor, Youth Work Ireland Tipperary (max 25 participants)*

**ROCKET YOGA** (2:00PM - 3:00 PM) Join us for an amazing experience of Rocket Yoga! Rocket Yoga is a fast-paced dynamic style of Yoga, which includes standing poses, seated poses, twists, bends, fun arm balances and inversions. In Rocket Yoga young people can modify and make their own interpretation of the traditional poses, making it a lot more accessible for all. In this hour long session we will move and explore, breaking down funky arm balances like crow, side crow and baby grasshopper pose. Who's ready to join? 3..2..1.. BLASTOFF!!!! \*\* Comfortable Clothing is a must. \*\* *Delivered by Shelley Tobin (max 30 participants).*

They explored the principles of sustainability and product lifecycles. They learned how important it is to be a good global citizen, how fast fashion impacts on the planet and what they can do to change the way we look at clothing. Participants also learned how to use old clothing in different ways after their initial use, like upcycling them to make masks and carrier bags. We also had a Cookery Class delivered by young people in Limerick Youth Service, which resulted in an amazing creation of Pizza with Brownies for dessert. Interactive online Bingo was delivered by youth workers in Tipperary and gave our young people and their families the opportunity to have some fun and win some lovely prizes. To finish the week off we had an amazing mindfulness "Rocket Yoga" class.

There were lots of laughs as our instructor took our young people through various poses from frogs to crows to grasshoppers. It was also an important element to close the week as it showed our young people how to use yoga to decompress, relax and gave them the tools to centre themselves when the need arises. We had on average 25/30 young people attending each workshop. Given the restriction we also had several of our hubs attend in their pods of 5 young people, which worked well, and several leaders took part along the way. The overall engagement was hugely successful, and it was a huge achievement for every one that took part. The feedback was amazing. The young people that took part all received a Youth Wave Week goodie pack in the weeks that followed.

### Nollaig 2020

Nollaig is an opportunity for young people between the ages of five and eighteen to design a Christmas card for Youth Work Ireland. For 2020 we moved to an online competition and young people were invited to upload their entries. Where young people didn't have access to a laptop or wifi, we accepted their entries by post. Nollaig was launched in September 2020 and it was open to all young people affiliated to a Youth Work Ireland Local Youth Services. There were three age



categories 5-9, 10-14, 15-18, and a winner was chosen from each category, along with an overall winner. The overall winner's card was used as Youth Work Ireland's Christmas e-card. The winners of each age category received a gift card and their cards were printed and framed. 11 Member Youth Services took part in the 2020 competition. The overall winner was Kelly Flanagan from Kilnaboy Youth Club in Clare Youth Service.

### Irish Youth Music Awards

The [Irish Youth Music Awards \(IYMAs\)](#) all island music education programme had planned to follow its usual structure last year but due to Covid-19 had to redesign and adapt. This involved having to move the National Day in Croke Park to an online platform at short notice and redesigning programme activities and supports for IYMAs hubs to help them move their activity online. This involved a lot of innovation and leadership by the IYMAs Director to adapt to these uncertain times including creating new activities, new online supports and designing an online platform for the IYMAs National Day which was interactive and engaging.



Through the development of new online activities, the IYMAs online Takeover gigs were developed in collaboration with our IYMAs hubs. These involved weekly performances via the IYMAs [Facebook](#) page creating a weekly event for young people to participate, engage and perform and these ran for ten consecutive weeks. Over the course of last year over 5,000 young people engaged and participated in IYMAs online masterclasses, online concerts and webinars that were developed.

An evaluation framework was developed last year do an analysis of who the young people participating in the IYMAs programme are. This used Pobal's Deprivation Indices as the framework to analysis the data which was collected. Through this process it was identified that 86% of young people participating in the IYMAs programme last year fell within the CSO/Pobal deprivation scoring areas. This further showed the direct value and support of the IYMAs programme in targeting disadvantaged youth nationally and providing a support for them to engage in their local communities.

The IYMAs BIMM Bursary supported three more young people progress to third level education. These young people were from IYMAs hub located in Youth Work Ireland Louth, Youth Work Ireland Meath and Youth Work Ireland Midlands. As part of this we produced a video to capture their stories and to show how the IYMAs has supported them. You can watch that video [here](#) and this has received thousands of views and shares across the IYMAs social media channels.



*Pictures above of IYMA's participants performing during lockdown*

To promote the IYMA's newly developed online National Day which happened last September a very successful media and marketing campaign was developed. This included securing features on [RTÉ](#) and on air announcements on 2FM's biggest show Tracey Clifford listen [here](#), on air radio advertisements promoting Youth Work Ireland and the Irish Youth Music Awards and an article on 2FM's site [here](#).

The IYMA's online National Day happened last September in a newly developed and designed platform. This featured industry workshops and masterclasses by Grammy nominated Fontaines DC, RTÉ 2FM's Dan Hegarty and Tara Stewart, Pillow Queens, Dermot Kennedy's Micheál Quinn and Nialler9. It also provided a platform to showcase young people involved in the IYMA's programme from across Ireland who produced music and performance videos which were premiered on the platform. This event involved hundreds of young people from across Ireland and youth leaders who attended and participated in advance of the event. Despite the uncertain times and additional work created by Covid-19 last year to run the IYMA's programme the IYMA's Director successfully fundraised for the programme beyond his targets providing a much-needed boost to the organisation during these uncertain times. He also created lots of additional support for those participating in the programme through partnership development over the course of the year by securing on air radio ads, equipment and other resources to further help young creatives and musicians realise their Potential.

#### **Some quotes from IYMA's Participants include.**

*"The IYMA's showed me my passion for music and helped me progress to third level education to study music through the IYMA's BIMM Bursary".*

*"I gained so much confidence, I learned how to write my own songs and learned how to work as part of a team, and I feel this has really stood to me and is a vital experience"?*

*"The IYMA's helped me develop my communication skills with other musicians and my performanceskills".*

*"The IYMA's helped me achieve my full potential".*

#### **National Youth Action Group**

Our National Youth Action Group continued to ensure participation by the group in wider activities of the organisation and international and other opportunities. We had three core meetings which were effectively maintaining contact with key members. There was some participation in IYMA's and other activities, but these were limited by Covid. The group took initiatives on Covid, the General election, future recruitment and the "save the DCYA" campaign.

Maintaining the group during Covid and building for recruitment in the future was a key outcome due to the pandemic. The group also contributed to Covid work on messaging, the General Election and the future of DCYA

### **Advocacy Work**

We continue to ensure members are aware of all policy developments in all fields relevant to their work and young people. A number of policy submissions and internal and documents usually through member sub-groups. These included;

- The Youth Justice Strategy
- The Road Safety Strategy
- The DCEDIY Statement of Strategy
- The NCCA review of on RSE
- The 1991 Childcare Act

Early work began on what would become our submission to the ERRF with a particular focus on employment work. Covid work also took priority. RD sub-groups were convened on UBU and service requirements gathered, insurance, the Youth Justice Submission and the 1991 Childcare Act.

Work commenced on a new graduate placement programme for the not-for-profit sector

The organisation fully supported and engaged substantially in work relating to the general election and Budget 2021. With our Youth Action Group we pressed our Youth Manifesto and in conjunction with the Children's Rights Alliance we campaigned to ensure that a dedicated voice for youth would remain at the cabinet table

In partnership with the National Youth Council, we strongly supported a campaign to redress the historical shortcomings of funding for the youth work sector for budget 2021. An early focus on youth employment in Covid coupled with previous practice in this field has given the organisation an important role in this field.

The maintenance of a voice for young people at cabinet and the beginning of a focus on the centrality of young people in the crisis and the recovery.

### **Policy Brief**

Our regular Policy Brief ensures members are aware of all policy developments in all fields relevant to their work and young people to provide understandable relevant short digestible policy information for members to assist with their work and place it in context. This year Policy Briefs became more focussed on Covid, it's impact on young people and those who work with them as well as the policy responses and impacts.

### **UBU Support**

We continued to hold meetings with members, preview of progress, liaison with members, DCYA and ETBs/ETBI taking a national overview and providing logistical, legal and administrative support. Ongoing discussions and meetings continued with members and a number of issues with the mid-level governance have been highlighted. We have been developing a shared understanding of the need to continually monitor the impact of mid-level governance and seek

interaction with DCEDIY as relevant

### **Refugee Support**

This year we developed a new partnership with MUDEM a Turkish Refugee support NGO to assist improving our work in this field. We applied successfully for an initial KA1 EARS MUS programme for a youth worker exchange. The application was successful but has been hampered by Covid, a very good working relationship has been developed.

### **EU Work**

Through our Head of Advocacy we participate in the European Economic and Social Committee. We also participate with our international organisations and assist with international projects to ensure a proper understanding of EU policy and work especially on the field of youth and social policy to enable members shape their work and avail of EU funding. Our Head of Advocacy was rapporteur on the Reinforced Youth Guarantee and involved in early work on the ERRF and was reappointed to the role in 2020. We continued to work with ERYICA and ECYA on relevant projects during the year. We worked with ERYICA developing an application for another round of the youth ambassadors training

### **Sector Support**

We continue to be represented on the Board of NYCI Board and our Head of Advocacy continued as the Chairperson of Leargas. This work supports a vibrant youth sector to enable better outcomes for young people. Our work with NYCI focussed on high level document on future of sector, early employment work and budget work given greater coherence through board membership.

### **Communications**

We maintained strong social media presence, issued press releases, offered opinion pieces and utilised our youth action group in the media to ensure positive images of young people and our work in the media and public life and contribute to debate on relevant issues in a positive fashion. A number of media pieces during the year particularly related to Covid 19 and its impact on young people, there was a strong focus on education connected with the Leaving Cert and later employment. Media monitoring was discontinued however during the year for financial reasons

### **North South, East West Work**

We continued to further our partnerships with youth organisations in England, Scotland Wales and particularly Northern Ireland carrying out relevant engagements particularly under the Causeway Programme. A Substantial 5 nations meeting was held just before lockdown with a particular focus on the post Brexit landscape maintaining this important partnership. Unfortunately the Causeway programme wound down during this year

## Financial Review

The financial results for the year are outlined in the Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and further explained in the subsequent notes.

### Income

Overall income has risen by 12.6% to €3,284,627 in 2020 (2019: €2,916,830). This increase is due to an increase in our Grant funding.

Income generated from charitable activities is grant related funding received from DCYA, SEUPB, Erasmus+ and corporate partners such as StateStreet. This line has increased by 13.45% to €3,188,390 in 2020 (2019: €2,810,646).

Our trading income has increased by 9% to €97,285 in 2020 (2019: €88,863). This line reflects the income generated through membership fees, group insurance, merchandise sold and other subscriptions.

### Expenditure

Overall, expenditure has increased by 14.45% to €3,313,278 in 2020 (2018: €2,895,524). This is in line with income generated above. Expenditure is allocated across charitable activities, fundraising and support on the basis of staff time.

The cost of raising funds has increased by 1.5% to €61,431 in 2020 (2019: €60,480). This is in line with the overall strategy of diversifying income. It will be important to invest in fundraising in the future to ensure that the organisation remains sustainable.

Expenditure on charitable activities has increased by 14.7% to €3,251,847 in 2020 (2019: €2,835,044). This is in line with grant funding. Support costs have been allocated across charitable expenditure and fundraising expenditure based on office space.

Support costs include human resources support, IT support, finance, governance and compliance. These costs increased to €458,864 in 2020 (2019: €351,552). The increases are due largely to redundancy costs in the year.

The subcommittee of Finance and General Purposes review the budget each year and the board approve it. The Board receives management accounts regularly which track the performance against budget.



## Reserves

The charity's available reserves at the yearend are contained in note 19. The reserves policy of Youth Work Ireland is that it will, if reasonably able, maintain sufficient reserves for the following:

Working capital (cash flow): To have adequate cash flows to provide a stable service and to provide working capital when funding is paid in arrears.

Capital maintenance: To have sufficient funds to maintain its Fixed Assets to include where possible contingency costs.

Development: To maintain enough reserves to develop the service in line with future needs of Young People and Local Member Youth Services.

Other Contingencies: To maintain sufficient reserves for unforeseen events e.g. the loss of a major income source.

### **The balance sheet position as at 31<sup>st</sup> December 2020 is as follows:**

Restricted reserves	€49,151
Unrestricted reserves	€392,799

Restricted funds are funds unspent at the year-end that will be spent in line with the funders wishes and intentions in future years. These funds are not available for any other use.

Unrestricted reserves funds are available for the general purpose of the charity.

### Going concern

The above outlines the performance of Youth Work Ireland for 2020. The Board believe that there are no material uncertainties that call into doubt Youth Work Ireland's ability to continue in operation. Therefore, the financial statements have been prepared on a going concern basis.

### Future Plans:

COVID-19 has changed the way in which we all work and operated. Since March of 2020 all our staff have been working remotely. We are so proud that our staff never stopped offering our supports and services to our Member Youth Services and our young people. The transition to work remotely and online, while challenging, happened quickly and efficiently.

### IT

2020 provided challenges reacting to the impact of Covid 19 including a move to remote working. We were able to avail of an IT grant from the DCEDIY Capital Grant Scheme. This enabled us to upgrade out-of-date technology, retire our server and move and adapt seamlessly to a remote working environment. These changes allowed us to continue to provide vital front-line services that our young people required in a secure, positive and proactive manner. The move to the new system enabled us to create a better working system, it enhanced our security system and our data protection facility. Our move to a cloud-based system continued during 2020 and will continue into 2021.

In 2021, Youth Work Ireland plans to continue to provide our ranges of support and services to our members and to representing the interests of our Members and young people nationally. These plans include:

**Internal Networking:** in 2021 we plan to continue to network and co-ordinate the work of our 21 Regional Directors, Youth Information Officers, Youth Justice Projects, and Club development workers. We anticipate that this work will primarily be conducted remotely. However, depending on the efficacy of the vaccination programme, perhaps some form of blended working may be possible in the latter part of the year. Our staff in National Office will continue to actively support our members in their engagement with the new UBU programmed of the Department of Children, Equality, Disability, inclusion and Youth (DCEDIY). We will continue to support a UBU network of members to encourage peer learning, knowledge exchange and problem resolution. Furthermore in 2021 we will continue to support the following:

**National Programmes:** In 2021 our national programmes, Irish Youth Music Awards, Pride Breakfast, Youth Work Ireland Week, Oireachtas Briefing, Youth Wave, Nollaig etc., will again provide national networking opportunities for the young people engaged in our services. In the context of COVID-19 these events may once again be remote experiences but subject to public health guidelines we will do everything in our power to deliver them to the highest possible quality.

**Peace IV Project:** Our two current Peace projects, Amplify and Network for Peace will conclude in 2021. In 2020 a new project entitled the Our Generation Programme aimed at building the resilience of young people commenced and will continue in 2021. Four new staff are delivering Youth Work Ireland's quality assured programmes (Be Well, YES, and Social Action), in the border regions.

**External Networking:** In 2021 we will continue to develop Erasmus+ Projects with partner organisation in the 5 Nations, European Confederation of Youth Clubs, ERYICA, and European Youth Card Association. We will also partner with these organisations in order to influence European public policy as it impacts on young people and youth work. These networks also provide us with learning opportunities in youth work practices and opportunities for us to share our experiences and practice. While due to COVID-19 it may not be possible to travel and meet partners face to face, we will continue to meet remotely and progress our common objectives.

We will continue to support our Memoranda of Understanding with colleagues in the Irish Youth sector. Current we have active MOUs with Belong To, Involve, Gaisce, ETBI, CDYSB, An Oige,. These relationships ensure the non-duplication of services, integrated services for young people and the efficient use of resources. We are currently negotiating a new MOU with Leargas – the organisation which manages European Youth Funding project in Ireland.

**Research:** Youth Work Ireland's international research project on our Integrated Youth Services Model was completed in 2019. This model promotes a "one stop shop" in which all young people can get the supports that they need when they need them. The study found that this model provides the best outcomes for young people and represents the best value for money for the exchequer. COVID-19 impeded the implementation of the research in 2020 and so we now plan to ensure its implementation in 2021.

**Youth Participation:** In 2021, we plan to continue to partner with our colleagues in Foroige to deliver the Youth Participation project financed by the Department of Children and Youth Affairs. The project supports the Comharla na nOg groups regionally and Dail na nOg group nationally. We also plan to update our Youth Participation Policy.

**Public policy:** In 2021 Youth Work Ireland will continue to engage with national public policy development in so far as it impacts on the lives of young people. This work normally included developing submissions to public calls for engagement in policy issues including pre-budget submissions. With young people, we also engage with political parties and independents to ensure that the views of young people are heard in the policy making process. The work of our Youth Action Group will continue to be critical to this work. Members of this group will continue to help shape our policy positions.

**Internal Policies:** In 2021 we will continue to review and update our internal policies and procedures. Among the policies up for review and updating are the Staff Handbook and HR Policy, Health and Safety including a remote working policy, and Finance Policy. We will also be developing our new Strategic Plan in 2021.

**Staff training:** As with other years, in 2021 Youth Work Ireland will try to respond to staff members' request for support in order to take on professions training and development. It is planned to continue to deliver, Data Protection, Health and Safety, Child Protection, and IT training to all staff in 2021. Staff will receive training on our Staff Support and Supervision system within Youth Work Ireland. It is also planned to provide all staff with training on Microsoft Teams as we migrate our computer system to the cloud. The finding of a Staff Climate audit will continue to be implemented in 2021 also.

**Governance / Board:** In 2021 Board members will have at least 3 training opportunities. The Board will have a facilitated session looking at and assessing their own performance in March. They will also receive induction to the organisation including training on compliance with Charity and Company law, understanding management accounts, balance sheets and cash flow. They will also receive training on understanding SORP and Audited accounts. They will also collectively work on the required Charity Commission Report. New board members will receive training on Safeguarding, Structure, Governance and Management

**Compliance:** Covid 19 has impacted on the ability to deliver the onsite elements of the 2020 plan, however much of the work of the team is back office and the work continued. Other factors also impacted in 2020 these are: a Data Protection Subject Access Request dealt with by the compliance team; a new head of Finance was appointed in 2019 whose primary focus was on the finance process of the organisation; Compliance and Governance issues relating to a new Chat Service and Our Generation took up significant time; Contributing to and supporting members in new online forums and mediums, Support for and work with clubs, Insurance issues; issues around working on line and developing policy and procedures were manifest and some very initial work has begun but needs attention 2021; work on trustees report, work on and relating to the staff climate audit, cost cutting and Budgeting.

The Compliance function within the National Youth Federation trading as Youth Work Ireland holds our Federal Model as a core principle. The Child Protection and Safeguarding function is a key support to both National Office and the federal organisation and includes compliance functions as well as supports for both National Office and Member Services and their staffs. Compliance of Member Youth Services is with the Federation as a collective as well as with funders and other statutory bodies such as CRO, CRA and Revenue. National Office is tasked with the function of managing the system on behalf of the Federation.

Our guiding principle is to ensure that Youth Work Ireland National Office and members work to standards of delivery, practice, management, and governance as set out in legislation, by funders, national codes and guidance and by our Membership Charter and SLA. National Office holds accountability on behalf of the membership for the YAU for funds currently administered under the

YSGS (Youth Services Grant Scheme). In 2020 the Compliance Team will be focussing on the oversight of the whole YSGS monies include the National Office funding. The compliance team will reference the new CRA governance and Charities Legislation as a reference point for compliance. Relevant legislation and other systems will also be referenced as appropriate. Project Plan: Compliance within Youth Work Ireland 2020. The full 2020 compliance Plan and the Compliance report are available from National Office.

### **Constitution**

The charity is registered as a company limited by guarantee (CLG), not having a share capital (CRO No. 193547). The charity has been granted charitable status under section 207 and 208 of the Taxes Consolidation Act, 1997 (CHY 18032). The main objective for which the company is established is:

*To benefit the community through a planned programme of education designed for the purpose of aiding and enhancing personal and social development of young persons through their voluntary participation, and which is complementary to their formal, academic or vocational education and training; and is provided by voluntary youth work organisations.*

### **Governance**

The board of Youth Work Ireland has committed to achieving high standards of Governance. A new Governance Code was issued by the Charities Regulatory in 2019. Youth Work Ireland undertook a review at board level to ensure that the Board is compliant with this code and can provide the evidence required in the compliance record required from 2020 onwards. The will be kept under review in 2021. The organisation has also adopted the Charity SORP (FRS102)- Statement of Recommended Practice. The organisation also adheres to the Statement of Guiding Principles for Fundraising.

The board delegates day-to-day management of the organisation to the CEO who is supported by the Assistant CEO, management team and operational team. The board approve annual budgets, operational plans and statutory audit outcomes.

**The board is currently made as follows:****Directors:**

Position	Name	Start date	End date
President	Deborah Fakeye	AGM Nov 2019	AGM 2022
Chair (co-opted)	Catherine Durkin	02 Feb 2017	AGM 2023
Senior Manager MYS	Tom Dunne	AGM Oct 2018	AGM 2021
Senior Manager MYS	Christina Fogarty	AGM Nov 2017	AGM 2021
Senior Manager MYS	Maurice Walsh	AGM Oct 2018	AGM 2021
Senior Manager MYS	Caroline Flanagan	AGM Nov 2019	AGM 2022
Senior Volunteer	Shirley Donegan	AGM Oct 2018	AGM 2021
Senior Volunteer	John Byrne	AGM Nov 2019	AGM 2022
National Youth Action Group	Jordan Cassells	AGM Oct 2018	AGM 2021
National Youth Action Group	Danielle Gayson	AGM Oct 2018	AGM 2021
National Youth Action Group	Sive Burford Murray	AGM Nov 2019	AGM 2022
Co-opted	Michael Connolly	Sept 2018	AGM 2021
<b>Retired 2020</b>			
Senior Manager MYS	Geraldine Lacey	08 Nov 2014	AGM 17 June 2020
Senior Volunteer	Paul McCusker	01 Feb 2014	AGM 17 June 2020
Senior Volunteer	Patrick Moore	AGM Nov 2017	AGM 17 June 2020
Co-Opted	Bill Thompson	07 Mar 2015	AGA 17 June 2020
National Youth Action Group	Tiernan Burford Murray	AGM Oct 2018	AGM 17 June 2020

The board composition is regularly reviewed. At the start of each board meeting, conflicts of loyalties and conflicts of interest are assessed and minuted to ensure fairness and transparency in decision making. If board members express either a conflict of interest or a conflict of loyalty on an agenda item, they are required to leave the room when that agenda item is being discussed. All board members are also required to sign a Code of Conduct for Board members. The board meet regularly throughout the year. In 2000 the board met more often than was planned in order to oversee the management of our organisation its Member Youth Services during the COVID-19 Pandemic.

The board met 12 times during 2020. One meeting was held face to face and all other meetings were remote.



**Board attendance was as follows:**

	8 Feb	20 Mar	27 Mar	3 April	23 April	21 May	5 June	8 July	29 July	17 Sep	13 Oct	26 Nov
John Byrne	✓	✓	✓	✓	✓	✓	✓	APO	✓	✓	✓	✓
Sive Burford Tiernan	APO	X	X	✓	APO	✓		APO	X	APO	APO	X
Jordan Cassells	✓	✓	✓	✓	✓	✓	✓	✓	APO	✓	✓	✓
Michael Connolly	✓	✓	✓	APO	✓	✓	✓	✓	✓	APO	✓	✓
Shirley Donegan	✓	✓	✓	✓	✓	✓	✓	✓	✓	APO	APO	
Tom Dunne	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
Catherine Durkin	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Deborah Fakeye	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Caroline Flanagan	✓	✓	✓	✓	✓	X	✓	✓	APO	APO	✓	APO
Christina Fogarty	✓	✓	✓	✓	✓	✓	APO	ü	✓	✓	✓	✓
Paul Keating									✓	✓	✓	✓
Danielle Gayson	APO	✓	✓	✓	X	✓	✓	APO	X	APO	✓	✓
Geraldine Lacey	ü	✓	✓	✓	✓	✓	✓					
Paul McCusker	APO	✓	✓	✓		✓	✓					
Bill Thompson	✓	✓	✓	✓	✓	✓	✓					
Zoya Ralph	✓	✓	✓	✓	✓	✓	✓					
Maurice Walsh	✓	✓	✓	✓	✓	✓	APO	✓	✓	✓	✓	✓

**Finance and General Purposes Sub-Committee Meetings 2020**

**The F&GP sub-group met 18 times during 2020**

	2/2/1	4/3	1/4	1/6/4	1/3/5	2/6	2/7	2/4/7	1/4/9	7/10	12/10	16/10	20/10	28/10	3/11	17/11	23/11	1/12
Catherine Durkin	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Deborah Fakeye									√	√	√	√	√	A	A	A	√	√
Bill Thompson	√	√	√	√	√	√	R											
Geraldine Lacey	√	A	A	√	√	A	R											
Paul McCusker	√	A	A	√	√	A	R											
Michael Connolly		√	√	√	√	A	√	√	√	√	A	√	√	A	√	√	√	√
Zoya Ralph		√	√	√	√	√	√	√										
Maurice Walsh								√	√	√	√	√	√	A	√	√	√	√
Jordan Cassells								√	√	√	√	√	√	√	√	√	√	√
Paul Keating												√	A	√	√	√	√	√

**Irish Youth Justice Board Sub-Group 2020**

Name	9 Jan	26 Feb	6 Mar	11 Mar	24 Apr	28 Apr	1 May	19 May	27 May	12 Jun	25 Jun	23 July	7 Sept
Margaret Slattery	✓	✓	✓	✓	✓	✓	x	✓	✓	x	✓	✓	✓
Christina Fogarty	x	X	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Geraldine Lacey	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	✓	✓
Mary Mescal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x
Tim O Donoghue	✓	x	x	✓	✓	✓	✓	✓	✓	X	x	✓	✓
Irene Murphy	✓	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	x	✓
Patricia McBride	x	✓	✓	x	x	✓	x	✓	✓	✓	✓	✓	✓
Edel Kelly	X		X	X	X	X	X	X	X	X	X	x	x
Caroline Flanagan	✓	✓										x	x
Pat Forde	✓	✓	x	x	✓	x	✓	✓	x	✓	✓	x	x
Breege Kiernan	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Patrick Burke	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

**National Youth Action Board Sub-Group Meetings 2020**

Member	Feb (Manifesto consultation online)	May 9	Sept 24
Tiernan Murray	X		
Sive Murray	X		
Jordan Cassells	X	X	
Danielle Gayson	X	X	
Deborah Fakeye	X	X	X
Conor Horgan	X		
Robert Nesirky	X	X	X
Fintan O'Dwyer	X	X	
Joseph Burke	X	X	X

**Safeguarding and Child Protection Board Sub-Group**

Name	6 <sup>th</sup> July '20	23 <sup>rd</sup> Sept '20	20 <sup>th</sup> Oct '20	9 <sup>th</sup> Dec '20
Chris Fogarty	✓	✓	✓	X
Charlene Logue	✓	✓	✓	✓
Fran Bissett	X	✓	✓	✓
Kathryn Wall	✓	X	✓	✓
Ger Hogarty	✓	✓	✓	✓
Patrick Bookle	✓	✓	✓	✓
Paul Gralton	✓	✓	✓	✓
Ultan Browne	✓	✓	✓	✓

### Regional Directors Network

The Regional Directors Network is not a sub-group of the board. It is nevertheless an important forum for the organisation as it brings together the operational managers in our Member Youth Services.

The Regional Directors network met 17 times in 2020 to support each other to maintain supports and services to the most vulnerable young people being impacted by the pandemic.

Name	Region	11/2	3/3	17/3	1/5	15/5	29/5	12/6	26/6	24/7	30/7	7/9	22/9	6/10	21/10	4/11	18/11	2/12
Caolan Faux	YWI Cav/Mon	x	✓	✓	✓	✓	✓	✓	✓	x	x	✓	✓	✓	✓	x	✓	x
Kathryn Wall JJ Grace	CRYS	x	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	✓	✓	x ü	✓	✓	✓
Margaret Slattery	CYS	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Brian Williams	CDYS YWI	x	x	x	✓	x	✓	✓	✓	x	x	✓	x	✓	✓	✓	✓	✓
Kieran Donohoe	FDYS	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x
Tim/Gemma O'Donoghue	KDYS	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cora Horgan	TRYS	X	✓	✓	✓	✓	x	x	X	X	X	X	X	X	X	X	X	X
Donal Kelly	TRYS	✓				✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	x
Eleanor O'Sullivan	YWI Cork	X	✓	X	✓	✓	✓	✓	x	X	X	X	✓	x	x	✓	✓	x
Clive Davis	YWI Laois	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓

Director's Report and Financial Statement for the Year ended 31 December 2020.

Sarajane McNaboe	YWI Longford	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	x	✓	✓	✓	✓	✓	✓
Chris Fogarty	Waterford	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	x	✓
Lorraine Thompson	Donegal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	✓	✓	✓
Ger Lacey	YWI Midlands	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	✓	✓
Ger Hogarty	YWI Meath	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	x	✓	✓
Pat Forde	Nth Conn	✓	✓	✓	✓	✓	✓	✓	x	x	x	x	✓	✓	x	x	✓	✓
Fiona OGrady Maurice Devlin	Limerick	x	✓	✓	✓	✓	✓	✓	✓	x	x	✓	✓	✓	x	✓	✓	✓
Caroline Flanagan	YWI Louth	x	x	✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	✓	✓	✓
Irene Murphy/ Deirdre Bermingham	YWI Galway	✓	✓	✓	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mary Mescal	Ossory	x	✓	✓	✓	✓	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lynsey Homles	CCYS	✓																✓
Tom Dunne/ Fran Bissett	Kildare	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓
Patrick Burke		✓	✓	✓	✓	✓	x	x	x	✓	✓	✓	x	✓	✓	✓	✓	x
Matthew Seebach		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Geraldine Moore		x	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	✓

Director's Report and Financial Statement for the Year ended 31 December 2020.

Michael McLoughlin		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x
Breege Kiernan		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Gina Halpin		x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Maria O'Brien		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x
Ultan Brown		x	✓	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Paul Gralton		✓	x	X	✓	✓	✓	✓	✓	x	x	x	✓	✓	✓	x	✓	✓
Anne L'henoret		✓	X	X	✓	✓	✓	✓	✓	x	x	x	x	x	x	x	✓	✓



## Structure

Youth Work Ireland is a federation of 21 independent Youth Services, coordinated by a National Office.

The 21 Member Youth Services are in most cases constituted as independent companies limited by guarantee (19) and one is constituted as a Trust. Our one associate member is a department of the local Partnership company (Longford Youth Services). For the majority of the Members, the affiliated Youth Clubs are the members of the Company Limited by Guarantee and have a vote at the AGM. Sometimes volunteers from projects have votes also. In this way young people and volunteers direct the activities of their local Youth Services. A full list of our Members can be found in Appendix 1.

The voluntary Youth Clubs affiliated to our Member Youth Services are small independent charities under the Charities Act 2009. They each reaffiliate every year to our Member Youth Services. A large number of our clubs have been in existence for many years. A club is only considered to be a part of Youth Work Ireland when it is formally affiliated on a yearly basis with our Member Youth Service. In 2020 the COVID-19 pandemic has meant that the vast majority of our clubs were unable to meeting face to face.

## Risk Management

Youth Work Ireland has a set of internal controls in place and these are reviewed regularly. There is a comprehensive set of financial policies in place, available on our website for review. Management accounts, cashflow and reserves position are shared with the Board at every meeting.

A risk register is in place and is reviewed by the board regularly. The board considers 4 areas of risk, one at each board meeting: Strategic, Operational, Financial and Reputational. Actions to mitigate against these risks are identified by the board and implemented by staff.

## Staff and Volunteers

Youth Work Ireland depends on a team of highly committed, professional staff and volunteers. The work would not be possible without these people.

The organisation is committed to ensuring the well-being of staff and have a number of policies to protect staff in the staff handbook:

- Dignity at Work Policy
- Equal Opportunities Policy
- Protected Disclosures Policy
- Working remotely policy

During COVID-19 the Board considers the well-being of staff at each of the Board meetings. A sub-group of staff was also established in 2020 to ensure that actions are in place to support staff during this time. A sub-group of the board continued to implement the actions identified to address issues raised by staff in the Staff climate audit in late 2019.

Youth Work Ireland, as an equal opportunities employer, fully subscribes to the principle of equal pay as defined in the Employment Equality Act 1998. Salary bands are approved by the Board and published on the website also.

There are a number of policies relating to conduct, which all staff and volunteers must adhere to these are set out in our Staff Manual, volunteering supports, and our Safeguarding (Policies and Guidelines). Our codes of conduct are brought to staff through several trainings particularly Staff

Induction and the Child Protection Awareness Programme. Issues relating to breach of our code of conduct are covered in grievance and disciplinary sections of our policy.

### **Lobbying and Political Contributions**

There were no political contributions in 2020, and as a result no disclosures are required under the Electoral Act, 1997. Youth Work Ireland records all lobbying activity and communications with Designated Public Officials (DPO). Under the Regulation of Lobbying Act 2015, there is a requirement to file this return every four months and Youth Work Ireland has made all returns on time.

### **Accounting Records**

The Board believe that they have complied with the requirements of Section 281-285 of the Companies Act, 2014 to keep adequate accounting records for the company, by employing personnel with appropriate expertise and by providing adequate resources to the financial function. The accounting records are maintained at Youth Work Ireland's registered office at 20 Dominick Street Lower, Dublin1, D01 YP97.

### **Auditor**

Under Section 383 (2) of the Companies Act, PKF FPM Accountants (Ireland) have been appointed as the auditors. PKF FPM have indicated their willingness to continue in office in accordance with the Sections 380 to 385 of the Companies Act 2014.

### **STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS**

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

### **DIRECTORS' RESPONSIBILITIES STATEMENT FINANCIAL YEAR ENDED 31 DECEMBER 2020**

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with 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 Companies Act 2014 and accounting standards issued by the Financial Reporting Council [and promulgated by Chartered Accountants Ireland] including FRS102 The Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland) as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1st January 2019.

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 for the financial year end date of the profit or loss of the company for that financial year and otherwise comply with the Companies Act 2014.

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

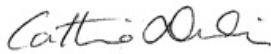
- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identifying those standards, and note the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

that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' 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 on the company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On Behalf of the Directors:



**Catherine Durkin**  
**Chairperson**

**Dated: 24th June 2021**



**Maurice Walsh**  
**Treasurer**

**Dated: 24th June 2021**

**Report of the Independent Auditors**  
**to the members of National Youth Federation Ltd**  
(a company limited by guarantee)

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**Opinion**

We have audited the accounts of National Youth Federation Limited (T/A Youth Work Ireland) (the 'charity') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the cash flow statement and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom and Ireland Accounting Standards, including Financial Reporting Standard 102. The Financial Reporting Standard applicable in the UK and Republic of Ireland (Republic of Ireland Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with Republic of Ireland Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Irish Auditing and Accounting Supervisory Authority (IAASA) Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

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

**Other information**

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the accounts 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.

**Report of the Independent Auditors**  
**to the members of National Youth Federation Ltd**  
(a company limited by guarantee)

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In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2014**

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

- the information given in the Trustees Report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Trustees Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of trustees' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

**Responsibilities of Trustees**

As explained more fully in the Statement of Trustees Responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**Report of the Independent Auditors (continued)**  
**to the members of National Youth Federation Ltd**  
(a company limited by guarantee)

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**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

A further description of our responsibilities for the audit of the accounts is located on the IASAA's website at: [https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](https://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.

This report is made solely to the charitable company's members, as a body, in accordance with section 391 of the Companies Act 2014 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs

*JL Grant*

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*25.6.21*

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**Lowry Grant**  
**for and on behalf of**  
**PKF-FPM ACCOUNTANTS (IRELAND) LTD**  
**Chartered Accountants &**  
**Registered Auditor**  
**Unit 5B Unit 5H Fingal Bay Business Park**  
**Balbriggan**  
**Co Dublin**

**Date**

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Statement of Financial Activities  
for the year ended 31 December 2020**

Income and endowments from:	Notes	Unrestricted Undesignated €	Unrestricted Designated €	Restricted €	2020 Total €	2019 Total €
<b>Donations and Legacies</b>						
Donations		(1,048)	-	-	(1,048)	17,321
<b>Charitable Activities</b>	3	33,059	2,231,316	924,015	3,188,390	2,810,646
<b>Other Trading Activities</b>	4	97,285	-	-	97,285	88,863
<b>Investment Income</b>		-	-	-	-	-
<b>Total Income and Endowments</b>		<b>129,296</b>	<b>2,231,316</b>	<b>924,015</b>	<b>3,284,627</b>	<b>2,916,830</b>
<b>Expenditure on:</b>						
<b>Raising Funds</b>	6	61,431	-	-	61,431	60,480
<b>Charitable Activities</b>	7	61,139	2,261,989	928,719	3,251,847	2,835,044
<b>Total Expenditure</b>		<b>122,570</b>	<b>2,261,989</b>	<b>928,719</b>	<b>3,313,278</b>	<b>2,895,524</b>
<b>Net Income / (Expenditure) for the Year</b>		<b>6,726</b>	<b>(30,673)</b>	<b>(4,704)</b>	<b>(28,651)</b>	<b>21,306</b>
Transfers between funds	15	26,963	-	(26,963)	-	-
Net movement in funds		<b>33,689</b>	<b>(30,673)</b>	<b>(31,667)</b>	<b>(28,651)</b>	<b>21,306</b>
<b>Reconciliation of Funds:</b>						
Fund Balances Brought Forward		331,362	58,421	80,818	470,601	449,295
<b>Fund Balances Carried Forward</b>	15	<b>365,051</b>	<b>27,748</b>	<b>49,151</b>	<b>441,950</b>	<b>470,601</b>

The Statement of Financial Activities has been prepared on the basis that all operations are continuing operations. There are not recognised gains and losses other than those passing through the Statement of Financial Activities. A detailed breakdown of the above items is included in the notes to the financial statements.

Approved by the Board on: 24th June 2021 \_\_\_\_\_



\_\_\_\_\_  
Maurice Walsh (Treasurer)



\_\_\_\_\_  
Catherine Durkin (Chair)

**The notes on pages 45 to 62 form part of these financial statements**



**National Youth Federation CLG (A Company Limited by Guarantee)**

**Statement of Other Comprehensive Income  
for the year ended 31 December 2020**

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	<b>2020</b>	<b>2019</b>
	<b>€</b>	<b>€</b>
Net income / (expenditure for the year)	(28,651)	21,306
Other comprehensive income	<u>-</u>	<u>-</u>
Total comprehensive income for the year	(28,651)	21,306

Approved by the Board on: 24th June 2021



Maurice Walsh (Treasurer)



Catherine Durkin (Chair)

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Balance Sheet  
as at 31 December 2020**

	<b>Notes</b>	<b>2020 €</b>	<b>2019 €</b>
<b>Fixed assets</b>			
Tangible Assets	<b>11</b>	310,555	310,678
<b>Current assets</b>			
Debtors	<b>12</b>	171,938	121,591
Cash at bank & in hand		<u>476,635</u>	<u>283,380</u>
		648,573	404,971
<b>Creditors:</b> amounts falling due within one year	<b>13</b>	455,025	245,048
<b>Net Current Assets</b>		193,548	159,923
<b>Total assets less current liabilities</b>		504,103	470,601
<b>Creditors:</b> amounts falling due after more than one year	<b>14</b>	62,153	-
<b>Net assets</b>		<u><u>441,950</u></u>	<u><u>470,601</u></u>
<b>Funds</b>			
<b>Unrestricted Funds</b>		392,799	389,783
<b>Restricted Funds</b>	<b>15</b>	<u>49,151</u>	<u>80,818</u>
		<u><u>441,950</u></u>	<u><u>470,601</u></u>

The financial statements were approved by the Board on 24th June 2021 and signed on its behalf:



**Maurice Walsh**  
Treasurer



**Catherine Durkin**  
Chair

**Company Registration No (CRO): 193547**

**The notes on pages 45 to 62 form part of these financial statements**

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Statement of Cash Flows  
as at 31 December 2020**

	Notes	2020 €	2019 €
<b>Cash flows from operating activities:</b>	<b>16</b>		
Net cash provided by / (used in) operating activities		<u>222,439</u>	<u>(67,412)</u>
<i>Cash flows from investing activities:</i>			
Purchase of property, plant and equipment		(29,184)	(49,790)
<b>Net cash provided by (used in) investing activities</b>		<u>(29,184)</u>	<u>(49,790)</u>
<i>Cash flows from financing activities:</i>			
Repayments of borrowing			
<b>Net cash provided by (used in) financing activities</b>		<u>-</u>	<u>-</u>
<b>Change in cash and cash equivalents in the reporting period</b>		193,255	(117,202)
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>17</b>	283,380	400,582
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>17</b>	<b>476,635</b>	<b>283,380</b>

## National Youth Federation CLG (A Company Limited by Guarantee)

### Notes to the Financial Statements for the year ended 31 December 2020

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#### 1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

##### a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and Irish Statute comprising of the Companies Act 2014.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the company's accounting policies.

National Youth Federation CLG meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

##### b) Preparation of the accounts on a going concern basis

The December 2017 Finance Policy of the Board dictates that wherever possible the management and F&GP prepare three to five-year business plans. These plans project the next three to five years income and expenditure. They will include details such as the reserve policy for the next three to five years. Financial decisions made by the Board are made with reference to these plans and the reserves policy contained within.

During this financial year, a pandemic has occurred. This has impacted all elements of society. National Youth Federation has reviewed a number of scenarios based on the effects of the disruption on fundraising and ability to carry out activities. The impact of Covid 19 is being mitigated in a number of ways:

- funders have been contacted to assess their ability to continue to fund our work
- project deliverables are being completed through remote working and the use of technology
- cost saving measures have been introduced

As a result, these accounts are considered to be prepared on a going concern basis.

##### c) Fund Accounting

Unrestricted funds are available for use at the Boards discretion in the furtherance of the objectives of National Youth Federation Limited trading as Youth Work Ireland.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds is set out in the notes to the financial statements. Restricted funds may only be transferred to general or designated funds once the criteria for restriction have been discharged or no longer apply.

##### d) Reserves policy

National Youth Federation Limited trading as Youth Work Ireland will if reasonably able maintain sufficient reserves for the following:

- Working capital (cash flow): To have adequate cash flows to provide a stable service and to provide working capital when funding is paid in arrears.

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

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**1. ACCOUNTING POLICIES ctd...**

d) Reserves policy ctd...

- Capital maintenance: To have sufficient funds to maintain its Fixed Assets to include where possible contingency costs.
- Development: To maintain enough reserves to develop the service in line with future needs of Young People and Local Member Youth Services.
- Other Contingencies: To maintain sufficient reserves for unforeseen events e.g. the loss of a major income source.
- Restricted funds: These are funds unspent at the year-end that will be spent in line with the funders wishes and intentions in future years. These funds are not available for any other use.
- Where there is insufficient funds the Board will use unrestricted reserves from previous years.

e) Income

Income from grants and donations is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably. Income from grants and donations is only recognised when all terms or conditions of the funder that give rise to the entitlement to the money are met.

Income from events is recognised as earned and received.

Investment income is recognised on a receivable basis. Investment income is primarily interest received on deposits held by the charity.

f) Donated services and facilities

In accordance with the Charities SORP (FRS 102), the general volunteer time of supporters is not recognised.

g) 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:

- Costs of raising funds;
- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

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**1. ACCOUNTING POLICIES ctd...**

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the programmes and activities.

i) Tangible fixed assets and depreciation

All fixed assets are recorded at historic cost. This includes the premises at Dominic Street Lower, Dublin.

The annual depreciation charge depends primarily on the estimated lives of each type and component of asset and, in certain circumstances, estimates of fair values and residual values. The directors annually review these asset lives and adjust them as necessary to reflect current thinking on remaining lives in light of technological change, prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have significant impact on depreciation charges for the period. It is not practical to quantify the impact of changes in asset

i) Tangible fixed assets and depreciation ctd...

lives on an overall basis, as asset lives are individually determined, and there are a significant number of asset lives in use. The impact of any change would vary significantly depending on the individual changes in assets and the classes of assets impacted.

Freehold Property	2% Straight Line
Fixtures & Fittings	20% Straight Line
Equipment	25% Straight Line
Mobile Equipment	33 1/3% Straight Line

The carrying values of tangible fixed assets are reviewed for impairment when events or circumstances indicate the carrying value may not be recoverable.

j) Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

k) Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.



## National Youth Federation CLG (A Company Limited by Guarantee)

### Notes to the Financial Statements for the year ended 31 December 2020

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#### 1. ACCOUNTING POLICIES ctd...

##### l) Creditors and provisions

Creditors and provisions are recognised where the charity 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.

##### m) Financial instruments

The company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares. Financial assets that are measured at cost and amortised are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, and impairment loss is recognised in the Income statement.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate, which is an approximation of the amount that the company would receive for the asset if it were to be sold at the reporting date.

##### m) Financial instruments ctd...

Financial assets and liabilities are offset and the net amount reported in the Statement of financial position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### n) Defined Contribution Pension Plan

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations.

The contributions are recognised as an expense in the Income statement when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of financial position. The assets of the plan are held separately from the company in independently administered funds.

## National Youth Federation CLG (A Company Limited by Guarantee)

### Notes to the Financial Statements for the year ended 31 December 2020

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#### 1. ACCOUNTING POLICIES ctd...

o) Judgments in applying accounting policies 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: The monetary value of donated goods and services. The trustees do not consider there are any further critical judgements or sources of estimation uncertainty requiring disclosure beyond the accounting policies detailed.

#### 2. INCOME

##### Turnover by Destination.

The total income of the company for the year has been derived from its principal activity wholly undertaken in Ireland.

##### Analysis of turnover by Country destination.

	Financial Year Ended 31-Dec-20 €	Financial Year Ended 31-Dec-19 €
Republic of Ireland	3,284,627	2,916,830
European Union	-	-
U.K.	-	-
	<b>3,284,627</b>	<b>2,916,830</b>

##### Accounting for Grants Received from the Irish Youth Justice Service (IYJS) on behalf of Member Youth Services

Since 1st January 2011, Youth Work Ireland has had an agreement with the Irish Youth Justice Service (IYJS) to administer the Garda Youth Diversion grants to its members as the agent of IYJS. In line with SORP, these grants are not recognised in the accounts.

However, any fee receivable by a charity for acting as agent is recognised as its income. Similarly, any costs incurred by a charity in the administration of the agency arrangement are recognised as expenditure in its accounts. National Youth Federation CLG invoices its members for a small fee each per Garda Youth Diversion for this work. The administration costs involved would typically, be a small proportion of the administration staff time and some bank fees.

In accordance with Section 19 of the SORP please find below:

- an analysis of funds received and paid by the charity as agent.
- details of any balances held as agent at the reporting date.

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

**2. INCOME ctd...**

**Accounting for Grants Received from the Irish Youth Justice Service (IYJS) on behalf of Member Youth Services ctd...**

	<b>2020</b>	<b>2019</b>
	€	€
<b>Member Youth Service</b>		
Carlow Regional Youth Service	130,424	127,388
Clare Youth Service	254,010	238,543
CDYS Youth Work Ireland	398,156	424,037
FDYS	123,948	150,431
Youth Work Ireland Galway	297,264	289,707
Kerry Diocesan Youth Service	827,624	887,479
Kildare Youth Service	268,574	269,857
Limerick Youth Service	516,673	458,323
Youth Work Ireland Louth	120,553	122,280
Youth Work Ireland Midlands	523,993	498,490
Youth Work Ireland North Connaught	377,186	368,848
Ossory Youth Service	152,678	137,309
Youth Work Ireland Tipperary	107,407	106,678
Waterford and South Tipperary Comm YS	882,036	807,781
<b>Total receivable and payable on IYJS Grants</b>	<b><u>4,980,526</u></b>	<b><u>4,887,151</u></b>
<b>Total received from IYJS</b>	<b><u>4,980,526</u></b>	<b><u>4,887,316</u></b>
Total distributed to Member Youth Services as above	4,980,526	4,887,151
<b>Total payable on behalf of IYJS</b>	<b><u>4,980,526</u></b>	<b><u>4,887,151</u></b>

These Grants are distributed as directed by the Irish Youth Justice Service and do not contribute directly to the work of National Youth Federation CLG.

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

**3. INCOME FROM CHARITABLE ACTIVITIES**

		<b>2020</b>	<b>2020</b>	<b>2020</b>	<b>2020</b>	<b>2019</b>
		<b>Unrestricted funds -</b>	<b>Unrestricted funds -</b>	<b>Restricted funds</b>	<b>Total funds</b>	<b>Total funds</b>
		<b>undesignated</b>	<b>designated</b>	<b>€</b>	<b>€</b>	<b>€</b>
		<b>€</b>	<b>€</b>			
<b>Grants Distributed to Member Youth Services</b>						
<b>Name</b>	<b>Funder</b>					
Youth Services Grant	DCYA/Pobal	-	1,229,317	-	<b>1,229,317</b>	1,163,951
<b>Grants retained at National Office</b>						
<b>Name</b>	<b>Funder</b>					
Youth Services Grant	DCYA/Pobal	-	973,267	-	<b>973,267</b>	903,483
Youth Services Grant	DCYA/Pobal	-	10,000	-	<b>10,000</b>	50,435
Dail na nOg/Comhairle	DCYA/Foroige	-	-	115,089	<b>115,089</b>	145,651
Dail na nOg/Comhairle with Foroige/ D	DCYA/Foroige	-	-	31,371	<b>31,371</b>	16,577
Youth Capital Grant Funding Scheme	DCYA/Pobal	-	-	23,788	<b>23,788</b>	19,354
Work to Learn	Statestreet	-	-	15,000	<b>15,000</b>	54,855
KA2 DOYIT	Erasmus/ERYCA	-	-	1,500	<b>1,500</b>	2,250
KA2 Co-Op	Erasmus/Norwegian Agency	-	-	5,553	<b>5,553</b>	1,750
KA2 Future YI	VSI Creativitas	-	-	-	-	4,600
Peace IV Amplify	SEUPB/YANI	-	-	131,660	<b>131,660</b>	37,170
Peace IV Youth Network For Peace	SEUPB/YANI	-	-	6,534	<b>6,534</b>	20,101
Peace IV Our Generation	SEUPB/YANI	-	-	121,043	<b>121,043</b>	-
LGBTI+ Strategy Grant	DCYA	-	-	5,208	<b>5,208</b>	8,110
Detached Project	Major Donor	-	-	-	-	14,617
Detached Project	Greystone Trust	-	-	150,000	<b>150,000</b>	-
Ka2+ Skill IT for Youth	Erasmus	-	-	77,589	<b>77,589</b>	31,186
Equality	IHREC	-	-	8,609	<b>8,609</b>	5,739
Friends Ervia		-	-	-	-	19,195
Work to Learn Programme Support	Members Services	-	-	24,000	<b>24,000</b>	35,000
Youth Empowered	Coca Cola/YANI	-	-	-	-	14,175
IYMS Support		690	-	7,500	<b>8,190</b>	-
Ireland Funds - Be Well		-	-	5,000	<b>5,000</b>	-
Climate Justice	DCYA/Pobal	-	20,955	61,575	<b>82,530</b>	-
Causeway Fund	Leargas	-	-	10,931	<b>10,931</b>	-
ERYICA Erasmus+ KA2 Youth Ambassadors		-	-	15,296	<b>15,296</b>	-
KA2+ Detached	Erasmus	-	-	11,700	<b>11,700</b>	-
KA2 Retail	Erasmus	-	-	16,653	<b>16,653</b>	-
KA2 YES	Erasmus	-	-	10,650	<b>10,650</b>	57,333
<b>Expenses refunded for Charitable Activities</b>						
Miscellaneous		2,404	-	-	<b>2,404</b>	1,556
Expenses refundable		-	-	-	-	13,387
Travel refunded for international conferences		-	-	-	-	1,383
UPS		-	-	9,240	<b>9,240</b>	7,577
Member reimbursed expenses		7,130	-	-	<b>7,130</b>	15,581
Comhairle Expenses		-	(9,660)	-	<b>(9,660)</b>	54,997
Causeway Fund		-	-	840	<b>840</b>	-
GDPR Online Chat Service		3,225	-	-	<b>3,225</b>	-
ERYCA		-	4,429	-	<b>4,429</b>	11,271
<b>Other Private Incomes</b>						
UCC Youth Worker		-	-	57,686	57,686	50,105
Entrance Fees -Programmes		-	3,008	-	3,008	23,878
Meeting Room Rentals		3,566	-	-	3,566	956
Office Rental		8,625	-	-	8,625	15,963
Car Park Rentals		3,760	-	-	3,760	3,480
Corporate Sponsorship		3,000	-	-	3,000	-
Miscellaneous Incomes		659	-	-	659	4,981
<b>Total Charitable Income</b>		<b>33,059</b>	<b>2,231,316</b>	<b>924,015</b>	<b>3,188,390</b>	<b>2,810,646</b>

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

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4. INCOME FROM TRADING ACTIVITIES	-			-	
	2020	2020	2020	2020	2019
	Unrestricted	Unrestricted	Restricted	Total	Total
	funds -	funds -	funds	funds	funds
	undesignated	designated		€	€
	€	€	€	€	€
Insurance Affiliations	54,451	-	-	54,451	51,907
Membership Fees	37,150	-	-	37,150	35,800
Merchandise Sold	5,574	-	-	5,574	258
Sale of Volunteer Pins	-	-	-	-	296
Royalties	110	-	-	110	58
IYWC - Fees for Seminars	-	-	-	-	369
General Sales Income	-	-	-	-	175
<b>Total</b>	<b>97,285</b>	<b>-</b>	<b>-</b>	<b>97,285</b>	<b>88,863</b>

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5. DEPR note for Grants Received in amounts in excess of €1,000 in 2020

<u>The Grantor</u>	<u>Public / Corporate</u>	<u>Intermediato ry Body</u>	<u>Name of Grant</u>	<u>Grant Term</u>	<u>Total Grant Approved for Grant Term</u>	<u>Amount Received 2020</u>	<u>Income Recognised in SOFA</u>	<u>Debtors &amp; Grant due 31/12/2020</u>	<u>Creditors &amp; Grant deferred 31/12/2020</u>	<u>Grant included restricted reserves 31/12/2020</u>	<u>Please also see</u>
					€	€	€	€	€		
ERASMUS	PUBLIC	ERICA	DOYIT		CLAIM DEPENDENT	1,500	1,500	-	-	-	Note 3, 16
ERASMUS KA2+	PUBLIC	LEARGAS	SKILL IT FOR YOUTH	01/02/2018-01/01/2020	228,456	-	77,589	-	-	-	Note 3, 16
ERASMUS KA2+	PUBLIC	LEARGAS	YES	01/02/2020-31/01/2021		10,650	10,650	-	-	-	Note 3, 16
DCYA	PUBLIC	POBAL - YOUTH WORK IRELAND	YOUTH SERVICES GRANT	CALENDAR YEAR 2020	1,229,317	1,229,317	1,229,317	-	-	-	Note 3 and Appendix 2
DCYA	PUBLIC	POBAL	YOUTH SERVICES GRANT	CALENDAR YEAR 2020	973,267	973,267	973,267	-	-	-	Note 3 and Appendix 2
DCYA	PUBLIC	POBAL	YOUTH SERVICES GRANT - ONE OFF GRANT	CALENDAR YEAR 2020	10,000	10,000	10,000	-	-	-	Note 3 and Appendix 2
DCYA	PUBLIC	POBAL	YOUTH SERVICES GRANT - CLIMATE JUSTICE		82,530	82,530	82,530	-	-	-	Note 3
DCYA	PUBLIC	FOROIGE	YOUTH PARTICIPATION	2020-2021	115,089	115,089	115,089	-	-	-	Note 3
DCYA	PUBLIC	FOROIGE	YOUTH PARTICIPATION	2020-2021	31,371	31,371	31,371	-	-	9,660	Note 3
DCYA	PUBLIC	POBAL	YOUTH CAPITAL GRANT FUND	CALENDAR YEAR 2020	23,788	23,788	23,788	-	-	17,990	Note 3
DCYA	PUBLIC	DCYA	LGBTI + STRAGETY GRANT	2019	5,208	5,208	5,208	-	-	41	Note 3



5. DEPR note for Grants Received in amounts in excess of €1,000 in 2019

<u>The Grantor</u>	<u>Public / Corporate</u>	<u>Intermediary Body</u>	<u>Name of Grant</u>	<u>Grant Term</u>	<u>Total Grant Approved for Grant Term</u>	<u>Amount Received 2019</u>	<u>Income Recognised in SOFA</u>	<u>Debtors &amp; Grant due 31/12/2019</u>	<u>Creditors &amp; Grant deferred 31/12/2019</u>	<u>Grant included restricted reserves 31/12/2019</u>	<u>Please also see</u>
						€	€	€	€	€	
ERASMUS	PUBLIC	ERICA	DOYIT	03/10/2016-02/10/2018	CLAIM DEPENDENT	2,250	2,250	-	-	-	Note 3, 16
ERASMUS KA2+	PUBLIC	NORWAY	Coperate to operate	01/10/2017-01/09/2019	CLAIM DEPENDENT	4,600	4,600	-	-	-	Note 3, 16
ERASMUS KA2+	PUBLIC	LEARGAS	SKILL IT FOR YOUTH	01/02/2018-01/01/2020	228,456	-	31,186	-	13,774	13,774	Note 3, 16
ERASMUS KA2+	PUBLIC	LEARGAS	YES	01/02/2020-31/01/2021		47,333	47,333	-	-	13,189	Note 3, 16
DCYA	PUBLIC	POBAL - YOUTH WORK IRELAND	YOUTH SERVICES GRANT	CALENDAR YEAR 2019	1,163,951	1,163,951	1,163,951	-	-	-	Note 3 and Appendix 2
DCYA	PUBLIC	POBAL	YOUTH SERVICES GRANT	CALENDAR YEAR 2019	953,918	953,918	953,918	-	-	-	Note 3 and Appendix 2
DCYA	PUBLIC	FOROIGE	YOUTH PARTICIPATION	2019-2020	145,651	145,651	145,651	-	-	-	Note 3
DCYA	PUBLIC	FOROIGE	YOUTH PARTICIPATION	2019-2020	16,577	16,577	16,577	-	16,577	-	Note 3
DCYA	PUBLIC	POBAL	YOUTH CAPITAL GRANT FUND	2019	19,354	19,354	19,354	-	2,580	-	Note 3
DCYA	PUBLIC	DCYA	LGBTI + STRAGETY GRANT	2019	8,110	8,110	8,110	-	-	256	Note 3

## National Youth Federation CLG (A Company Limited by Guarantee)

### Notes to the Financial Statements for the year ended 31 December 2020

#### 6. EXPENDITURE ON RAISING FUNDS

The total expenditure comprised of:

	2020	2019
	€	€
Direct Costs	1,355	4,837
Direct Salaries	27,300	30,532
Support Costs (see note 8)	32,776	25,111
	61,431	60,480

#### 7. EXPENDITURE ON CHARITABLE ACTIVITIES

See below for analysis into Restricted and Unrestricted expenditure. The total expenditure comprised of:

	2020	2019
	€	€
Direct Costs	* 1,833,814	1,668,482
Direct Salaries	991,945	840,121
Support Costs (see note 8)	426,088	326,441
	3,251,847	2,835,044

\* Includes €1,229,317 (2019 €1,176,051) Youth Services Grant distributed to Member Youth Services

	2020 Unrestricted funds - undesignated €	2020 Unrestricted funds - designated €	2020 Restricted funds €	2020 Total funds €	2019 Total funds €
<b>Corporate Grant Activities</b>					
Work to Learn/Statestreet	-	-	15,000	15,000	74,017
Youth Empowered/Coca Cola	-	-	103	103	14,875
Detached/Private Donation	-	-	161,700	161,700	27,733
UPS	-	-	9,240	9,240	9,172
ERVIA	-	-	-	-	19,195
<b>European Funded Activities</b>					
SEUPB Peace IV- Amplify	-	-	133,552	133,552	11,141
SEUPB Peace IV- youth Network for Peace	-	-	10,394	10,394	22,285
SEUPB Peace IV- Our Generation	-	-	114,825	114,825	-
DOYIT KA2+ Erasmus/ ERYICA	-	-	1,500	1,500	3,645
Co-Op KA2+ Erasmus/Norwegian Agency	-	-	5,553	5,553	8,322
Killarney 2017 Causeway/Leargas	-	-	-	-	124
KA2 Future Youth Information Toolbox	-	-	-	-	4,343
KA2+ Skill IT for Youth	-	-	77,589	77,589	29,448
KA2+ YES	-	-	10,650	10,650	35,265
KA2+ Retail	-	-	16,653	16,653	-
KA2+ Detached	-	-	11,700	11,700	-
Causeway 2020CW-IE-2-2019-R3	-	-	13,573	13,573	-
ERYICA Erasmus+ KA2 Youth Ambassadors and YInfoPEERs project	-	-	15,296	15,296	-
Comic Relief	7,000	-	-	7,000	-
<b>DCYA: Youth Services Grant Activities paid to members</b>					
Members YSGS – DCYA/Pobal	-	1,229,317	-	1,229,317	1,176,051
<b>DCYA: Youth Services Grant Activities at National Office</b>					
Garda Vetting	-	113,034	-	113,034	95,875
Child Protection (Incl OG)	-	86,710	-	86,710	51,657
Irish Youth Justice Working Group	-	43,620	-	43,620	35,430
Voluntary Clubs Working Group	-	27,961	-	27,961	26,171
RD Network	-	26,741	-	26,741	29,799
Art Project and Nollaig	-	330	-	330	580
IYMAS	12,819	80,646	-	93,465	86,868

## National Youth Federation CLG (A Company Limited by Guarantee)

### Notes to the Financial Statements for the year ended 31 December 2020

#### 7. EXPENDITURE ON CHARITABLE ACTIVITIES ctd...

	2020 Unrestricted funds - undesignated €	2020 Unrestricted funds - designated €	2020 Restricted funds €	2020 Total funds €	2019 Total funds €
Youth Work Ireland Week	-	33,472	-	33,472	28,754
Co-ordinating MYS	-	80,722	-	80,722	80,075
Compliance Work with Members	-	151,996	-	151,996	199,402
Federal Development	-	37,655	-	37,655	29,036
Clubs Insurances & M Grant	-	44,748	-	44,748	48,666
Youth Clubs QSF	-	34,988	-	34,988	31,627
Collaborations and Networking	-	16,301	-	16,301	33,407
National Gay Pride (with BelongTo)	14,026	14,027	-	28,053	33,804
Youth Work Practise	-	26,012	-	26,012	24,890
Organisational Development	-	5,401	-	5,401	5,927
Conference Costs	-	6,727	-	6,727	48,147
Communications and Advocacy	-	92,182	-	92,182	87,245
Youth Wave/Games and Youth Factor	21,668	21,668	-	43,336	50,234
Equality Consensus Process	-	30,558	-	30,558	30,228
National Youth Action Group (Both Programme and Gov)	-	47,525	-	47,525	44,759
Youth Information	-	9,648	-	9,648	12,896
IYMAS Crunnui na Nog	-	-	7,500	7,500	-
Ireland Funds - Be Well	-	-	5,000	5,000	-
Climate Justice	-	-	61,575	61,575	-
GDPR Online Chat Service	3,225	-	-	3,225	-
<b>DCYA- other Grants</b>					
Comhairle/Dail na nOg DCYA/Foroige	-	-	136,800	136,800	169,903
LGBTI+ Strá DCYA	-	-	5,423	5,423	7,854
Capital Grant	-	-	5,798	5,798	19,355
<b>Other Grants</b>					
Friends Be Well Hour	-	-	-	-	2,466
IHREC	-	-	8,609	8,609	7,536
<b>Other Incomes</b>					
UCC	1,919	-	57,686	59,605	60,964
Members/WTL	-	-	43,000	43,000	15,623
Other	482	-	-	482	-
HRB	-	-	-	-	253
	<b>61,139</b>	<b>2,261,989</b>	<b>928,719</b>	<b>3,251,847</b>	<b>2,835,044</b>

## National Youth Federation CLG (A Company Limited by Guarantee)

### Notes to the Financial Statements for the year ended 31 December 2020

#### 8. ANALYSIS AND CALCULATION OF SUPPORT COSTS

	2020 €	2019 €
<b>Indirect Salaries</b>		
Facilities Management	48,164	52,141
Administration	8,276	8,744
Human Resources	-	-
Management	19,948	19,445
Finance	99,285	25,279
Redundancy	80,000	-
<b>Allocated based on number of direct staff units</b>	<b>255,673</b>	<b>105,609</b>
<b>Overheads</b>		
<b>Allocated based on office space used</b>	<b>41,609</b>	<b>64,736</b>
<b>Governance Costs</b>		
Direct Costs	1,944	10,279
Salaries of Staff that support Board activities (note 9)	39,895	38,889
<b>Allocated based on number of direct staff units</b>	<b>41,839</b>	<b>49,168</b>
<b>Administration</b>		
Finance (Audit, Legal and Interest)	33,839	32,744
Administration (Phones, IT and Stationery)	47,554	61,679
Management (related overheads)	1,018	2,875
Data Protection	-	3,685
HR and Health and Safety	37,332	31,056
<b>Allocated based on number of direct staff units</b>	<b>119,743</b>	<b>132,039</b>
<b>Total Support Costs</b>	<b>458,864</b>	<b>351,552</b>

#### 9. RESULTS FOR THE YEAR

**Operating (Deficit)/Surplus** is stated after charging:

	2020 €	2019 €
Directors Remuneration*	-	-
Depreciation of owned fixed assets	29,048	22,988
Auditors Fees	16,378	16,378
Hire of Equipment	-	-

\*Directors are volunteers do not receive any remuneration or benefits. Out of pocket and travel expenses are reimbursed at rates less than or equal to Revenue Commissioner rates as per the Finance Policy found at

<http://www.youthworkireland.ie/who-we-are/financial-information>

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

**10. PARTICULARS OF EMPLOYEES:**

Employees earning in salary bands between:

	<b>2020 No</b>	<b>2019 No</b>
€50,000 - €60,000	5	4
€60,000 - €70,000	-	-
€70,000 - €80,000	1	1
€80,000 - €90,000	1	1
€90,000 - €100,000	-	-
€100,000 - €110,000	1	1

Current salary scales are available on <http://www.youthworkireland.ie/who-we-are/financial-information>. The salary of the CEO is included above and was €103,853 (2019: €101,341) before employers PRSI and employers contribution to Pension in the amount of €17,655 (2019: €17,192). The CEO has access to a company phone and laptop for business use only. Out of pocket and travel expenses are reimbursed at rates less than or equal to Revenue Commissioner rates as per the Finance Policy found at <http://www.youthworkireland.ie/who-we-are/financial-information>. In 2020, a pay increase of 2.5% was awarded to all staff in line with cost of living increases.

The average number of staff employed by the company during the financial year amounted to:

	<b>2020 No</b>	<b>2019 No</b>
Number of development staff	17	12
Number of cleaning staff (part time)	3	3
Number of administrative staff	3	3
Number of management staff	2	2
	<b>25</b>	<b>20</b>

The aggregate payroll costs of the above were:

	<b>2020 €</b>	<b>2019 €</b>
Wages and salaries	1,028,687	868,390
Social welfare costs	106,522	88,692
Other pension costs	59,709	57,615
Redundancy	80,000	-
	<b>1,274,918</b>	<b>1,014,697</b>

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

**11. FIXED ASSETS**

**Net Book Value 2020**

	<b>Freehold Land and Buildings</b>	<b>Furniture and Fittings</b>	<b>Office Equipment</b>	<b>Mobile Equipment</b>	<b>TOTAL</b>
<b>COST</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
At 1 January 2020	346,567	63,996	43,651	12,570	<b>466,784</b>
Additions	-	900	28,284	-	<b>29,184</b>
Disposals	-	-	(389)	-	<b>(389)</b>
At 31 December 2020	<b>346,567</b>	<b>64,896</b>	<b>71,546</b>	<b>12,570</b>	<b>495,579</b>
<b>DEPRECIATION</b>					
At 1 January 2020	83,166	24,589	36,578	11,773	<b>156,106</b>
Disposals	-	-	(130)	-	<b>(130)</b>
Charge for the year	6,931	11,107	10,213	797	<b>29,048</b>
At 31 December 2020	<b>90,097</b>	<b>35,696</b>	<b>46,661</b>	<b>12,570</b>	<b>185,024</b>
<b>NET BOOK VALUE</b>					
At 1 January 2020	<b>263,401</b>	<b>39,407</b>	<b>7,073</b>	<b>797</b>	<b>310,678</b>
At 31 December 2020	<b>256,470</b>	<b>29,200</b>	<b>24,885</b>	<b>-</b>	<b>310,555</b>

**Net Book Value 2019**

	<b>Freehold Land and Buildings</b>	<b>Furniture and Fittings</b>	<b>Office Equipment</b>	<b>Mobile Equipment</b>	<b>TOTAL</b>
<b>COST</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
At 1 January 2019	346,525	17,429	41,538	11,502	<b>416,994</b>
Additions	42	46,567	2,113	1,068	<b>49,790</b>
Disposals	-	-	-	-	<b>-</b>
At 31 December 2019	<b>346,567</b>	<b>63,996</b>	<b>43,651</b>	<b>12,570</b>	<b>466,784</b>
<b>DEPRECIATION</b>					
At 1 January 2019	76,235	13,949	31,990	10,944	<b>133,118</b>
Disposals	-	-	-	-	<b>-</b>
Charge for the year	6,931	10,640	4,588	829	<b>22,988</b>
At 31 December 2019	<b>83,166</b>	<b>24,589</b>	<b>36,578</b>	<b>11,773</b>	<b>156,106</b>
<b>NET BOOK VALUE</b>					
At 1 January 2019	<b>270,290</b>	<b>3,480</b>	<b>9,548</b>	<b>558</b>	<b>283,876</b>
At 31 December 2019	<b>263,401</b>	<b>39,407</b>	<b>7,073</b>	<b>797</b>	<b>310,678</b>

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

**12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2020</b>	<b>2019</b>
	<b>€</b>	<b>€</b>
Trade Debtors (net of provision)	6,813	55,066
Prepayments and accrued income	162,107	3,017
Other Debtors	3,018	63,508
	<u>171,938</u>	<u>121,591</u>

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2020</b>	<b>2019</b>
	<b>€</b>	<b>€</b>
Accruals for Grants Payable to Members	39,986	15,368
Trade Creditors	16,221	67,624
Deferred Incomes	144,093	106,382
Accruals and other creditors	207,308	28,420
PAYE, PRSI and USC	29,570	27,254
Loans	17,847	-
	<u>455,025</u>	<u>245,048</u>

Trade and other creditors are payable at various dates over the coming months in accordance with the suppliers' usual and customary credit terms.

Other taxes including social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

**14. CREDITORS: AMOUNTS FALLING DUE GREATER THAN ONE YEAR**

	<b>2020</b>	<b>2019</b>
	<b>€</b>	<b>€</b>
Loans	<u>62,153</u>	<u>-</u>

**15. ANALYSIS OF RESTRICTED FUNDS**

<b>Contract N</b>	<b>Project Name</b>	<b>Funder/Lead Partner</b>	<b>2020</b>	<b>2019</b>
			<b>€</b>	<b>€</b>
Erasmus+	KA2 Skill IT for Youth	Leargas	-	13,774
State Street Community	Work to Learn	State Street	5,052	5,052
Work to Learn Members	Work to Learn		378	19,378
SEUPB Peace IV	YNP	ERDF/YANI	(6,045)	(2,185)
Major Donor	Detached	Angela Moore Trust	-	21,700
Major Donor	Detached	Greystone Trust	10,000	-
Erasmus+	KA2 YES- sex Ed	YWI	-	13,189
Coca Cola	Youth Empowered (CC)	Coca Cola	(803)	(700)
DCYA	Pride & LGBT+ (Bi Tusa)		41	256
Comhairle/DCYA	Youth Participation/Comhairle	DCYA	9,660	-
Youth Capital Grant/DCY	Romper Room	DCYA	17,990	-
IHREC	Equality	IHREC	(1,800)	(1,800)
UPS Road Code	UPS Road Code	UPS	(1,595)	(1,595)
SEUPB Peace IV	Amplify	ERDF/YANI	11,857	13,749
SEUPB Peace IV	Our Generation	ERDF/YANI	6,218	-
Causeway Fund	Leargas		(1,802)	-
			<u>49,151</u>	<u>80,818</u>

**National Youth Federation CLG (A Company Limited by Guarantee)**

**Notes to the Financial Statements  
for the year ended 31 December 2020**

**Detailed Split of Restricted Funds**

<b>Contract Name</b>	<b>Project Name</b>	<b>Funder/Lead Partner</b>	<b>Opening Balance</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>Closing Balance</b>
			€	€	€	€	€
Erasmus+	KA2 Skill IT for Youth	Leargas	13,774	77,589	77,589	(13,774)	-
State Street Community Support Programme	Work to Learn	State Street	5,052	15,000	15,000	-	5,052
Erasmus+	KA2 Co-op	Norsensus	-	5,553	5,553	-	-
Erasmus+	KA2 DOYIT Eryica		-	1,500	1,500	-	-
UCC	Salary secondment- UCC	UCC	-	57,686	57,686	-	-
ESB	Friends Be Well	ESB, Ireland Funds	-	5,000	5,000	-	-
Work to Learn Members support	Work to Learn		19,378	24,000	43,000	-	378
SEUPB Peace IV	YNP	ERDF/YANI	(2,185)	6,534	10,394	-	(6,045)
Major Donor	Detached	Angela Moore Trust	21,700	-	21,700	-	-
Major Donor	Detached	Greystone Trust	-	150,000	140,000	-	10,000
Erasmus+	KA2 YES- sex Ed	YWI	13,189	10,650	10,650	(13,189)	-
Coca Cola	Youth Empowered (CC)	Coca Cola	(700)	-	103	-	(803)
DCYA	Pride & LGBT+ (Bi Tusa)		256	5,208	5,423	-	41
Comhairle/DCYA	Youth Participation/Comhairle	Foroige	-	115,089	115,089	-	-
Comhairle/DCYA	Youth Participation/Comhairle	DCYA	-	31,371	21,711	-	9,660
Youth Capital Grant/DCYA/Pobail	Romper Room	DCYA	-	23,788	5,798	-	17,990
IHREC	Equality	IHREC	(1,800)	8,609	8,609	-	(1,800)
UPS Road Code	UPS Road Code	UPS	(1,595)	9,240	9,240	-	(1,595)
SEUPB Peace IV	Amplify	ERDF/YANI	13,749	131,660	133,552	-	11,857
SEUPB Peace IV	Our Generation	ERDF/YANI	-	121,043	114,825	-	6,218
IYMAS Crunnui na Nog			-	7,500	7,500	-	-
Climate Justice	Pobal		-	61,575	61,575	-	-
Causeway Fund	Leargas		-	11,771	13,573	-	(1,802)
ERYICA Erasmus+ KA2 Youth Ambassadors and YInfoPEERs project			-	15,296	15,296	-	-
Erasmus+	KA2+ Detached		-	11,700	11,700	-	-
Erasmus+	KA2 Retail		-	16,653	16,653	-	-
			<b>80,818</b>	<b>924,015</b>	<b>928,719</b>	<b>(26,963)</b>	<b>49,151</b>



## National Youth Federation CLG (A Company Limited by Guarantee)

### Notes to the Financial Statements for the year ended 31 December 2020

#### 16. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	<b>2020</b>	<b>2019</b>
	<b>€</b>	<b>€</b>
<b>Net (expenditure)/ income for the reporting period (as per the statement of financial activities)</b>	(28,651)	21,306
<b>Adjustments for:</b>		
Depreciation charges	29,048	22,988
Loss on sale of fixed assets	259	-
(Increase)/decrease in stocks	-	-
(Increase)/decrease in debtors	(50,347)	(17,079)
Increase/(decrease) in creditors	272,130	(94,627)
<b>Net cash provided by (used in) operating activities</b>	<b>222,439</b>	<b>(67,412)</b>

#### 17. ANALYSIS OF CASH AND CASH EQUIVALENTS

	<b>2020</b>	<b>2019</b>
	<b>€</b>	<b>€</b>
Cash At Bank	476,635	283,380
	<b>476,635</b>	<b>283,380</b>

#### 18. SPLIT OF NET ASSETS BY FUND

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2020</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Fixed Assets	310,555	-	310,555
Current Assets	599,422	49,151	648,573
Current Liabilities	(455,025)	-	(455,025)
Long Term Liabilities	(62,153)	-	(62,153)
	<b>392,799</b>	<b>49,151</b>	<b>441,950</b>

#### 19. PENSION COMMITMENTS

National Youth Federation limited trading as Youth Work Ireland participates in a defined contribution pension scheme for selected employees which are independently administered. The pension cost charge to the profit and loss account (Statement of Financial Activities) for the year was €59,709 (2019: €57,615) in respect of employees. The pension cost was analysed by specific entity project and then directly allocated in line with charitable activities.

#### 20. TAXATION

No corporation taxation is payable under the provisions of section 207, 208 and 209 of the Tax Consolidation Act 1997.

National Youth Federation trading as Youth Work Ireland has registered charitable status from the Revenue Commissioners (CHY18032).

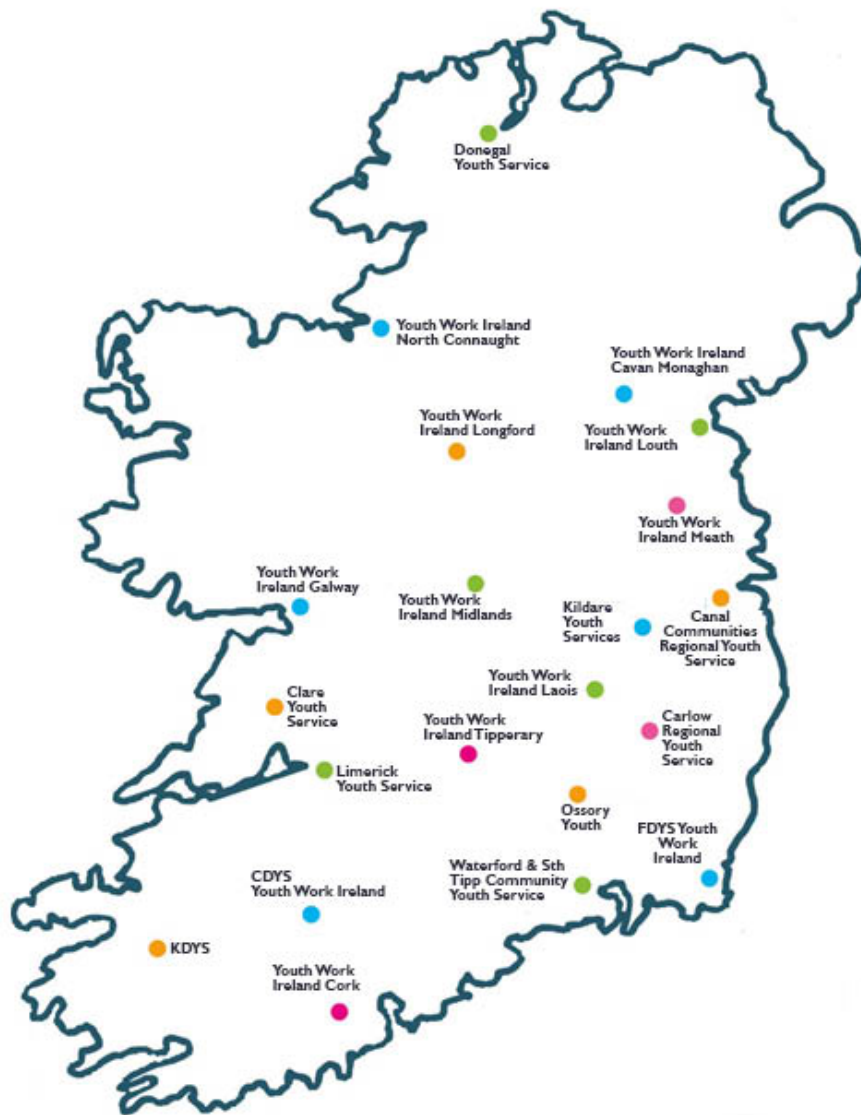
#### 21. TRUSTEE AND RELATED PARTY TRANSACTIONS.

The directors listed as senior managers on page 2 of these accounts work at a senior management level for Member Youth Services. The Board approved the allocation of DCYA Youth Services Grant to 20 Member Youth Services in 2019 (Appendix 2) which included the Youth Services which these directors work for. There are no other related party transactions.

No trustees received remuneration or any other benefits from his/her Trusteeship with the charity in the year (2019: €nil). €421.39 of expenses were received by trustees (2019: €6,807.48).

No Trustee received payment for professional or other services supplied to the charity (2019: €nil).

Appendix 1: Listed below are our members and their addresses:



Appendix 1 continued: Addresses

Canal Communities Regional Youth Service, Bluebell Youth Centre Bluebell Road Bluebell, Dublin 12.  
T: 01 473 8439

Carlow Regional Youth Service, Montgomery House, Athy Road Carlow. T: 059 913 0476

Clare Youth Service, Carmody Street Ennis, Co. Clare. T: 065 684 5350

CDYS Youth Work Ireland, Mallow Community Youth Centre, New Road, Mallow. Cork T: 022 535 26

Donegal Youth Service Youth Work Ireland, 16–18 Port Road, Letterkenny, Co Donegal. T: 074 912 9630

FDYS Ltd, Francis Street, Wexford. T: 053 912 3262

Kildare Youth Services, Unit 34/35 1st Floor, Naas Town Centre, Naas, Co. Kildare. T: 045 897 893

KDYS, Fairhill, Killarney, Co. Kerry. T: 064 663 1748

Limerick Youth Service, 5 Lower Glentworth Street Limerick, T: 061 412 444

Ossory Youth, Desart Hall, New Street Kilkenny, T: 056 776 1200

Waterford & South Tipperary Community Youth Service, Edmund Rice Youth & Community Centre, Manor Street, Waterford. T: 051 309 364

Youth Work Ireland County Longford, 6 Earl Street, Longford. T: 043 334 0907

Youth Work Ireland Cork, Gurrabraher Youth and Community Resource Centre, 11b Gurrabraher Road, Cork City. T: 021 439 9862

Youth Work Ireland Galway, 41–43 Prospect Hill, Galway. T: 091 561 637

Youth Work Ireland Laois, Unit 9, James Fintan Lawlor House, James Fintan Lawlor Avenue, Portlaoise, Co Laois. T: 057 866 5010

Youth Work Ireland Louth, 2 Courthouse Square, Dundalk, Co Louth T: 042 933 8323

Youth Work Ireland Meath, St Mary's Church Ground, Trimgate Street, Navan, Co Meath. T: 046 9093402

Youth Work Ireland Midlands Regional Office, Pump Lane, Athlone, Co. Westmeath. T: 090 647 7075

Youth Work Ireland Cavan Monaghan, Youth Information Centre, York Street, Castleblayney, Co. Monaghan. T: 042 975 1979.

Youth Work Ireland North Connaught, Rockwood Parade, Sligo, T: 071 914 4150

Youth Work Ireland Tipperary, Croke Street, Thurles, Tipperary T: 0504 234 26

Appendix2: Rules around membership of our Board (Trustees under the Charities Act 2009):  
The full membership of our Board can be found on page 2.

From our Constitution Directors are appointed from panels to our Board of Management as follows.

The Board to consist of not more than 14 and not less than 10 individuals appointed as follows:

A President to be elected at an Annual General Meeting;

A President-elect to be elected at the Annual General Meeting of the year preceding the expiry of the term of office of the then current President;

The Board selects a Chair from among their number at the meeting following the elective AGM.

Not less than nine but not more than 12 (9-12) members nominated by a Member Youth Service and/or the outgoing Board and elected from three panels:

Not less than three but not more than four (3-4) people currently involved as volunteers in Regional Management;

Not less than three but not more than four (3-4) people currently involved as senior Regional Managers with Member Youth Services;

Not less than three but not more than four (3-4) people chosen by Member Youth Services to represent them on the National Youth Action Group:

and

and, in addition to the above, not less than three but not more than five (3- 5) directors to be co-opted by the board.