



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

**Directors` report and financial statements  
for the year ended 31 December 2019**

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

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Table of Contents**

Officers and Advisors	2
Directors' Report	4-35
Directors' Responsibilities	36
Auditors Report	37-39
Statement of Financial Activities	40
Statement of Other Comprehensive Income	41
Balance Sheet	42
Cashflow Statement	43
Notes to the Financial Statements	44-60
Appendix 1- Location of Member Youth Services	61-63
Appendix 2-Rules for Membership of Board	64

**National Youth Work Ireland CLG (a Company Limited by Guarantee)****Officers and professional advisers**

<b>Chairperson</b>	Catherine Durkin (appointed 27 <sup>th</sup> July 2019) Geraldine Lacey (resigned 27 <sup>th</sup> July 2019)
<b>Secretary</b>	Michael Connolly (appointed 8 <sup>th</sup> February 2020) Bryan McMahon (resigned 7 <sup>th</sup> December 2019)

**Directors**

<b>Position</b>	<b>Name</b>	<b>Start date</b>	<b>End date</b>
President	Deborah Fakeye	AGM Nov 2019	AGM 2022
Chair (co-opted)	Catherine Durkin	02 Feb 2017	AGM 2020
Treasurer (Co-opted)	Bill Thompson	07 Mar 2015	AGM 2020
Senior Manager MYS	Tom Dunne	AGM Oct 2018	AGM 2021
Senior Manager MYS	Geraldine Lacey	08 Nov 2014	AGM 2020
Senior Manager MYS	Christina Fogarty	AGM Nov 2017	AGM 2020
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	Patrick Moore	AGM Nov 2017	AGM 2020
Senior Volunteer	Paul McCusker	01 Feb 2014	AGM 2020
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	Tiernan Burford Murray	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 2019**

Senior Manager MYS	Pat Forde	Nov 2016	AGM Nov 2019
National Youth Action Group	Meaghan McCarthy	05 Feb 2017	AGM Nov 2019
Co-Opted	Bryan McMahon	23 Mar 2013	AGM Nov 2019

<b>Auditor</b>	PKF FPM Accountants (Ireland) Limited Unit 5B Unit 5H Fingal Bay Business Park Balbriggan Co. Dublin
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<b>Bankers</b>	Bank of Ireland 6 Lower O'Connell Street Dublin 1
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**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Officers and professional advisers**

<b>Solicitors</b>	Crowley Miller 3, Exchange Place Georges Dock, IFSC Dublin 1
<b>Charity Regulatory Authority Number (RCN)</b>	20068363
<b>Charity Reference Number</b>	CHY 18032
<b>Companies Registration Office</b>	193547
<b>Registered and Business Address</b>	20 Lower Dominick Street Dublin 1

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

#### **1. Objectives and Activities**

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 20 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:

1. Strengthen our Integrated Youth Services Model
2. Improving and Sharing our Youth Work Practice
3. Youth Participation
4. Speaking Up for Young People & Youth Services
5. Finances and Resources
6. Acting Together for Great Impact

#### **2. Achievements and Performance**

The following are the achievements we have attained during 2019 under each of our strategic objectives.

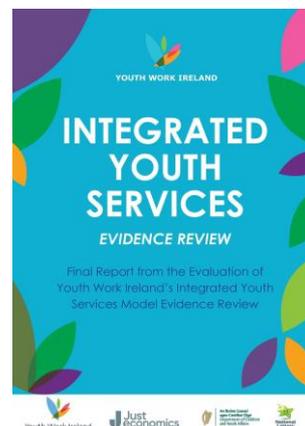
## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

## 2.1 Strengthening our Integrated Youth Services Model

### Youth Work Ireland Integrated Youth Services Research

After a tendering process in 2018, Youth Work Ireland commissioned [Just Economics Research Limited](#), to carry out a robust independent evaluation of the Integrated Youth Services Model. At the Youth Work Ireland AGM meeting in November 2019 the results of this research were launched.



The purpose of the project is to have rigorous scientific research underpinning our model and a sound evidence base for the [Integrated Youth Services Model](#). This report now supports and confirms our shared belief and up until now, the anecdotal evidence for both the cost effectiveness of the model, and more importantly, the significant positive outcomes it has for young people. Based on strong international evidence the report concludes that integrated working yields substantial benefits for young people. Ireland's National Youth Strategy, the [Better Outcomes, Brighter Futures](#), prescribes very high degree of inter departmental and interagency Integrated Youth Services working in order to achieve the Five National Outcomes for young people. Member Youth Services on the ground implement this on a daily basis through our Integrated Youth Services Model.

## 2.2 Improving and Sharing our Youth Work Practice & 2.3 Youth Participation

### Youth Work Ireland National Detached Programme

Youth Work Ireland's [Detached Youth Work Programme](#) engages vulnerable and socially excluded young people by connecting them with supports that will improve the outcomes of their lives. The Detached Programme focuses on the young person's individual well-being and social interactions in the community in which they live. The Youth Work Ireland's National Detached programme entered its second year of service provision in 2019, with staff working in 10 sites across the country. These include:



- Limerick City Centre
- Ballycrummin Limerick City
- Carrigtwohill, Co Cork
- Macroom, Co Cork
- Dingle, Co Kerry
- New Ross, Co Wexford
- Convoy, Co Donegal

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

- Carlingford Peninsula, Co Louth
- West Wicklow, Co Wicklow
- Edgeworthstown, Co, Longford

Through this programme of work, young people who are disconnected from the services they need are engaged with by youth workers and supported to connect with relevant service providers.

### Youth Work Ireland Be Well Programme

[Be Well](#) is a support pack for young people to identify and address anxiety. This 90-minute activity session aims at supporting young people to gain knowledge and skills to identify and address anxiety in their lives. In 2019, 21 Youth Work Ireland member service staff were trained to deliver this programme to young people through funding provided by the ESB's Our Generations Fund.

Promotion and further support of the Be Well programme took place during the Christmas 2019 period with the **#Givethegiftofwellbeing** programme. The Be Well Pack was written by youth worker Leighann Ryan Culleton from Youth Work Ireland's Member Youth Service, [Carlow Regional Youth Service](#).

It has been piloted with nearly 350 young people, volunteers and staff; and has been externally reviewed by clinical psychologists. It is influenced by the [Friends Resilience Programme](#), a [World Health Organisation](#) recognised programme of support to encourage resiliency and address anxiety. Be Well also uses the well-known 5-A-Day approach to mental wellbeing namely CONNECT - BE ACTIVE - TAKE NOTICE - KEEP LEARNING – GIVE to help young people build resilience and learn ways to cope with everyday anxiety. This pack will help support a large number of young people across Ireland to identify when and what makes them feel anxious, learn what to do to address this and where necessary get additional support.



### Youth Information

[Youth Information Centres \(YICs\)](#) provide a free, confidential information service to young people and those who work with them on a wide range of subjects including careers, education, employment matters, rights and entitlements, leisure, sport, travel and European opportunities. Located around the country, they are a first point of contact for a young person seeking information on any subject of interest or concern. The information is provided in specially designed premises where the atmosphere is warm and informal. Many YICs offer additional services such as a low-cost CV preparation service, internet access, European Youth Cards and hostelling cards. Trained and friendly staff are always available to help find or interpret the information required. These staff work in close co-operation with other relevant voluntary and statutory agencies and will refer young people to them when further information or specialist help is required. Each Youth information Center also operates an outreach element to its work visiting schools, clubs, groups and other relevant organisation in the community.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

#### Online Chat Service

Working with Youth Work Ireland [Member Youth Services](#), [YMCA](#), [Crosscare](#) and [Spunout](#), Youth Work Ireland has been working to develop a national Youth Information Online Chat Service. This service will allow youth information staff to take their work online, and utilise the platform provided by SpunOut.ie to reach a broader audience. The service will contribute towards extending the hours at which young people in Ireland can access youth information. The service will offer quality information to young people through a chat program hosted on SpunOut.ie. The information will be provided by youth information staff from the three national youth information providers through the dedicated chat system.

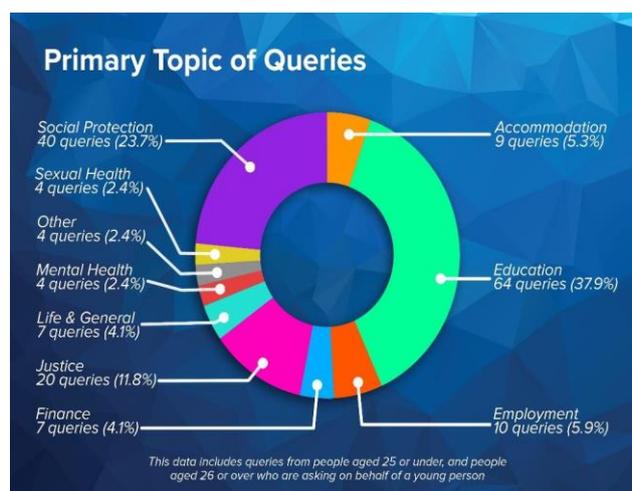
This new and innovative service will meet the needs of young people at a time that suits them and through a medium which they are comfortable with. The service has the potential to reach socially and geographically isolated young people. It is specifically presented to young people and staff as not appropriate 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.

#### Pilot Process

Over the summer of 2019 a successful three-month pilot of the chat service took place involving three centres. The interface connected with young people through the Spunout.ie website. Over the pilot period there were 169 interactions via chat or ticket system. This new and innovative services for young people will be formally launched nationally in 2020.

#### YouthBank

In May 2019, the [Irish Youth Foundation](#) and Youth Work Ireland jointly announced that Youth Work Ireland was officially the new home for [YouthBank Ireland](#). The board of the Irish Youth Foundation (a fundraising charity for the youth sector), decided to transition the programme to a larger frontline Youth NGO in order to provide a more suitable environment to help youth-led grant making reach its potential on the island of Ireland. They are jointly working to explore new avenues for investment and sponsorship in order to offer more young people the opportunity to gain essential skills for life whilst giving back to their communities. Together, both organisations are committed to continuing high standards of youth-led grant making and to work closely with all partners in achieving this.



**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Directors' Report for year ended 31<sup>st</sup> December 2019**



## #YouthEmpowered

#YouthEmpowered is an employment support programme by sponsored by [Coca-Cola HBC](#) and delivered on an all Island basis through a partnership between Youth Work Ireland, [Youth Action Northern Ireland](#) and Coca-Cola HBC. #YouthEmpowered is designed to give young people access to the life and business skills they need to transition into work. It aims to improve employment prospects through access to employability workshop-based training, online content and mentoring support.



In 2019 Youth Work Ireland Member Youth Services delivered #YouthEmpowered skills days workshops to young people in:

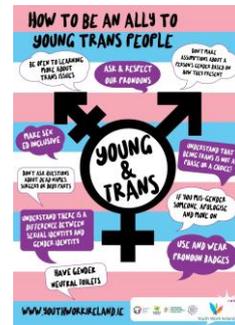
- Sligo Town, Co Sligo - [Youth Work Ireland North Connaught](#)
- Mullingar, Co Westmeath, [Youth Work Ireland Midlands](#)
- Dundalk, Co Louth, [Youth Work Ireland Louth](#)
- Navan, Co Meath, [Youth Work Ireland Meath](#)

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Directors' Report for year ended 31<sup>st</sup> December 2019**

**Trans Workshop and Resource Launch**

In January 2019 Youth Work Ireland hosted a workshop for young trans people from our Member Youth Services. These events were co-facilitated by [TENI](#) and aimed at surfacing the challenges and experiences young trans people face growing up in rural Ireland. From these events, an [awareness poster](#) was developed and a resource booklet for youth workers to support them in their work with young trans people. The resource [‘Young and Trans in Rural Ireland: Guide to supporting young trans people living in rural Ireland’](#) was officially launched by Fair City actor Jack Murphy in April 2019. This resource will help raise the awareness of the needs of young trans people in rural parts of Ireland. It will encourage people to be the best trans allies they can be to help make Ireland a truly trans-inclusive society.



**YES Project (Youth Empowerment in Sexual Health)**

The [Yes Project](#) is a Europe-wide initiative aimed at providing young people with empowering sexual health and reproductive education in a community setting. This project is based on the need identified by Youth Work Ireland through a consultation with young people in 2018. In February 2019 the first planning meeting of the YES Project took place in Dublin with partners [ECYC](#) (European Confederation of Youth Clubs) and [LOGO Jugendmanagement](#) attending. In Spring 2019, a European survey of 175 workers in 5 countries was carried out and several focus groups took place in Ireland to research and develop the capacity of youth organisations to deliver SRE to young people. It also linked in with key influencers from the policy, statutory and academic sector in Ireland to support and guide the development of the programme. A 3-hour sessional plan for workers was then developed for workers which focused on the issues of Consent, Decision Making and Sexual Identity. In November 2019 we launched the programme and trained 130 workers on how to use the pack in their youth work setting.

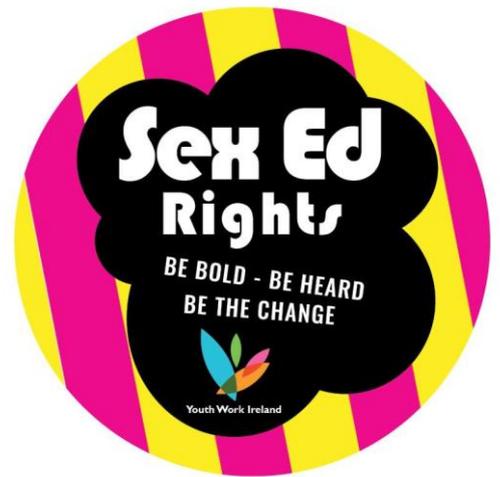


## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

#### The Sex Talk Team

As part of the work on [Positive Sexual Health](#) (PSH) in January 2019, a group of young people from Youth Work Ireland Member Youth Services began working on the PSH programme. This group met four times during the year to plan and develop the programme of work, and to ensure that the voices and opinions of young people were to the forefront of all elements of the PSH campaign. The group called themselves '*The Sex Talk Team*', and through the year they led out on all aspects of the PSH work including appearances on Ireland AM, Today FMs The Last Word, and Newstalk's Lunchtime Live to talk about the programme and to campaign for change in how sex education is taught in schools.



#### Positive Sexual Health Learning & Sharing Events

In April 2019, two [Learning and Sharing](#) events were held on Positive Sexual Health, one in Dublin and the other in Limerick. The events were an opportunity for young people and youth workers to get involved with the Positive Sexual Health campaign and to learn more about the issues of consent, safety and wellbeing in relation to sexual health. Both days were co-facilitated by members of the Sex Talk Team providing a youth led, and youth-focused events which offered young people a positive, fun environment, with music, food and games where they will felt safe and supported to have their voices heard on this subject.

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Directors' Report for year ended 31<sup>st</sup> December 2019**



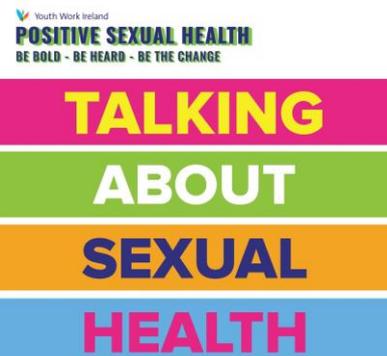
# POSITIVE SEXUAL HEALTH

## BE BOLD - BE HEARD - BE THE CHANGE



### Talking About Sexual Health – Resource and Launch

In April 2019, as part of the Positive Sexual Health Campaign a new resource was launched to be designed specifically to address the issue of sexual health education. The resource [‘Talking About Sexual Health: Opening conversations with young people about sexual health and staying safe’](#) aims at supporting youth workers to identify opportunities to start conversations around sexual health and safety with their young people. The resource was developed by a working group from Member Youth Services and was peer reviewed by both The Squashy Couch and the National Youth Health Programme. The resource has 16 sections including tips on how to create positive environments to encourage safe conversations on sexual health. It also has a checklist for youth workers to consider before engaging in conversations on sexual health.



Opening conversations with young people about sexual health and staying safe.



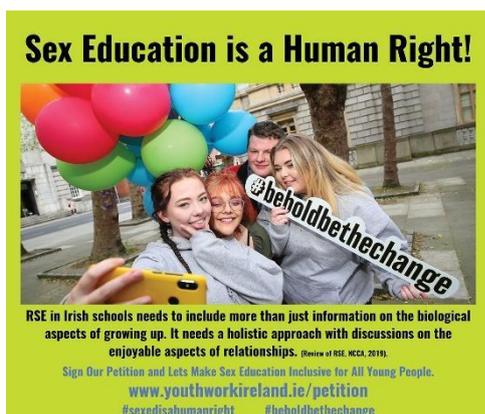
### Inclusive Sexual Health Education Campaign

One of the issues raised by young people both on the Sex Talk Team and in regional consultation was that of the inconsistency in the sex education they are receiving in schools. Funding was applied for from the [Irish Human Rights and Equality Commission](#) (IHREC) to both support the conference and to run a campaign to raise awareness among young people of their rights to inclusive and accurate sex education. Currently, under the Education Act of 1998, schools can decide what elements of sexual health information they teach based on the ethos of their school.

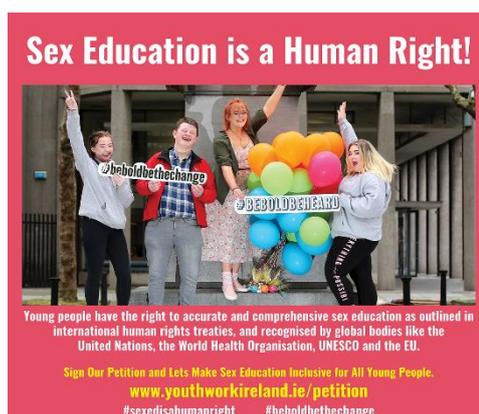
## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

The campaign aimed at gathering signatures to a petition to seek a change in the Education Act. We ran the [petition online](#) accompanied by a social media campaign and gathered signatures at events such as Zeminar. This campaign linked in with the [National Council for Curriculum Assessment](#) (NCCA) who are currently reviewing the RSE curriculum, a member of the Sex Talk Team presented at one of their symposia.



This project is supported under the Irish Human Rights and Equality Commission Grant Scheme



This project is supported under the Irish Human Rights and Equality Commission Grant Scheme

## Positive Sexual Health National Conference & Youth Summit

On Friday November 1<sup>st</sup> we hosted the [National Consensus Conference and Youth Summit](#) on the theme of sexual health. The event focused on the rights of young people to inclusive sexual health and saw hundreds of young people and workers gather at the Mansion House in Dublin to hear from expert speakers and take part in interactive workshops. The event sought to achieve better policies and approaches to sexual health, and to debate young people's right to inclusive, holistic and accurate sex education and information. The event was supported by the Irish Human Rights and Equality Commission with [Riyadh Khalaf](#), YouTube & BBC blogger, providing the keynote address. Other speakers included [Robbie Lawlor](#), Anna Keogh aka [bananas sex ed](#), [Roe McDermott](#), Annette Honan, [John Gilmore](#) and [Daniel Airey](#). The workshops focused on issues such as consent, sex education, pornography, relationships, SDGs and inclusive sex education. The event was presented by The Sex Talk Team and culminated in a vote on Youth Work Ireland's [#campaignforchange2020](#).

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

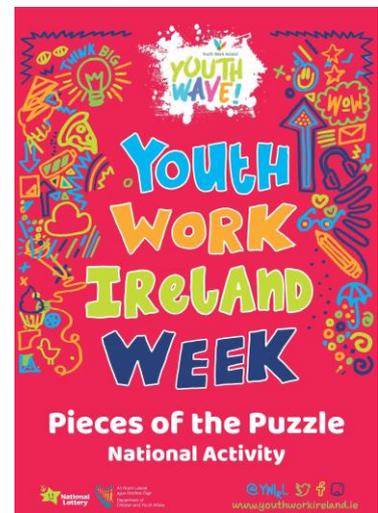
**Directors' Report for year ended 31<sup>st</sup> December 2019**



**Youth Work Ireland Week Activity - Pieces of the Puzzle**

Youth Work Ireland Week 2019 took place on May 11th - May 18<sup>th</sup>, 2019. The theme was taken from the hashtag **#youthworkworks**. Youth Work Ireland's National Office staff designed and disseminated an activity pack entitled 'Pieces of the Puzzle' to all our clubs and projects. The activity supported young people to celebrate and name the positive outcomes they gain from being part of a youth club, particularly around issues of identity, self-expression and confidence.

The 'Pieces of the Puzzle' activity was inspired by The Puzzle Art Installation Project created by artist Tim Kelly and was an innovative way to have individual voices collectively heard. Over 5,000 large puzzle pieces were sent to clubs and projects. They returned puzzle pieces exhibited t an effective and simple way for young people to tell their own story and get a sense of being part of something bigger than their local club.



The packed week schedule also saw thousands of young people across Youth Work Ireland Member Youth Services taking part in hundreds of activities and fun events to celebrate and promote youth work.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

#### Political Briefing

Youth Work Ireland's annual [Political Briefing](#) took place on Wednesday 15<sup>th</sup> May 2019 in Buswells Hotel. This event is organised every year as part of Youth Work Ireland Week and provides a space for youth workers and young people to engage on a personal level with Oireachtas members and communicate to them the value and extent of the work being done in local communities by youth services every week. The event is a tried and trusted opportunity to connect local experiences with national policy work. This year some of the young people from the Sex Talk Team attended the event and had an informal sit down with Minister for Education, Joe McHugh TD about the work they were doing as part of the Positive Sexual Health Campaign.

**As a federation each year we have three specific asks we put to politicians. In 2019 they were:**

1. Preserve the local community-based infrastructure of youth services led by local people in the forthcoming review of the Youth Service Grant.
2. Fully implement the recommendations of the [National Council for Curriculum & Assessment \(NCCA\)](#) & the [Oireachtas Committee on the Relationships & Sexual Education \(RSE\) Review](#).
3. Respond to youth led climate protests by amending the Climate Act to bring Ireland up to and beyond the EU targets from second last where it currently resides.



#### LGBTI Youth Work

Youth Work Ireland's network of [LGBTI+ projects](#) provide critical support in many areas of the country where people struggled with being accepted for who they are. While this process is far from complete LGBTI+ youth projects played a major part in ensuring the greater commitment to equality was present in all parts of Ireland. In early 2019, in an effort to help further develop our practice on LGBTI+ youth work, a national audit was carried out with youth workers from our Member Youth Services in an attempt to surface the challenges they face and gaps in provision they have experienced working with young LGBTI+ people. From the audit four key areas were identified that youth workers want additional support on. These areas are Sexual Health, Gender Identity, LGBTI+ Visibility and Trans issues. Funding was applied for and received from the [LGBTI+ National Youth Strategy Capacity Building Fund](#) to develop a programme pack for workers around these four issues.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

The first stage of the development of this programme – BÍ Tusa (Be You) - took place in 2019, we hope to finalise, launch and distribute the pack 2020.

#### Pride Breakfast

The [Pride Breakfast event](#) is one of the highlights of the year and took place in National Office the morning of Dublin Pride on June 27<sup>th</sup> 2019. This event was co-hosted with [BeLonG To Youth Services](#) and on the day over 500 young people and workers from across the network of LGBTI+ youth groups attended. The day is a

celebration of the LGBTI+ youth work and a chance for young people to express themselves. This event has run since 2015 and is an important rallying point for LGBTI+ groups. It is an opportunity for many to celebrate openly and safely with their peers. It is also a celebration of the partnership between Youth Work Ireland, BeLonG To and all those working in this field. This year, An Taoiseach Leo Varadkar was welcomed to Dominick Street to have breakfast and meet the young people. Artist Violet Dempsey also came in to erect a 'Pride Wall' in the car park, and through art, young people were invited to write testimonies of what Pride means to them. The Pride Wall is now on display to all who visit Dominick Street.

As part of our work on Pride, a fundraising campaign was developed to support young people from rural locations travel to attend Pride. The **#givethegiftofpride** campaign ran in the weeks leading up to Pride and was featured in [GCN Magazine Pride edition](#). A wide-reaching social media campaign to promote the campaign was run. The campaign was well received and contributed towards the cost of Youth Work Ireland groups traveling to Pride.



**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Directors' Report for year ended 31<sup>st</sup> December 2019**



**Postal Vote on Consensus Topic #campaignforchange2020**

The [Consensus Process](#) is a way of working with the Federation of Youth Work Ireland to surface the issues of most concern to young people. This year young people were consulted with at various events including the Learning and Sharing regional events and asked them to identify issues that will be of most concern to them in 2020. From all the feedback, issues were narrowed down to four – Environment, Homelessness, Personal/Online Safety and Healthy Lifestyles. A postal vote campaign was then carried out and thousands of postal cards were sent to youth clubs and projects. When they were returned to National Office, they were tallied and the top two issues – **Environment** and **Homelessness** were identified. These two issues were then presented to the National Conference for a vote. At the conference, representatives from agencies who advocate on each issue spoke to the importance and relevance of the topic as it applies to young people. Homelessness received the most votes, and this is now the consensus topic for 2020.

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Directors' Report for year ended 31<sup>st</sup> December 2019**



**Work To Learn Launch**

Youth Work Ireland’s [Work to Learn Programme](#) was officially launched by Minister of State, David Stanton TD on October 2<sup>nd</sup>. This innovative event saw young people, business experts and workers gather for a roundtable event on youth employment. Ireland has reached near full employment, however, there remains challenges for employers and vulnerable young people in society. The gap between both groups is widening, making the unemployment of young people who are distant from the labour market a critical social issue in Ireland. The event considered solutions to this problem and invited young people who have participated in the Work to Learn programme to present inputs on their experiences. The Work to Learn programme was rolled out in 19 locations, engaging approximately 56 young people in 2019.



**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.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

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:

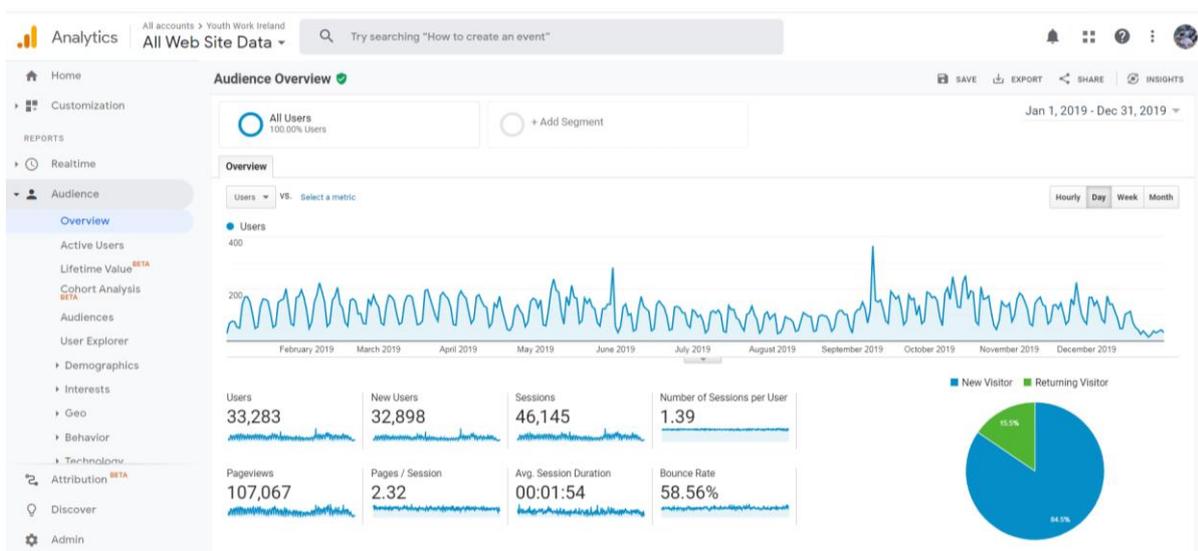
- The Digital Learning Planning for Organisations provides a self-assessment tool and guidance to embed digital technology into your youth service or club in a truly youth-centred fashion, and an online course to take your organisation through this process using Design Thinking.
- The Competence Framework 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 2019. In terms of analytics – the following is an overview of traffic, views and behaviour for the website for the time frame January 1<sup>st</sup> – December 31<sup>st</sup>, 2019.



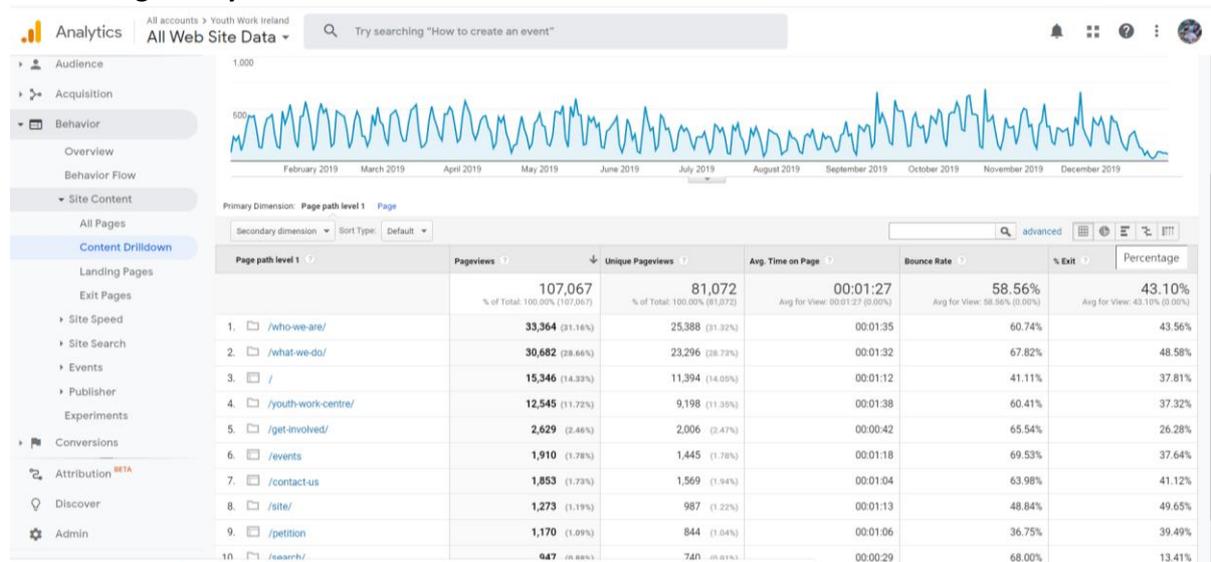
## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

#### Activity and Users

- Users were up by 2,252 from 31,031 to 33,283
- Active sessions increased from 42,359 to 46,145
- Page Views increased from 101,875 to 107,067
- The majority of website traffic came from Ireland (80.2%) with visits from the US (5.01%) and the UK (4.23%) next.
- The number of users visiting the website directly from a desktop decreased from 60.38% in 2018 to 45.4% in 2019, while mobile traffic increasing from 39.6% in 2018 to 45.2% in 2019.
- The most clicked page was Who We Are (31.1%) followed by What We Do (28.6%).

#### Overall Page Analytics



#### 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 are 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.

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

#### **Youth Network for Peace:**

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 successful launch campaigns around Marriage Equality, Brexit, School supports, services for young people. In late 2019 the Network linked one of the campaigns with Youth Work Ireland's National postcard campaign to make this an all island initiative.

On Saturday 23<sup>rd</sup> of November, Youth Work Ireland hosted the Youth Network for Peace's convention with Youth Work Ireland Louth in the Carnbeg hotel in Dundalk and the wider Youth Network for Peace partnership. As part of the convention, a pop-up radio studio was created and broadcast live throughout the day. Young people were engaged in workshops around the radio station that was created for the programme. The event also featured performances by Irish Youth Music Awards performer Ry from the Irish Youth Music Awards hub in Louth. A Youth Empowerment zone supported by Coca Cola was also part of this event. The convention saw over 100 young people and youth leaders engage in the event to share, collaborate and to look at ways to further youth workers input into peace building. Local TD's and councillors were invited to attend.

#### **Youth Wave**

On October 5<sup>th</sup>, 2019, the first Youth Wave was held. It was decided that for the first year, Youth Wave would contain several activity zones to reflect the recommendations made by young people and club volunteers during the consultation process prior to the establishment of the event. The event took place in the Athlone Institute of Technology Sports Centre.

Zone 1 was in the Arena and was the Sports, Entertainment and Fun Zone. This area consisted of team building and team games and was the main activity area. Youth Work Week Jigsaw activity "Pieces of the Puzzle" was put together and displayed (see Youth Work Ireland Week Activity - Pieces of the Puzzle above). This was well received, and numerous young people found their pieces on the day and really enjoyed seeing their work was displayed at a National Event. The event also included Face Painters, a Gaming Van and a Selfie Mirror. Radio YNP from Youth Action Northern Ireland was broadcasting for the day and conducted interviews with various young people participating in the day. We also created a busking stage in the Arena. The busking stage was a huge success and lots of young people displayed their talent to their peers. Bank of Ireland also were in attendance on the day and they handed out goodie bags to all the participants.

Zone 2 was our incredibly popular sports workshops area. Partnerships have been created with the FAI and Basketball Ireland and they provided skills coaching and a chance to play Basketball and 5-a-side football throughout the day. This zone was constantly busy and the feedback from young people requested more of this type of activity in future events.

Zone 3 was devoted to Learning, Sharing and Workshops. There were workshops on the environment, video making, UPS Road Code, sports & nutrition and Coder Dojo. The Sustainable Design, Waste Management, Energy, Electricity & Circuits workshops were all delivered by staff from the Rediscovery Centre. The Video Making workshop was delivered by RTE TV journalist Aileen O'Meara. Shane Dunne and Jim Dempsey from UPS delivered the UPS Road code providing young people with virtual car driving experience. The sports and nutrition workshop was delivered by AIT staff and the Coder Dojo workshop was delivered by Josh and Tara from Coder Dojo. The day was a huge success and the young people had a fun, informative, entertaining and enjoyable day.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019



### Nollaig 2019

[Nollaig](#) is an opportunity for young people between the ages of five and eighteen to design a Christmas card for Youth Work Ireland. The competition was launched in September 2019 and was open to all young people affiliated to a Youth Work Ireland Local Youth Services. There are three age categories and a winner is chosen from each. An overall winners card is 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. 10 Member Youth Services took part in the 2019 competition with almost 300 entries being received. The overall winner was Tymon Jaskula – Kildare Youth Service:



### Irish Youth Music Awards

[The Irish Youth Music Awards \(IYMAs\)](#) celebrated its twelfth year in 2019. Over the course of the twelve years, the programme has engaged with young people, their communities and youth clubs all over the island of Ireland. Over 100,000 young people have engaged with the IYMAs and it continues to grow each year.

As part of the programme development, participation has increased in the programme by engaging and working with the wider youth work sector. This has led to participation and engagement with [Crosscare](#), [CDYSB](#) and other youth focussed initiatives. This programme is now the only all island integrated youth sector initiative. It is unique in that it uses music as a medium to engage and reach young people from across different communities including those outside formal education as well as young people in rural areas and communities generally isolated from mainstream interventions.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

As part of the IYMAS programme, programme activities have been mapped against the Irish governments' **Better Outcomes Better Futures** 5 national outcomes for young people. The activities also promote the 7 Personal and Social Development Outcomes identified in the same national strategy.



[An Gaisce- The President Award](#) was part of the 2019 IYMAS programme and offered the opportunity for further accreditation for young people involved in the IYMAS programme if they so wished.

Through the establishment of a media partnership with [RTÉ 2FM](#), a Christmas special was produced and broadcast at peak listenership on Christmas Day 2019 to thousands of listeners across Ireland. This featured tracks by acts involved in the programme and an exclusive RTE studio 8 recording session with IYMAS recipients from Youth Work Ireland Louth, *Even For A Day*, which was included in this special.

In 2019, the largest number of young people progressed on from the IYMAS programme to the [BIMM](#) Institute Dublin. Five IYMA young people were awarded the BIMM Bursary Award. These young people were from our IYMAS hubs in [Kildare Youth Services](#) Clane club, [Youth Work Ireland Meath](#), [Waterford and South Tipperary Community Service](#) and Crosscare Dublin West. They each received financial support through the bursary developed with BIMM to help them progress their third level careers in the college by supporting them purchasing musical equipment.

The IYMAS National Day happened on Saturday May 11<sup>th</sup> 2019, and was the biggest yet with over 900 people in attendance from across Ireland. Eight Music industry workshops with some of the biggest industry acts booked including, The Riptide Movement, The Academic, Wyvern Lingo and lots more were in attendance.

IYMAS BIMM Bursary awardee Sinead Pokall was also invited to present one of the education hubs to showcase the bursary and the progression path of a young person from the IYMAS programme to a third level degree course in BIMM.

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

After a very successful and intense marketing campaign, the release of IYMA's Volume 12 reached number five in the national charts. The launch of the album took place in Dundalk and acts from the album performing on the day. In 2019, a distribution deal was developed with Golden Discs and to support sales. They also agreed to work with the young people to produce music videos to accompany their tracks on the album.

### **National Youth Action Group**

Youth Work Ireland's [National Youth Action group](#) continued to contribute to our activities, advocacy, and governance. The group held a residential to plan its work at the start of 2019, and they decided to prioritise recruitment and one or two policy issues for the year. They also continued with the approach of holding of 3 "core" meetings during the year which were to be the main planning and reflection meetings. Their sub activities were to be planned and reviewed at the core meetings. These meetings took place in March, June and October.

The group has honed its Terms of Reference and designated members into key officer roles. The Group continued to support the major Youth Work Ireland activities such as the Political Briefing and consensus process. The group once more worked fully with Five Nations partner organisations in developing common advocacy messages and engaging with the British Irish Parliamentary Assembly. This involved six young members taking part in a workshop on current issues for young people in Edinburgh in March. The group also took part in other international activities with ERYICA, ECYC and the ECYA such as trainings on shrinking civic space and the new EU Youth Strategy and worked on the European elections and as youth ambassadors. The group continues to assist with Youth Work Ireland events such as Youth Wave and the IYMA's.

## **2.4. Speaking Up for Young People & Youth Services**

### **Speaking up for Youth People and Youth Services**

Youth Work Ireland continues to actively seek to shape and influence policy by making their views and those of young people heard. Youth Work Ireland have been working hard on a number of relevant policy issues over the last year;

- **Youth Funding:** The Department of Children and Youth Affairs (DCYA) has initiated a number of review and reform processes in relation to youth funding streams. The new targeted programme for youth work was piloted by the DCYA in 2018 with further refinements and discussion in 2019. The planned review of the Youth Service Grant was postponed to 2020 but the organisation has continued to refine, reflect and discuss this funding and interact with the DCYA regarding it particularly how the new targeted scheme interacts with the YSG. We have worked at examining the history of this funding and highlighting the important aspect of infrastructural funding it supports in communities all around Ireland.
- **Sexual Health:** Building on Youth Work Ireland's work on sexual health as part of the consensus process, a submission was made to the NCCA review on RSE and took an active part in consultations and other work in this area.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

A holistic approach was advocated for and can be understood as teaching and learning about the cognitive, emotional, physical and social aspects of relationships and sexuality. It aims to equip children and young people with knowledge, skills, attitudes and values that will empower them to: realise their health, wellbeing and dignity; develop respectful social and sexual relationships; consider how their choices affect their own wellbeing and that of others; and understand and ensure the protection of their rights throughout their lives.

- **Youth Services Grant:** while a review of the Youth Service Grant is forthcoming, it is felt the issue is of great importance to the sector. Youth Work Ireland has the view that the Youth Service Grant (YSG) has now served its function, and during its time frame there was limited vision or ideas from the State as to what youth work, or indeed work with young people, should be. The voluntary sector on many respects filled this vacuum. This has now clearly changed, and any new arrangements cannot be developed in the absence of an in-depth analysis and appreciation as to why experienced professionals, at the coalface, have done things in a particular way. The concept of a “Youth Service” rather than free floating uncoordinated projects is a valuable one. Youth Work Ireland members work through an Integrated Youth Service Model. This means that one regional based service provides for all the needs of young people in a catchment area, in an accessible way, consistent with the five national outcomes of Better Outcomes Brighter Futures. The service provides for these needs in a seamless fashion starting with the young person. This enables them to engage in appropriate services and be signposted through relevant services in a community setting. The Integrated Youth Service adds considerable value over and above the approach of uncoordinated projects and interventions, often overlapping or indeed promoted by different public agencies or Departments.
- **Targeted Youth Projects:** The Value for Money Review (VFM), of Youth Programmes was carried out by the DCYA in 2012. The VFM “approach” is now the norm for developing new targeted youth projects. There has been a change management process in place in relation to this work, which has entailed a lot of policy and practice work on our behalf. In response to discussions, Youth Work Ireland have been outlining our approach to service opening hours and best practice in this area. Draft rules for the Targeted Youth Funding Scheme (TYFS- now UBU) were produced during the year. In the response to these, it was felt these projects benefitted hugely from being part of an integrated youth service which is resourced locally as well as from DCYA. However, there does need to be some thinking about whether the state is simply purchasing a discrete service or project from funded organisations or whether that can be integrated into different funding strands for different outcomes in one region. It may become increasingly difficult to effectively straddle two approaches. Youth Work Ireland believe that Voluntary Youth Organisations should deliver the TYFS under, and consistent with, the definition of youth work in the 2001 Act. A role for local development actors is not seen as the prime providers of these projects although their involvement as partners or supporters is welcome.
- **Budget 2020:** Youth Work Ireland continue to make the annual Budget Submission highlighting a variety of issues relevant to young peoples' lives. On Youth Work funding, there was a cut of nearly 6 times the rate of public expenditure during the recession. This is unacceptable. Such cuts now need to be reversed as the youth sector have contributed way more to recent adjustments than other areas of public expenditure without any policy basis.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

There is now a much firmer base of oversight, management and governance of these projects. Increased funding for youth services in last year's budget are welcome and the trend needs to continue to undo the damage of the past. Youth Services in Ireland are co-financed by the National Lottery, the contract between lottery players and good causes must remain. If the exchequer is cutting matching funds by greater amounts, then such a contract is threatened. Over eight years to 2014, youth work funding from DCYA was cut to €49.8m (see table below), a decrease of 31.8%. While there has been an increase in funding since 2014, notably in 2017, overall funding for youth work stands at €60.4m in 2019, still €12.7m (17.4%) below 2008 levels, not taking inflation into account.

Year	2008	2014	2019
DCYA Funding for Youth Work	€73.1m	€49.8m	€60.4m
% Decrease		-31.8%	-17.4%

#### NYCI Submission to DCYA

- Housing and Homelessness; Youth Work Ireland set out the need to prevent young people from becoming homeless in the first place. The Government must give tenants greater security so young people can plan for their future. If young people become homeless the services and emergency accommodation, they receive must be designed to meet their specific needs. Young LGBTQ+ people are at higher risk of homelessness across the world. Homeless services should be LGBTQ+ – friendly and staff should be trained to respond to specific needs. The Government must guarantee that all young people leaving State Care have a secure home. Youth Work Ireland recommended the establishment a €100m dedicated Youth Homeless Strategy financed from a vacant homes tax and a stricter vacant sites system which would also free up critical supply of homes and land.
- Climate: Youth Work Ireland pointed out that in Ireland's case our contribution to what is needed globally is even more important as we are almost bottom of the EU table in this area. These targets are the minimum needed in the immediate future. Individuals will have to be open to change in all walks of life to meet the climate challenge, but Governments need to take the lead. The key areas that need attention are energy use, transport, and agriculture;
  - An enhanced carbon tax with a rebate scheme for lower incomes and a surplus to fund critical climate change measures
  - Levy on single use coffee cups
  - Abolish VAT exemption on airline fuel
  - Fast track Ireland's move towards being a renewable energy leader particularly in the field of wind. Enhance storage capacity, interconnections and diversity in renewables to ensure grid security
  - Make public transport free for under 25s to embed the habit
  - Begin planning for more LUAS lines in Dublin and other cities using funds from the above, the capital fund, PPP's and the EIB

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

- Set a cap on emissions from agriculture which would enable achievement of Paris commitment outcomes
- Education: Youth Work Ireland stated that the performance of children on key indicators under the PISA system is significantly less in DEIS schools despite some improvement. Non-attendance measured by Tusla (formerly the NEWB) is still high. Curriculum reform at the senior level needs to be a greater priority. Data in this area and the related area of vocational education and training is weak since the ESRI's School Leavers Survey was effectively defunded.
- Mental and physical health: Youth Work Ireland pointed to a major problem with obesity illustrated in the Growing up in Ireland Survey. The Substance Misuse Strategy still needs major support and action. The Vision for Change document has been poorly resourced for years, and more support is needed for child and adolescent mental health teams. Youth Work Ireland had made repeated calls in previous submissions for;
  - Implement the National Substance Misuse Strategy
  - Deliver on the various guidelines on diet and exercise for young people through schools and voluntary youth services for example those recommended by Safe Food Ireland
  - Halve CAMHs waiting lists
  - Establish a fund for community-based sports and leisure activity for young people
  - Use extra Excise duty from minimum pricing to fund the above and other measures in this submission and other expert reports

Youth Work Ireland's Advocacy and Communications function also contributes to compliance work by supporting and informing members and National Office of the most up to date thinking on compliance and legal issues pertaining to the sector. Youth Work Ireland have also engaged with the Wheel on many areas of practice and advocacy for the third sector. They are active in the National Youth Council with representation on the board and in many other aspects of its work on behalf of the sector.

A quarterly policy brief is maintained and aimed at Member Youth Services and the broader youth sector to keep them abreast of relevant policy developments in the field of youth and children. This resource for members and other relevant stakeholders ensures all staff, volunteers, and supporters are kept up to date on relevant policy developments in their fields with short summaries of the latest developments with further links for those who want them available.

Youth Work Ireland are a partner in the European Youth Card Association's campaign to engage with young people to promote greater turnout amongst this group in the forthcoming European Elections. This work involved youth activists, local debates and interaction with candidates. Events were held in the midlands, Dundalk, Limerick and Dublin. There were 5 major events organised for the campaign in May with one centre piece. Two of the activities also took place as part of Youth Work Ireland Week our annual celebration of our work. More localised events were organised by the activists but with little or no cost.

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

The Minister for Education was in attendance and spent a half an hour interacting directly with the young people involved and discussed the elections and other youth related issues. The activists also used the Kahoot gamification software with a prize and a range of EU questions to generate interest. The attendance at this event is from all sorts of young people. Many would be from disadvantaged backgrounds and a significant number would be from alternative backgrounds not active in sports or traditional activities.

Youth Work Ireland have played a prominent role in the organisation of the World Media Summit for Children which is due to be held in Dublin. The work on the Constitutional Convention was highlighted during the year with its inclusion in the Leaving Cert Power and People Politics textbook.

### **3. 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 5% to €2,916,830 in 2019 (2018: €2,758,232). This increase is due to growth in donations and funding raised for charitable activities.

Donations have increased by nearly 300% to €17,331 in 2019 (2018: €4,486). This increase was due to the launch of the successful Givethetofpride fundraising initiative.

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 5% to €2,810,646 in 2019 (2018: €2,656,855).

Our trading income has decreased by 7% to €88,863 in 2019 (2018: €95,891). This line reflects the income generated through membership fees, group insurance, merchandise sold and other subscriptions.

#### **Expenditure**

Overall, expenditure has increased by 9% to €2,895,524 in 2019 (2018: €2,645,169). 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 35% to €60,480 in 2019 (2018: €44,604). 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 8% to €2,835,044 in 2019 (2018: €2,600,565). This is in line with grant funding. Support costs have been allocated across charitable expenditure and fundraising expenditure based on office space.

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

Support costs include human resources support, IT support, finance, governance and compliance. These costs increased by 12% to €351,552 in 2019 (2018: €313,760). The increases are due to investment in health and safety for the organisation. A grant was also received for renovation of a room to ensure it is accessible and can be used as centre for youth-based activities. Other costs under support are hugely important to the smooth running of the organisation and for the quality of services provided to the members and ultimately to young people in Ireland. These costs ensure that we are compliant legally, fiscally and also with child protection and safeguarding policies.

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 year end 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 2019 is as follows:

- Restricted reserves      €80,818
- Unrestricted reserves    €389,784

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 2019. 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.

## **4. Future Plans**

In 2020, Youth Work Ireland plans to continue to provide a range of support and services to members and to represent the interests of members and young people nationally. These plans include:

**Internal Networking:** in 2020 we plan to continue to network and co-ordinate the work of 21 Regional Directors, Youth Information Officers, Youth Justice Projects, and Club development workers.

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

In addition, staff in National Office will continue to actively support our members in their engagement with the new Targeted Youth Funding Scheme (now UBU). We will continue to support a UBU network of members to encourage peer learning, knowledge exchange and problem resolution. This work with members will continue in 2020.

**National Programmes:** In 2020, national programmes such as Irish Youth Music Awards, Pride Breakfast, Youth Work Ireland Week, Oireachtas Briefing, Youthwave, Nollaig etc., will provide national networking opportunities for the young people engaged in our services. Young people engaged with other service providers are also welcome to participate in these events.

**Peace IV Project:** Current Peace projects, *Amplify* and *Network for Peace* will continue in 2020. In addition a new project entitled the *Our Generation* Programme aimed at building the resilience of young people will commence in 2020. Four new staff will be join to deliver this project.

**External Networking:** In 2020 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. These networks also provide us with learning opportunities in youth work practices and opportunities for us to share our experiences and practice.

We will continue to support our Memoranda of Understanding with colleagues in the Irish Youth sector. 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. We plan to officially launch it in 2020.

**Youth Participation:** In 2020, we plan to continue to partners with our colleagues in Foroige to deliver the Youth Participation project financed by the Department of Children and Youth Affairs. The project supports the Comhairle na nOg groups regionally and Dail na nOg group nationally.

**Public policy:** In 2020 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. They will also attend our Political Briefing and our dialogue with the British Irish Parliamentary Assembly in relation to Brexit and other advocacy events.

**Internal Policies:** In 2020 we will continue to review and update our internal policies and procedures. Among the policies up for review and updating are the Safeguarding Policy, Finance Policy and our Staff Handbook and HR Policies and Procedures. A new 5 Year Business Plan for the organisation will also be developed in 2020.

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

**Staff training:** As with other years, in 2020 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 deliver, Data Protection, Health and Safety, Child Protection, and IT training to all staff in 2020. The findings of a Staff Climate audit will be implemented in 2020 also.

**Governance / Board** – In 2020, new Board members will 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. A facilitated day to review our risk assessment process and register is also planned. New board members will receive training on Safeguarding.

The impact of the global pandemic, Covid 19, has meant that Youth Work Ireland has moved to an online model in the first part of the year. The health and welfare of our staff, membership and young people is the primary concern and maintaining critical services is of utmost important.

## **5. Structure, Governance and Management**

### **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 is undertaking a review at board level to ensure that they are compliant with this code and can provide the evidence required in the compliance record required from 2020 onwards. 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.

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

### Directors' Report for year ended 31<sup>st</sup> December 2019

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.

The board meet regularly throughout the year. In 2019, the board met 7 times. There are a number of sub committees which met during the year also.

The main board attendance is as follows:

	2 Feb	30 Mar	15 Jun	27 Jul	7 Sept	23 Oct	7 Dec
Jordan Cassells	✓	X	X	✓	✓	✓	✓
Michael Connolly	✓	✓	✓	✓	✓	✓	X
Shirley Donegan	✓	✓	✓	✓	✓	X	✓
Tom Dunne	✓	✓	✓	X	X	✓	✓
Catherine Durkin	✓	✓	✓	✓	✓	✓	X
Christina Fogarty	✓	✓	✓	✓	X	✓	✓
Danielle Gayson	✓	✓	X	✓	✓	✓	✓
Geraldine Lacey	X	✓	✓	✓	✓	✓	✓
Paul McCusker	X	X	X	✓	✓	X	✓
Patrick Moore	✓	X	✓	X	✓	✓	✓
Tiernan Murray	✓	X	X	X	X	X	✓
Bill Thompson	✓	✓	✓	✓	✓	✓	✓
Maurice Walsh	✓	✓	✓	✓	✓	X	X
Caroline Flanagan	ELECTED AT AGM 30 NOVEMBER 2019						✓
Deborah Fakeye	ELECTED AT AGM 30 NOVEMBER 2019						✓
John Byrne	ELECTED AT AGM 30 NOVEMBER 2019						✓
Sive Burford Murray	ELECTED AT AGM 30 NOVEMBER 2019						X
Megan McCarthy	✓	X	X	X	X	X	Retired AGM Nov 2019
Bryan McMahan	X	X	✓	✓	✓	X	Retired AGM Nov 2019
Pat Forde	X	✓	✓	X	✓	✓	Retired AGM Nov 2019

**National Youth Work Ireland CLG (a Company Limited by Guarantee)****Directors' Report for year ended 31<sup>st</sup> December 2019****Finance and General Purposes Sub-Committee Meetings 2019**

Board Member	20 Feb	May	5 Jun	11 Jun	17 Jul	3 Sept	3 Oct	7 Dec
Geraldine Lacey	✓	✓	✓	✓	✓	✓	✓	✓
Bill Thompson	✓	X	✓	✓	✓	✓	✓	✓
Catherine Durkin	✓	✓	✓	✓	✓	✓	✓	✓
Paul McCusker	✓	X	x	✓	✓	✓	X	
Bryan McMahan	✓	✓	✓	✓	✓	✓	✓	Resigned AGM 2019
Auditor (LG)				✓				

**Irish Youth Justice Board Sub-Group 2019**

Name	28 Jan	27 Mar	10 July	11 July	26 Aug	27 Aug	28 Aug
Margaret Slattery	✓	✓	✓	✓	✓	✓	✓
Christina Fogarty	✓	✓	x	X	✓	✓	✓
Geraldine Lacey	✓	✓	✓	✓	x	x	X
Mary Mescal	✓	✓	✓	✓	✓	✓	✓
Tim O Donoghue	✓	✓	X	x	x	x	x
Irene Murphy	x	x	x	x	X	✓	✓
Patricia McBride	✓	✓	X	x	✓	✓	✓
Edel Kelly	x	x	x	x	x	x	X
Pat Forde	✓	x	x	x	x	x	x

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Directors' Report for year ended 31<sup>st</sup> December 2019**

**National Youth Action Board Sub-Group Meetings 2019**

<b>Member</b>	<b>9/10 Feb</b>	<b>6 April</b>	<b>28 Sept</b>	<b>10 Dec (Tel Con)</b>
Tiernan Murray	✓	✓	X	X
Sive Murray	✓	✓	X	X
Jordan Cassells	✓	✓	✓	✓
Danielle Gayson	✓	✓	X	X
Deborah Fakeye	✓	✓	X	X
Meaghan McCarthy	✓	✓	X	X
Julian Nagi	X	X	✓	X
Abby Mahon	✓	✓	✓	X
Fintan O'Dwyer	✓	X	✓	X
Conor Horgan	✓	✓	X	X
Robert Nesirky	✓	X	X	✓
Joseph Burke	✓	X	X	✓

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

<b>Name</b>	<b>12 Feb</b>	<b>20 Mar</b>	<b>8 May</b>	<b>17 Jun</b>
Chris Fogarty	✓	✓	✓	✓
Charlene Logue	✓	✓	✓	✓
Fran Bissett	✓	✓	X	✓
Kathryn Wall	X	✓	X	✓
Ger Hogarty	✓	✓	X	✓
Patrick Burke	✓	X	✓	✓
Paul Gralton	✓	✓	✓	✓
Ultan Browne	✓	✓	✓	✓

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 Member Youth Services.

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Directors' Report for year ended 31<sup>st</sup> December 2019**

**Regional Directors and National Office Staff Meetings 2019**

Region	26 Feb	28 May	24 Sept	12 Nov
YWI Cavan/Monaghan	x	x	X	✓
CRYS	x	✓	X	✓
CYS	✓	X	x	✓
CDYS YWI	✓	✓	x	x
FDYS	✓	✓	x	x
KDYS	✓	✓	x	✓
TRYS	x	x	x	✓
YWI Cork	x	✓	✓	x
YWI Laois	✓	✓	x	✓
YWI Longford	✓	x	✓	✓
Waterford	x	x	x	x
Donegal	x	✓	✓	✓
YWI Midlands	x	✓	✓	✓
YWI Meath	✓	✓	✓	x
Nth Conn	✓	x	x	✓
Limerick	✓	✓	x	✓
YWI Louth	x	x	✓	x
YWI Galway	X	x	✓	x
Ossory	✓	x	✓	✓
CCYS		x	x	x
Kildare	✓	✓	✓	✓
National Office Staff (10)	✓	✓	✓	✓

**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.

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Directors' Report for year ended 31<sup>st</sup> December 2019**

#### **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 are doing an intensive review of this register in April 2020 to ensure that the register remains relevant and captures all risk exposure adequately.

#### **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. As such 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

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 2019, 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.

**DIRECTORS' RESPONSIBILITIES STATEMENT FINANCIAL YEAR ENDED 31 DECEMBER 2019**

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 2015.

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

 9/6/2020  
Bill Thompson

Treasurer

Dated:

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

**Opinion**

We have audited the accounts of National Youth Federation Limited (T/A Youth Work Ireland) (the 'charity') for the year ended 31 December 2019 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 2019
- 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 Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the Republic of Ireland, including the FRC's 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.

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

**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.

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 statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

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

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2014 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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

**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.

**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 Financial Reporting Council's website at: [www.frc.org.uk](http://www.frc.org.uk). 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 opinions we have formed.

JL Grant

**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**

9/6/2020

**Date**

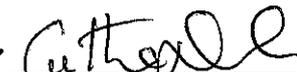
**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Statement of Financial Activities for the year ended 31 December 2019**

	Notes	Unrestricted Undesignated €	Unrestricted Designated €	Restricted €	2019 Total €	2018 Total €
<b>Income and endowments from:</b>						
<b>Donations and Legacies</b>						
Sponsorships		-	-	-	-	1,000
Donations		6,441	10,880	-	17,321	4,486
<b>Charitable Activities</b>	3	57,286	2,208,015	545,345	2,810,646	2,656,855
<b>Other Trading Activities</b>	4	38,613	50,250	-	88,863	95,891
<b>Total Income and Endowments</b>		<b>102,340</b>	<b>2,269,145</b>	<b>545,345</b>	<b>2,916,830</b>	<b>2,758,232</b>
<b>Expenditure on:</b>						
<b>Raising Funds</b>	6	60,480	-	-	60,480	44,604
<b>Charitable Activities</b>	7	96,312	2,206,074	532,658	2,835,044	2,600,565
<b>Total Expenditure</b>		<b>156,792</b>	<b>2,206,074</b>	<b>532,658</b>	<b>2,895,524</b>	<b>2,645,169</b>
<b>Net Income / (Expenditure) for the Year</b>		<b>(54,452)</b>	<b>63,071</b>	<b>12,687</b>	<b>21,306</b>	<b>113,063</b>
Transfers between funds		-	(48,550)	48,550	-	-
<b>Net movement in funds</b>		<b>(54,452)</b>	<b>14,521</b>	<b>61,237</b>	<b>21,306</b>	<b>113,063</b>
<b>Reconciliation of Funds:</b>						
Fund Balances Brought Forward		385,814	43,900	19,581	449,295	336,232
<b>Fund Balances Carried Forward</b>	14	<b>331,362</b>	<b>58,421</b>	<b>80,818</b>	<b>470,601</b>	<b>449,295</b>

On Behalf of the Board



Bill Thompson  
 Director  
 Treasurer  
 Dated:



Catherine Durkin  
 Director  
 Chairperson

9/6/2020

The notes on the following pages form part of these financial statements

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Statement of Other Comprehensive Income for the year ended 31 December 2019**

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
Net income / (expenditure for the year)	21,306	113,063
Other comprehensive income	<u>-</u>	<u>-</u>
Total comprehensive income for the year	21,306	113,063

On Behalf of the Board

		9/6/2020
Bill Thompson	Catherine Durkin	
Director	Director	
Treasurer	Chairperson	
Dated:		

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

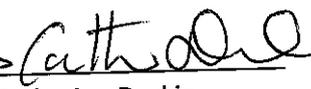
## Balance Sheet for the year ended 31 December 2019

	Notes	2019 €	2018 €
<b>Fixed assets</b>			
Tangible Assets	11	310,678	283,876
<b>Current assets</b>			
Debtors	12	121,591	104,512
Cash at bank & in hand		<u>283,380</u>	<u>400,582</u>
		404,971	505,094
<b>Creditors: amounts falling due within one year</b>	13	245,048	339,675
<b>Net Current Assets</b>		159,923	165,419
<b>Total assets less current liabilities</b>		470,601	449,295
<b>Creditors: amounts falling due after more than one year</b>		-	-
<b>Net assets</b>		<u>470,601</u>	<u>449,295</u>
<b>Funds</b>			
Unrestricted Funds		389,783	429,714
Restricted Funds		<u>80,818</u>	<u>19,581</u>
		<u>470,601</u>	<u>449,295</u>

The financial statements were approved by the Board on 9/6/2020

On Behalf of the Board

  
 Bill Thompson  
 Director  
 Treasurer  
 Dated:

  
 Catherine Durkin  
 Director  
 Chairperson

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

## Cashflow Statement for the year ended 31 December 2019

	Notes	2019 €	2018 €
<b>Cash flows from operating activities:</b>	<b>15</b>		
Net cash provided by / (used in) operating activities		<u>(67,412)</u>	<u>126,150</u>
<i>Cash flows from investing activities:</i>			
Purchase of property, plant and equipment		(49,790)	(11,484)
<b>Net cash provided by (used in) investing activities</b>		<u>(49,790)</u>	<u>(11,484)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		(117,202)	114,666
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>16</b>	400,582	285,916
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>16</b>	<b>283,380</b>	<b>400,582</b>

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**

**Notes to the Financial Statements for the year ended 31 December 2019**

**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 2015) - (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.

Since the year end, 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.

## **National Youth Work Ireland CLG (a Company Limited by Guarantee)**

### **Notes to the Financial Statements for the year ended 31 December 2019**

#### **1.ACCOUNTING POLICIES CONTINUED**

##### 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.
- 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 Work Ireland CLG (a Company Limited by Guarantee)

### Notes to the Financial Statements for the year ended 31 December 2019

#### 1.ACCOUNTING POLICIES CONTINUED

##### 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 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.

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 Work Ireland CLG (a Company Limited by Guarantee)**

### **Notes to the Financial Statements for the year ended 31 December 2019**

#### **1.ACCOUNTING POLICIES CONTINUED**

##### **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 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.

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.

##### **o) Judgements 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.

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

**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**

	<b>Financial Year Ended 31-Dec-19 €</b>	<b>Financial Year Ended 31-Dec-18 €</b>
Republic of Ireland	2,916,830	2,758,232
European Union	-	-
U.K.	-	-
	<b>2,916,830</b>	<b>2,758,232</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 Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

**2. INCOME CONTINUED**

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
<b>Member Youth Service</b>		
Carlow Regional Youth Service	127,388	121,942
Clare Youth Service	238,543	278,756
CDYS Youth Work Ireland	424,037	419,454
FDYS	150,431	89,400
Youth Work Ireland Galway	289,707	271,547
Kerry Diocesan Youth Service	887,479	716,971
Kildare Youth Service	269,857	258,142
Limerick Youth Service	458,323	429,000
Youth Work Ireland Louth	122,280	106,882
Youth Work Ireland Midlands	498,490	471,100
Youth Work Ireland North Connaught	368,848	328,712
Ossory Youth Service	137,309	127,450
Youth Work Ireland Tipperary	106,678	102,678
Waterford and South Tipperary Comm YS	807,781	787,985
Rounding		
<b>Total receivable and payable on IYJS Grants</b>	<b><u>4,887,151</u></b>	<b><u>4,510,019</u></b>
<b>Total received from IYJS</b>	<b><u>4,887,316</u></b>	<b><u>4,510,019</u></b>
Total distributed to Member Youth Services as above	4,887,151	4,510,019
<b>Total payable on behalf of IYJS</b>	<b><u>4,887,151</u></b>	<b><u>4,510,019</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 Work Ireland CLG (a Company Limited by Guarantee)

## Notes to the Financial Statements for the year ended 31 December 2019

## 3. INCOME FROM CHARITABLE ACTIVITIES

		2019	2019	2019	2019	2018
		Unrestricted funds - undesignated	Unrestricted funds - designated	Restricted funds	Total funds	Total funds
		€	€	€	€	€
<b>Grants Distributed to Member Youth Services</b>						
<b>Name</b>	<b>Funder</b>					
Youth Services Grant	DCYA/Pobal	-	1,163,951	-	1,163,951	1,133,133
<b>Grants retained at National Office</b>						
<b>Name</b>	<b>Funder</b>					
Youth Services Grant	DCYA/Pobal	-	903,483	-	903,483	881,524
Youth Services Grant	DCYA/Pobal	-	50,435	-	50,435	51,557
Dail na nOg/Comhairle	DCYA/Foroige	-	-	145,651	145,651	145,642
Dail na nOg/Comhairle with Foroige/ DCYA	DCYA/Foroige	-	-	16,577	16,577	-
Youth Capital Grant Funding Scheme	DCYA/Pobal	-	-	19,354	19,354	-
KA2 Young Travellers	Erasmus/Leargas	-	-	-	-	755
Work to Learn	Statestreet	-	-	54,855	54,855	43,434
KA2 DOYIT	Erasmus/ERYCA	-	-	2,250	2,250	2,900
KA2 Music	Erasmus/Leargas	-	-	-	-	16,314
KA2 Co-Op	Erasmus/Norwegian Agency	-	-	1,750	1,750	13,011
KA2 Future YI	VSI Creativitas	-	-	4,600	4,600	7,319
Peace IV Amplify	SEUPB/YANI	-	-	37,170	37,170	11,698
Peace IV Youth Network For Peace	SEUPB/YANI	-	-	20,101	20,101	11,798
LGBTI+ Strategy Grant	DCYA	-	-	8,110	8,110	6,859
Detached Project	Major Donor	-	-	14,617	14,617	119,564
Energy for Generation	ESB	-	-	-	-	720
Ka2+ Skill IT for Youth	Erasmus	-	-	31,186	31,186	10,913
Equality	IHREC	-	-	5,739	5,739	-
Friends Ervia		-	-	19,195	19,195	30,943
Work to Learn Programme Support	Members Services	-	-	35,000	35,000	9,723
Youth Empowered	Coca Cola/YANI	-	-	14,175	14,175	-
KA2 YES	Erasmus	-	-	57,333	57,333	-
<b>Expenses refunded for Charitable Activities</b>						
Miscellaneous		1,556	-	-	1,556	610
Expenses refundable		13,387	-	-	13,387	8,232
Travel refunded for international conferences		1,383	-	-	1,383	18,156
Travel of Seconded employee refunded		-	-	-	-	2,691
Causeway Projects		-	-	-	-	1,980
National Youth Action Group refunded		-	-	-	-	24
Motion Picture Licence for Members		-	-	-	-	4,750
UPS		-	-	7,577	7,577	7,969
Travel refund Youth Information		-	-	-	-	2,000
Member reimbursed expenses		15,580	-	-	15,580	21,200
Comhairle Expenses		-	54,997	-	54,997	-
ERYCA		-	11,271	-	11,271	-
		<b>31,906</b>	<b>2,184,137</b>	<b>495,240</b>	<b>2,711,283</b>	<b>2,566,281</b>
Other Private Incomes						
UCC Youth Worker		-	-	50,105	50,105	61,337
Entrance Fees -Programmes		-	23,878	-	23,878	11,746
Meeting Room Rentals		956	-	-	956	430
Office Rental		15,963	-	-	15,963	11,083
Car Park Rentals		3,480	-	-	3,480	2,880
Miscellaneous Incomes		4,981	-	-	4,981	3,099
Garda Vetting Training		-	-	-	-	-
Child Protection Training		-	-	-	-	-
<b>Total</b>		<b>25,380</b>	<b>23,878</b>	<b>50,105</b>	<b>99,363</b>	<b>90,575</b>
<b>Total Income from Charitable Activities</b>		<b>57,286</b>	<b>2,208,015</b>	<b>545,345</b>	<b>2,810,646</b>	<b>2,656,856</b>

**National Youth Work Ireland CLG (a Company Limited by Guarantee)****Notes to the Financial Statements for the year ended 31 December 2019****4. INCOME FROM TRADING ACTIVITIES**

	2019	2019	2019	2019	2018
	Unrestricted funds - undesignated	Unrestricted funds - designated	Restricted funds	Total funds	Total funds
	€	€	€	€	€
Insurance Affiliations	1,657	50,250	-	51,907	58,788
Membership Fees	35,800	-	-	35,800	36,350
Merchandise Sold	258	-	-	258	15
Sale of Volunteer Pins	296	-	-	296	-
Royalties	58	-	-	58	890
IYWC - Fees for Seminars	369	-	-	369	- 777
Youth Studies Journal Income	-	-	-	-	25
General Sales Income	175	-	-	175	600
<b>Total</b>	<b>38,613</b>	<b>50,250</b>	<b>-</b>	<b>88,863</b>	<b>95,891</b>

## National Youth Work Ireland CLG (a Company Limited by Guarantee)

## Notes to the Financial Statements for the year ended 31 December 2019

## 5. DEPR NOTE FOR GRANTS RECEIVED IN AMOUNTS IN EXCESS OF €1,000 IN 2019

<u>The Grantor</u>	<u>Public / Corporate</u>	<u>Intermediat ory 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	Note 3, 16
ERASMUS KA2+	PUBLIC	LEARGAS	YES	01/02/2020-31/01/2021			47,333	47,333	-	-	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 FU	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

## DEPR NOTE FOR GRANTS RECEIVED IN AMOUNTS IN EXCESS OF €1,000 IN 2018

<u>The Grantor</u>	<u>Public / Corporate</u>	<u>Intermediat ory Body</u>	<u>Name of Grant</u>	<u>Grant Term</u>	<u>Total Grant Approved for Grant Term</u>	<u>Amount Received 2018</u>	<u>Income Recognised in SOFA</u>	<u>Debtors &amp; Grant due 31/12/2018</u>	<u>Creditors &amp; Grant deferred 31/12/2018</u>	<u>Grant included restricted reserves 31/12/2018</u>	<u>Please also see</u>
						€	€	€	€	€	
ERASMUS	PUBLIC	ERICA	DOYIT	3RD OCT 16 - 2ND OCT 18	CLAIM DEPENDENT	4,955	2,900	2,615	-	1,160	Note 3, 16
ERASMUS KA2+	PUBLIC	NORWAY	Coperate to operate	OCT 17 - SEP 19	CLAIM DEPENDENT	7,319	13,011	-	15,049	9,078	Note 3, 16
ERASMUS	PUBLIC	LEARGAS	SKILL IT FOR YOUTH	1ST FEB 18 - 31ST JAN 20		228,456	148,496	10,913	-	10,492	Note 3, 16
DCYA	PUBLIC	POBAL - YOUTH WORK IRELAND	YOUTH SERVICES GRANT	CALENDAR YEAR 2018		1,133,133	1,133,133	1,133,133	-	-	Note 3 and Appendix 2
DCYA	PUBLIC	POBAL	YOUTH SERVICES GRANT	CALENDAR YEAR 2018		933,081	933,081	933,081	-	-	Note 3 and Appendix 2
ERASMUS	PUBLIC	LEARGAS	KA2 MUSIC	4TH JUNE 16- 4TH APRIL 18		144,342	28,563	16,314	-	-	Note 3
DCYA	PUBLIC	FOROIGE	YOUTH PARTICIPATION	2018-2019		145,642	145,642	145,642	-	-	Note 3
DCYA	PUBLIC	DCYA	LGBTI + STRAGETY GRANT	2018		6,859	6,859	6,859	-	-	Note 3

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

**6. EXPENDITURE ON RAISING FUNDS**

The total expenditure comprised of:

	<b>2019</b>	<b>2018</b>
	€	€
Direct Costs	4,837	7,279
Direct Salaries	30,532	23,121
Support Costs (see note 8)	25,111	14,205
	<b>60,480</b>	<b>44,604</b>

**7. EXPENDITURE ON CHARITABLE ACTIVITIES**

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

	<b>2019</b>	<b>2018</b>
	€	€
Direct Costs*	1,668,481	1,493,113
Direct Salaries	840,122	807,897
Support Costs (see note 8)	326,441	299,555
	<b>2,835,044</b>	<b>2,600,565</b>

\* Includes €1,176,051 (2018 €1,133,133) Youth Services Grant distributed to Member Youth Services.

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

**7. EXPENDITURE ON CHARITABLE EXPENDITURE CONTINUED**

	2019 Unrestricted funds - undesignated €	2019 Unrestricted funds - designated €	2019 Restricted funds €	2019 Total funds €	2018 Total funds €
<b>Corporate Grant Activities</b>					
Work to Learn/Statestreet	-	-	74,017	74,017	51,691
Youth Empowered/Coca Cola	-	-	14,875	14,875	-
Friends/Private Corporate	-	-	-	-	42,184
Detached/Private Donation	-	-	27,733	27,733	-
UPS	-	-	9,172	9,172	-
ERVIA	-	-	19,195	19,195	-
<b>European Funded Activities</b>					
Music KA2+ Erasmus Grant/ Leargas	-	-	-	-	1,736
Miscellaneous European	-	-	-	-	41
SEUPB Peace IV- Amplify	-	-	11,141	11,141	35,776
SEUPB Peace IV- youth Network for Pe	-	-	22,285	22,285	-
DOYIT KA2+ Erasmus/ ERYICA	-	-	3,645	3,645	1,740
Kite Builders KA1+ Erasmus/Leargas	-	-	-	-	501
Co-Op KA2+ Erasmus/Norwegian Agen	-	-	8,322	8,322	5,183
Killarney 2017 Causeway/Leargas	-	-	124	124	1,512
European Youth Card	-	-	-	-	2,736
KA1 Cultural Identity Kit	-	-	-	-	2,000
KA2 Future Youth Information Toolbo	-	-	4,343	4,343	4,094
KA2+ Skill IT for Youth	-	-	29,448	29,448	421
KA2+ YES	-	-	35,265	35,265	-
<b>DCYA: Youth Services Grant Activities paid to members</b>					
Members YSGS – DCYA/Pobal	-	1,176,051	-	1,176,051	1,133,133
<b>DCYA: Youth Services Grant Activities at National Office</b>					
Garda Vetting	-	95,875	-	95,875	45,311
Child Protection (Incl OG)	-	51,657	-	51,657	38,748
Irish Youth Justice Working Group	-	35,430	-	35,430	11,033
Voluntary Clubs Working Group	-	26,171	-	26,171	1,053
RD Network	-	29,799	-	29,799	16,096
Art Project and Nollaig	-	580	-	580	-
IYMAS	43,434	43,434	-	86,868	74,619
Youth Work Ireland Week	-	28,754	-	28,754	29,761
Co-ordinating MYS	-	80,075	-	80,075	74,893
Compliance Work with Members	-	199,402	-	199,402	190,549
Federal Development	-	29,036	-	29,036	50,474
Clubs Insurances & M Grant	-	48,666	-	48,666	45,717
Youth Clubs QSF	-	31,627	-	31,627	10,346
Collaborations and Networking	-	33,407	-	33,407	93,997
National Gay Pride (with BelongTo)	16,902	16,902	-	33,804	7,260
Youth Work Practise	-	24,890	-	24,890	34,087
Organisational Development	-	5,927	-	5,927	1,925
Conference Costs	-	48,147	-	48,147	3,943
Communications and Advocacy	-	87,245	-	87,245	121,097
Youth Wave/Games and Youth Factor	25,117	25,117	-	50,234	40,313
Equality Consensus Process	-	30,228	-	30,228	51,013
National Youth Action Group (Both Programme and Gov)	-	44,759	-	44,759	-
UPS	-	-	-	-	20,101
Detached Project	-	-	-	-	1,499
Youth Information	-	12,895	-	12,895	836
<b>DCYA- other Grants</b>					
Comhairle/Dail na nOg DCYA/Foroige	-	-	169,903	169,903	159,180
LGBTI+	-	-	-	-	-
Trans L&S	-	-	-	-	3,542
LGBTI+ Str DCYA	-	-	7,854	7,854	-
Capital Grant	-	-	19,355	19,355	-
<b>Other Grants</b>					
Youth Foundation	-	-	-	-	738
Health Research Board	-	-	-	-	1,169
Friends Be Well Hour	-	-	2,466	2,466	4,663
Youth Matters - Armenia	-	-	-	-	-
Energy for Generation - ESB	-	-	-	-	25
IHREC	-	-	7,536	7,536	720
<b>Other Incomes</b>					
UCC	10,859	-	50,105	60,964	63,545
Members/WTL	-	-	15,623	15,623	-
HRB	-	-	251	251	-
<b>Total</b>	<b>96,312</b>	<b>2,206,074</b>	<b>532,658</b>	<b>2,835,044</b>	<b>2,600,566</b>

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

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

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
<b>Indirect Salaries</b>		
Facilities	52,141	36,203
Management	8,744	7,740
Administration	-	-
Human Resources	19,445	17,558
Management	25,279	59,682
Finance	<b>105,609</b>	<b>121,183</b>
<b>Allocated based on number of direct staff units</b>	<b>105,609</b>	<b>121,183</b>
<b>Overheads</b>		
<b>Allocated based on office space used</b>	<b>64,736</b>	<b>46,931</b>
<b>Governance Costs</b>		
Direct Costs	10,279	28,226
Salaries of Staff that support Board activities (note 10)	38,889	38,452
<b>Allocated based on number of direct staff units</b>	<b>49,168</b>	<b>66,678</b>
<b>Administration</b>		
Finance (Audit, Legal and Interest)	32,744	-7,019
Administration (Phones, IT and Stationery)	61,679	65,816
Management (related overheads)	2,875	4,524
Data Protection	3,685	3,675
HR and Health and Safety	31,056	11,972
<b>Allocated based on number of direct staff units</b>	<b>132,039</b>	<b>78,968</b>
<b>Total Support Costs</b>	<b>351,552</b>	<b>313,760</b>

**9. RESULTS FOR THE YEAR**

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

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
Directors Remuneration*	-	-
Depreciation of owned fixed assets	22,988	17,083
Auditors Fees	16,378	11,070
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 Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

**10. PARTICULARS OF EMPLOYEES**

Employees earning in salary bands between:

	<b>2019</b>	<b>2018</b>
	<b>No</b>	<b>No</b>
€50,000 - €60,000	4	4
€60,000 - €70,000	-	-
€70,000 - €80,000	1	1
€80,000 - €90,000	1	-
€90,000 - €100,000	-	1
€100,000 - €110,000	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 €101,341 (2018: €98,896) before employers PRSI and employers contribution to Pension in the amount of €17,192 (2018: €16,870). 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 2019, 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>2019</b>	<b>2018</b>
	<b>No</b>	<b>No</b>
Number of development staff	12	12
Number of cleaning staff (part time)	3	3
Number of administrative staff	3	3
Number of management staff	2	2
	<hr/>	<hr/>
	20	20

The aggregate payroll costs of the above were:

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
Wages and salaries	868,390	845,087
Social welfare costs	88,692	85,745
Other pension costs	57,615	59,819
	<hr/>	<hr/>
	<b>1,014,697</b>	<b>990,651</b>

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

**11. FIXED ASSETS****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	-	-	-	-	-
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	-	-	-	-	-
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>

**Net Book Value 2018**

	<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 2018	346,525	16,259	31,224	11,502	<b>405,510</b>
Additions	-	1,170	10,314	-	<b>11,484</b>
Disposals	-	-	-	-	-
At 31 December 2018	<b>346,525</b>	<b>17,429</b>	<b>41,538</b>	<b>11,502</b>	<b>416,994</b>
<b>DEPRECIATION</b>					
At 1 January 2018	69,303	12,622	27,000	7,110	<b>116,035</b>
Disposals	-	-	-	-	-
Charge for the year	6,932	1,327	4,990	3,834	<b>17,083</b>
At 31 December 2018	<b>76,235</b>	<b>13,949</b>	<b>31,990</b>	<b>10,944</b>	<b>133,118</b>
<b>NET BOOK VALUE</b>					
At 1 January 2018	<b>277,222</b>	<b>3,637</b>	<b>4,224</b>	<b>4,392</b>	<b>289,475</b>
At 31 December 2018	<b>270,290</b>	<b>3,480</b>	<b>9,548</b>	<b>558</b>	<b>283,876</b>

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

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

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
Trade Debtors (net of provision)	55,066	47,758
Prepayments and accrued income	3,017	31,366
Other Debtors	63,508	25,388
	<u><b>121,591</b></u>	<u><b>104,512</b></u>

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

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
Accruals for Grants Payable to Members	15,368	83,666
Trade Creditors	67,624	34,494
Deferred Incomes	106,382	85,464
Accruals	28,420	102,834
PAYE, PRSI and USC	27,254	26,069
Other Creditors	-	7,148
	<u><b>245,048</b></u>	<u><b>339,675</b></u>

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

**14. ANALYSIS OF RESTRICTED FUNDS**

<b>Contract Name</b>	<b>Project Name</b>	<b>Funder/Lead Part</b>	<b>2019</b>	<b>2018</b>
			<b>€</b>	<b>€</b>
Erasmus+	KA2 Skill IT for Youth	Leargas	13,774	10,492
State Street Community Support Program	Work to Learn	State Street	5,052	9,723
Erasmus+	KA2 Co-op	Norsensus	-	9,078
Erasmus+	KA2 Future Youth Information Toolbox		-	4,225
Youth Services Grant	Travel refund Youth information	ERICYA	-	2,000
Erasmus+	KA2 DOYIT Eryica		-	1,160
Erasmus+	KA1 Digital Skills		-	1,102
Erasmus+	KA2 Young Travellers	YANI	-	755
UCC	Salary secondment- UCC	UCC	-	483
Work to Learn Members support	Work to Learn		19,378	-
SEUPB Peace IV	YNP	ERDF/YANI	(2,185)	-
Major Donor	Detached	Angela Moore Tr	21,700	-
Erasmus+	KA2 YES- sex Ed	YWI	13,189	-
Coca Cola	Youth Empowered (CC)	Coca Cola	(700)	-
DCYA	Pride & LGBT+ (Bi Tusa)		256	-
IHREC	Equality	IHREC	(1,800)	-
UPS Road Code	UPS Road Code	UPS	(1,595)	-
Erasmus+	KA1 Kite builders	Leargas	-	(501)
Youth Services Grant	Music Irish Youth foundation	DCYA	-	(738)
DCU	HRB (diabetes)		-	(1,169)
Youth Services Grant	NYAG	DCYA	-	(1,237)
Causeway	Killarney 2017 Causeway	Leargas	-	(1,512)
Erasmus+	KA1 Cultural Identity Kit		-	(2,000)
SEUPB Peace IV	Amplify	ERDF/YANI	13,749	(12,280)
Erasmus+	KA2 Music	Leargas	-	-
			<u><b>80,818</b></u>	<u><b>19,581</b></u>

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

**14. ANALYSIS OF RESTRICTED FUNDS CONTINUED****Detailed Split of Restricted Funds**

Contract Name	Project Name	Funder/Lead Partner	Opening	Income	Expenditure	Transfers	Closing
			Balance	€	€		Balance
			€	€	€	€	€
Erasmus+	KA2 Skill IT for Youth	Leargas	10,492	31,186	(29,448)	1,544	13,774
State Street Community Support Programme	Work to Learn	State Street	9,723	54,854	(74,017)	14,491	5,051
Erasmus+	KA2 Co-op	Norsensus	9,078	1,750	(8,322)	(2,507)	(1)
Erasmus+	KA2 Future Youth Information Toolbox		4,225	4,600	(4,343)	(4,483)	(1)
Youth Services Grant	Travel refund Youth information	ERICYA	2,000	-	-	(2,000)	-
Erasmus+	KA2 DOYIT Eryica		1,160	2,250	(3,645)	235	-
Erasmus+	KA1 Digital Skills		1,102	-	-	(1,102)	-
Erasmus+	KA2 Young Travellers	YANI	755	-	-	(755)	-
UCC	Salary secondment- UCC	UCC	483	50,105	(50,105)	(483)	-
ESB	Friends Be Well	ESB, Ireland Funds	-	-	(2,466)	2,466	-
Work to Learn Members support	Work to Learn		-	35,000	(15,623)	-	19,377
SEUPB Peace IV	YNP	ERDF/YANI	-	20,101	(22,285)	-	(2,184)
Major Donor	Detached	Angela Moore Trust	-	24,617	(27,733)	24,816	21,700
Erasmus+	KA2 YES- sex Ed	YWI	-	47,333	(35,265)	1,121	13,189
Coca Cola	Youth Empowered (CC)	Coca Cola	-	14,175	(14,875)	-	(700)
DCYA	Pride & LGBT+ (Bi Tusa)		-	8,110	(7,854)	-	256
Comhairle/DCYA	Youth Participation/Comhairle	Foroige	-	145,651	(145,651)	-	-
Comhairle/DCYA	Youth Participation/Comhairle	DCYA	-	16,577	(24,249)	7,672	-
Youth Capital Grant/DCYA/Pobail	Romper Room	DCYA	-	19,355	(19,355)	-	-
IHREC	Equality	IHREC	-	5,739	(7,536)	-	(1,797)
UPS Road Code	UPS Road Code	UPS	-	7,577	(9,172)	-	(1,595)
Erasmus+	KA1 Kite builders	Leargas	(501)	-	-	501	-
Ervia	Friends	Ervia	(738)	19,195	(19,195)	738	-
DCU	HRB (diabetes)		(1,169)	-	(253)	1,420	(2)
Youth Services Grant	NYAG	DCYA	(1,237)	-	-	1,237	-
Causeway	Killarney 2017 Causeway	Leargas	(1,512)	-	(124)	1,636	-
Erasmus+	KA1 Cultural Identity Kit		(2,000)	-	-	2,000	-
SEUPB Peace IV	Amplify	ERDF/YANI	(12,280)	37,170	(11,142)	3	13,751
			<b>19,581</b>	<b>545,345</b>	<b>(532,658)</b>	<b>48,550</b>	<b>80,818</b>

**15. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
<b>Net (expenditure)/ income for the reporting period (as per the statement of financial activities)</b>	<b>21,306</b>	<b>113,063</b>
<b>Adjustments for:</b>		
Depreciation charges	22,988	17,083
(Increase)/decrease in stocks	-	834
(Increase)/decrease in debtors	(17,079)	(45,971)
Increase/(decrease) in creditors	(94,627)	41,141
<b>Net cash provided by (used in) operating activities</b>	<b>(67,412)</b>	<b>126,150</b>

**National Youth Work Ireland CLG (a Company Limited by Guarantee)**  
**Notes to the Financial Statements for the year ended 31 December 2019**

**16. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2019	2018
	€	€
Cash at Bank	283,380	400,582
	<u>283,380</u>	<u>400,582</u>

**17. SPLIT OF NET ASSETS BY FUND**

	Unrestricted	Restricted	2019
	€	€	€
Fixed Assets	310,678	-	310,678
Current Assets	324,154	80,818	404,972
Current Liabilities	(245,048)	-	(245,048)
	<u>389,784</u>	<u>80,818</u>	<u>470,602</u>

**18. PENSION COMMITMENTS**

National Youth Federation limited trading as Youth Work Ireland participates in a defined contribution pension scheme for selected employees which is independently administered.

The pension cost charge to the profit and loss account (Statement of Financial Activities) for the year was €57,615 (2018: €59,819) in respect of employees. The pension cost was analysed by specific entity project and then directly allocated in line with charitable activities.

**19. 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).

**20. 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 (2018: €nil). €6,807.48 of expenses were received by trustees (2018: €3,328.12).

No Trustee received payment for professional or other services supplied to the charity (2018: €nil).

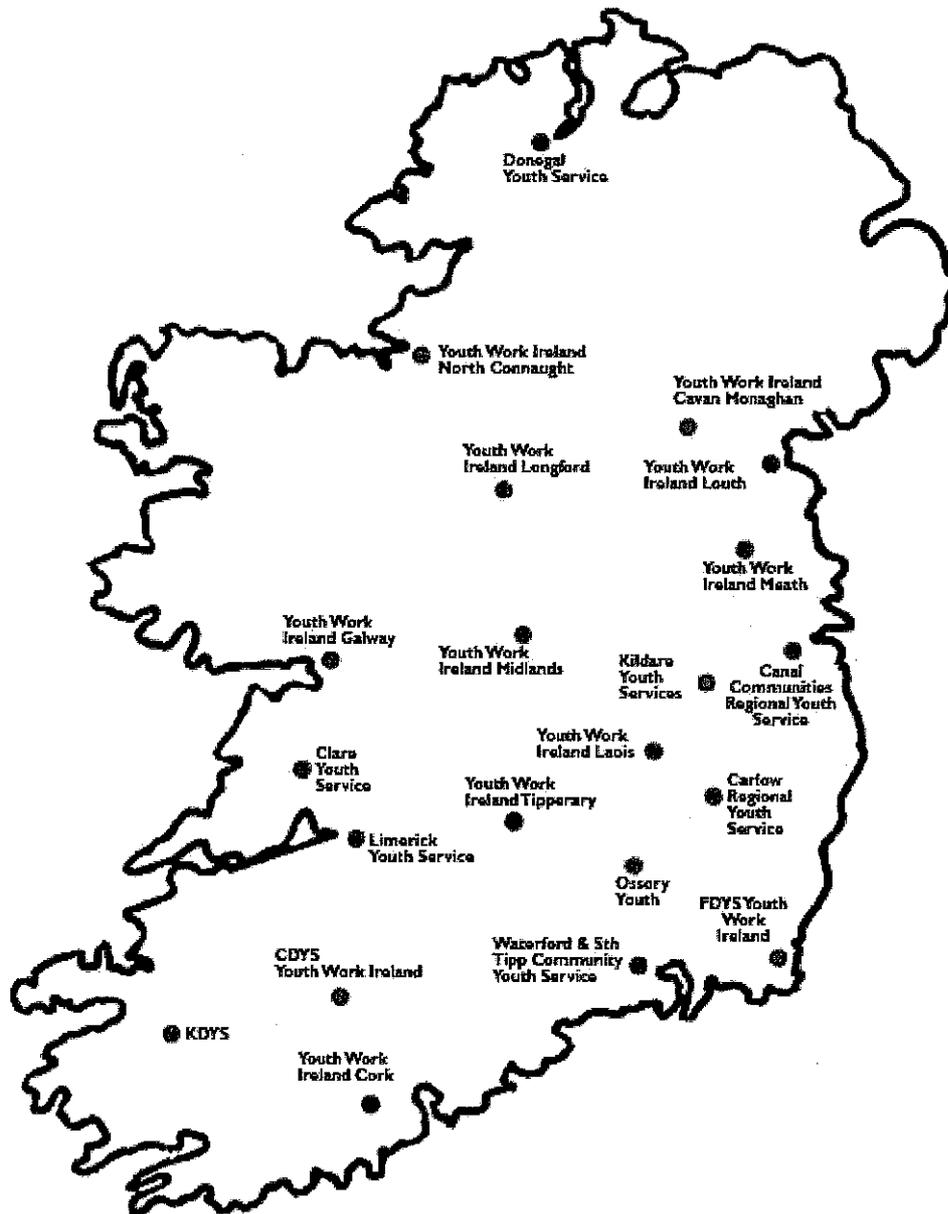
**21. POST BALANCE SHEET EVENTS**

Since the year end, there has been a global pandemic, Covid 19, which has affected every aspect of society. National Youth Federation has reviewed a number of scenarios with the directors. Action has been taken to ensure that the services and programmes provided by the organisation to young people are not affected and to ensure the sustainability of the organisation. The organisation has adapted very quickly to remote working and remote delivery of services.

**22. APPROVAL OF ACCOUNTS**

The accounts were approved at on 9/6/2020

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 1<sup>st</sup> 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.