

# ANNUAL REPORT



2023

**NYCI** National  
Youth  
Council  
of Ireland

The National Youth Council of Ireland is the representative body for voluntary youth organisations in Ireland. We use our collective experience to act on issues that impact on young people.

[youth.ie](https://youth.ie)

Our vision is of an Ireland where young people in every community are empowered through excellent youth work to realise their potential and actively participate in an inclusive society.

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# Our Members

Our members are the cornerstone of NYCI, driving our mission forward with their dedication and passion, and collectively shaping a brighter future for young people across Ireland.



In 2023 we welcomed three new members: Cherry Orchard Integrated Youth Project, Friends of Africa and St. Vincent de Paul Youth.

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# A Message from our President and CEO

**Welcome to the National Youth Council of Ireland Annual Report for 2023, where we outline the impact of our work and the diverse projects undertaken on behalf of the youth work sector throughout the year. At the NYCI, we are working towards an Ireland where young people in every community are empowered through excellent youth work to realise their potential and actively participate in an inclusive society.**

This impact is only possible with the support of a vibrant youth work sector. So we first extend our heartfelt thanks to the many youth organisations and the thousands of youth workers and volunteers who continued to deliver high-quality youth work during another challenging year. Despite facing a post-pandemic environment, a serious cost-of-living crisis, and the impacts of the war in Ukraine, your dedication has been unwavering.

To support you through this, we consistently adapted our programmes and services to ensure they remained relevant to our members' needs. We introduced new networks and communities of practice in response to the needs of youth workers and advocated for increased funding for youth work through our Youth Work Changes Lives campaign.

We are particularly proud of the Vision for Youth Work, launched by the Minister for Children, Equality, Disability, Integration, and Youth at our national conference. Developed with our membership and the wider youth sector, it sets out a vision for the future direction of youth work in Ireland over the next 10 years. Our collective vision is that: all young people living in Ireland have access to high-quality, well-resourced youth work services, which meet their expressed needs, delivered by paid professionals and well-supported volunteers.

As we look forward to the opportunities and challenges facing us, we know that a vibrant modern youth work sector will be essential. Young people need youth work now more than ever as they seek to navigate some of the damaging impacts caused by poverty and inequality.

In this regard, our advocacy work continued to be a critical aspect of what we do, ensuring we remained the go-to organisation for youth work policy and issues affecting young people in Ireland. We also strengthened relationships with statutory agencies and developed new ones, such as with the Department of the Taoiseach's Shared Island Unit.

NYCI maintained our strong reputation with the youth sector and government departments and continued to play a key role in representing the interests of youth work, our members, and the broader youth sector. We actively supported the extensive consultation for the new National Youth Work Services Strategy and look forward to its publication and implementation. Our commitment remains to engage constructively with DCEDIY and other agencies to support the strategy, increase recognition of youth work, expand youth work provision, and focus on workforce development.



In 2023, NYCI also began an inclusive process to develop our ambitious new strategic plan. This plan embodies our mission to represent the collective voice of the youth work sector and build capacity, leadership, and influence to deliver better outcomes for young people. It recognises that growing our membership base is crucial to our role as the representative body for the youth sector in Ireland. Our goals for the next five years include influencing policies that empower young people, supporting the youth sector to deliver impactful youth work, achieving impact through partnerships, and maintaining high organisational performance.

Thanks is due to our Board members, staff, and external experts for their dedication to our work towards achieving these goals. We are confident that our governance structures, strategic plan, and finances will sustain NYCI in the future and allow us to continue to pursue excellence on behalf of the youth sector and the young people it supports.

Finally, we hope you enjoy learning more about what NYCI has accomplished over the past year and the stories of success from our membership that are interwoven throughout this report. We look forward to the opportunities and challenges ahead and thank you sincerely for your ongoing support.



**Denis O'Brien**

President, National Youth Council of Ireland



**Mary Cunningham**

CEO, National Youth Council of Ireland

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**“As a sector, our collective vision is that all young people living in Ireland have access to high-quality, well-resourced youth work services, which meet their expressed needs, delivered by paid professionals and well-supported volunteers.”**

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## Youth Work Changes Lives

# Who we are

We build solidarity in  
the youth work sector



The National Youth Council of Ireland is the representative body for voluntary youth organisations in Ireland. We use our collective experience to act on issues that impact on young people.

## Our Vision, Mission and Values

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### Vision

An Ireland where young people in every community are empowered through excellent youth work to realise their potential and actively participate in an inclusive society.

### Mission

To represent the collective voice of the youth work sector and build capacity, leadership and influence to deliver better outcomes for young people.

### Role

NYCI is a membership organisation that represents the shared interests of voluntary youth organisations and uses our collective expertise to act on issues that impact on young people. We do this by:

- Representing the shared interests of voluntary youth organisations.
- Building solidarity among our members.
- Advocating on issues that impact on the lives of young people.
- Promoting the development of evidence informed high quality specialist youth work practice.
- Capacity building and professional development.

### Values

- We value the experience and views of our member organisations and will consult them and represent them with integrity.
- We believe that all young people have a right to develop a sense of belonging and empowerment in a fair and just society.
- We are concerned for young people disconnected from the mainstream.
- We are an organisation that promotes learning, innovation and forward thinking.
- We believe that a strong vibrant voluntary youth sector has a critical role to play in engaging all young people.
- We believe that better outcomes are achieved when young people are involved in making decisions that affect them.
- We value volunteering and the vital role it plays in a healthy vibrant community.
- We value the diversity of the voluntary youth sector and believe that is a key strength.

# Our New Strategic Plan

In 2023, NYCI introduced an ambitious new strategic plan for the period 2023–2027. This plan envisions an Ireland where young people in every community are empowered through excellent youth work to realise their potential and actively participate in an inclusive society. The strategy focuses on four key areas: influencing policies that support young people, enhancing the impact of youth work, fostering strategic partnerships, and ensuring NYCI operates as a high-performing organisation. Through this plan, NYCI aims to expand its membership, enhance services, and continue its role as the leading advocate for the youth sector in Ireland. The plan also underscores the importance of quality practice development, inclusion, and increased funding as well as innovative approaches to address the evolving needs of young people.



## Goals set out in our Strategic Plan 2023–2027

### 1: Influence

NYCI and its members influence the policies to empower and support young people

### 2: Impact

NYCI supports the sector to deliver impactful, responsive and inclusive youth work

### 3: Partnership

NYCI achieves impact by working in partnership

### 4: Performance

NYCI is a high performing organisation

# A youth work story



# NIKE'S STORY



I was trafficked into Ireland when I was nine.

I was brought here from Nigeria by someone who was supposed to be my mum's friend, but I was put to work cleaning houses and minding various kids at the age of 10. I would miss school trips and be late for school, mostly. Mum came to Ireland to get me back, but she had to pay €50,000 to the traffickers, which trapped her in bondage too.

At the age of 18, I was living in direct provision and sometimes, I felt hopeless. Direct provision can feel like a prison, and it makes it hard to trust people and form relationships.

I felt so alone. I didn't know of any youth groups I could join.

But then I found out that the Irish Refugee Council was creating a group of young people from different backgrounds, so I got involved. It changed everything for me. I met other young people who were also in direct provision and who could understand what I was going through.

Most of all, it felt like a second chance, even at the age of 18, to regain the childhood I had lost. It felt like magic.

Now I'm 27 years old, a proud graduate, a mother of two, and a youth leader with the Irish Refugee Council. Youth workers are there to change lives and to make things okay for young people. Now it is in my heart to advocate for young people and make their lives better, as others did for me.



**Nike, on how youth work changed her life. Nike shared her story as part of our Youth Work Changes Lives campaign.**

# Our Impact

This section outlines our achievements and performance in 2023, in our work to represent the collective voice of the youth work sector and build capacity, leadership and influence to deliver better outcomes for young people.



# Our impact at a glance

2023 marked the first year of our new strategic plan, and the following pages detail our impact and performance over the year. Notable achievements against our strategic objectives included:

## 1: Influence

NYCI and its members influence the policies to empower and support young people

**Vision for Youth Work** developed with our membership and the wider youth sector, sets out a **vision for the future direction of youth work policy** in Ireland over the **next 10 years**.

**356** media mentions of NYCI campaigns on youth work and youth issues.

## 2: Impact

NYCI supports the sector to deliver impactful, responsive and inclusive youth work

Engaged over

**5,000** participants in over

**300** events and trainings

new hubs and **communities of practice** introduced in response to the needs of youth workers nationwide

## 3. Partnership

NYCI achieves impact by working in partnership

Represented on

**73** external bodies in 2023, collaborating to achieve greater impact.

NYCI National Conference 2023 united over

**140** members, youth workers, policymakers

and other stakeholders in a conversation around how, together, we can implement our shared vision for the future of youth work.

## 4. Performance

NYCI is a high performing organisation partnership

**New Strategic Plan developed.**

Grew our staff team to

**31**

increasing capacity to support the sector.

## Challenges

2023 was another tough year for the sector and for young people, post pandemic, dealing with a serious cost-of-living crisis and the consequences of the war in Ukraine. A survey of NYCI members highlighted the impact on youth work organisations both in their capacity to engage in our supports, and to deliver their own services:

**68%**

had seen an increased demand for their service.

**88%**

said income had been impacted by increased inflation in the past year

**92%**

expressed concerns about having sufficient funds to provide services over the next 12 months.

Over

**90%**

agreed that the increased cost of living had made it difficult for the young people they work with

As outlined in the following pages, in order to address some of these challenges we continued to review and expand the services we offer to our members, to ensure they are relevant and responsive to their needs. Our programmes supported youth organisations and youth workers to deliver high-quality youth work, through difficult and uncertain times. At the same time, our campaigns and advocacy work focused on raising awareness of the benefits of youth work and the need to increase investment in youth services.



# Advocacy, Communications and International Work

In our work under pillar one of our strategic plan, in order to 'influence the policies to empower and support young people' NYCI advocates on issues which impact on the lives of young people, on our member organisations and on the youth work sector. We communicate the value of the sector and breadth of NYCI and our members' work. We empower young people to use their voice in important international forums.



# Advocacy and Policy Work

**Driven by the sectoral ‘Vision for Youth Work’, NYCI’s Policy and Advocacy team continued to campaign throughout 2023 for increased investment and support for the youth work sector, and on key youth issues, to ensure young voices and the key policy issues affecting young people are heard at the highest levels of Government, and within the Oireachtas.**

This work was informed and supported by NYCI’s members, who played a vital role in ensuring that the sector’s experiences and needs were to the forefront of engagement with Departments, members of the Oireachtas and government.

## Recognition of and investment in youth work

Our “Youth Work Changes Lives Campaign” highlighted the value of youth work ahead of Budget 2024 to a range of political, policy and public audiences, relying on the experience of our members and with the support of our programmes. The campaign saw:

- NYCI members equipped to campaign locally to secure an uplift in funding for the sector;
- NYCI publish its 2024 pre-Budget submission and post-Budget analysis;
- Our open letter campaign, highlighting the need for national action to local TDs, feature in 92 local media outlets with 5,565 signatories from every county
- 2,500+ new sign-ups open to campaigning further on youth issues

- Copy of NYCI’s pre-budget submission sent to all Oireachtas members
- Lobbying by Local Champions for increased investment in youth work supported in 12 Dáil constituencies.
- AV Room briefing on the importance of youth work held and attended by office of over 20 Oireachtas members.
- A targeted Oireachtas campaign to ensure investment in youth work, using the support gathered from our digital storytelling campaign to support engagement;

This saw a limited increase in funding for youth work organisations of €5 million.

Through membership action, NYCI delivered submissions to the Department of Children, Disability, Equality, Integration and Youth on key issues facing the sector such as the need for increased and multi-annual funding, the need for workforce development planning and the need for capital funding for the sector, among others. These submissions will inform the Department’s work on the new National Strategy for Youth Work Services.



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## New 'Local Champions' initiative

With support from the Community Foundation Ireland, NYCI ran a successful pilot with a group of 'Local Champions' that equipped young people to advocate for youth work in their own constituencies, further amplifying our advocacy on youth work funding on behalf of our membership.

## Engagement with Government and Policymakers

Engagement with and relationship building with members of the Oireachtas continued in 2023, with written communication, meetings and presentations held with Ministers, TDs and Senators across the political spectrum. NYCI presented as expert witnesses in two separate Oireachtas Committees, and delivered a letter co-signed by 36 youth organisations to Minister O'Gorman ahead of Budget 2024.

Other key NYCI advocacy and policy actions in 2023 included:

- Presented to two Oireachtas Committees as expert witnesses; on the importance of youth work and challenges within the sector, and on challenges facing young people in the media sector.
- Consulted on and delivered sectoral submission to DCEDIY's draft National Strategy for Youth Work Services
- Submission to the Low Pay Commission on Sub-Minimum rates of Minimum Wage for young people
- Campaigned to increase voter registration and youth participation via social media and PR campaigns.

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**"I wasn't aware of what lobbying or advocacy was before the Local Champions, but I've gained a lot of knowledge about this through the local champions. My involvement with the local champions initiative has broadened my understanding of the importance of youth work and the beneficial influence it has on our society. I've also improved collaboration and communication skills, both with my peers, the fellow Local Champions, and with Oireachtas members."**

Local Champion participant, 2023



# Communications

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## In 2023 our communications across traditional and digital media increased engagement with youth work, youth issues and NYCI.

NYCI engaged a diverse audience including members, youth workers, volunteers, government bodies, young people, politicians and the media via our website, social media, and the monthly e-zine Clár na nOg, while our campaigns engaged and inspired the public to action on youth issues.

### Media relations

In 2023, our media presence included 356 mentions with a reach of over 36 million, valued at €800,000. Key highlights included our Youth Work funding campaign being featured in 92 local and national print and broadcast media outlets in the run-up to Budget 2024.

### Digital marketing

In 2023 we implemented a suite of measurement dashboards based on the new Google Analytics 4. Through email marketing, Google Ads, search engine optimisation (SEO), and social media campaigns, we've driven impactful online actions, grown our audience, and fostered meaningful engagement. Key achievements include:

- **Website (youth.ie)** saw 243,000 users and 20,300 downloads of NYCI toolkits, research reports and resources.
- **Google Ads** brought in 8,300 users with a 15.8% click-through rate, spending a \$28,000 ad grant.
- **Email Marketing** increased main subscriber list to 5,155, exceeded industry benchmarks with an open rate of over 37% and 5.8% click through. We also began ongoing engagement with our newly created campaign supporters list.
- **SEO** efforts included a major audit and the development of a roadmap for 2024.
- **Social Media** strategy focused on digital storytelling and meaningful engagement: notably our Youth Work funding campaign engaged 40,000 people and mobilised over 5,500 open letter signatories, with 2,500+ joining our campaign list for further digital actions.

\*Note on measurement: the reporting platform changed significantly in 2023 so year on year comparisons have not been included.

# International work

## NYCI supports young people's involvement in international activities, youth work and youth policy.

- Started the Shared Island Youth Forum, a new initiative in partnership with the Shared Island Unit in the Dept of an Taoiseach and Youth Action NI, bringing together 80 young people. With members from Northern Ireland and the South, the Forum reflects gender, ethnic, community, faith and other identity diversities. In 2023 there were 5 Youth Forum events, meeting with the Taoiseach in December to discuss their work on their values and vision for the future of the Island of Ireland.
- Shared best practice by publishing two research reports both national and international on the impact of STEAM in youth work on young people as part of a European wide project on digital youth work.
- Amplified the youth voice by engaging over 940 young people and youth workers in shaping policy through Young Voices EU Youth Dialogue 24 trainings and events, including 278 young people in a consultation report on Inclusive Societies.
- Young people joined the Irish Delegation to EU Youth Conferences, were nominated to the European Youth Forum, the research advisory group of the Electoral Commission and were facilitated to attend national and international practice, policy and advocacy events.
- Hosted youth representatives from 12 national youth councils throughout Europe for an international seminar on Inclusion.

**“I want to say a huge thank you for all the help and confidence that NYCI has given me. Ever since I've gotten more involved with NYCI I have experienced a shift in my mindset. All your hard work doesn't go unnoticed and thank you.”**

Young Voices participant



# Programmes and Practice Development

**Pillar two in our strategic plan outlines our goals to support the sector to deliver ‘impactful, responsive, and inclusive youth work’. To achieve this, our programmes work to build the capacity of the youth work sector. We do this by sharing best practice and innovation, connecting with both statutory and voluntary sector organisations to promote youth work, and continually developing resources and supports to enhance the work of the sector.**

2023 continued to be a challenging year for the youth work sector with the increased cost-of-living crisis and lack of investment in youth work. However, the desire of youth workers to increase their knowledge and skills in the sector meant that NYCI engaged over 5,000 participants in over 300 events and trainings over the course of 2023. We also launched a number of e-learning modules to support self-directed learning as well increasing our face-to-face engagements with the sector and others supporting young people. As in youth work, relationships are at the core of what we do and the staff within the programme teams continued to develop and build connections across the community and voluntary sector, as well as deepening our partnerships within youth work. In this section you’ll find a snapshot of the diverse range of NYCI programmes and initiatives delivered during this year.

# Youth Arts

- **The SPARK Youth Arts Festival explored the impact of youth arts, involving 321 participants in a week of webinars, training, youth arts advocacy and including 155 young people who engaged in youth arts activities supported by the SPARK Mini-Grant Scheme.**
- A wide spectrum of youth arts training programmes took place including: 9 one-day events for 122 participants; a Summer School in Activism exploring the Sustainable Development Goals, visual arts and spoken word with 22 participants; the commencement of the Certificate in Youth Arts 2023-24 and an Artist in Residence programme with BA and MA students in Community and Youth Work in partnership with Maynooth University.
- 17 youth organisations received an Artist and Youth Work Residency Grant, engaging 324 young people in collaborative, high quality youth arts projects. With local partners, 3 Youth Arts Hubs delivered 9 bespoke training and practice sharing events with 112 participants, Cavan Monaghan
- Youth Arts Bursaries were awarded to 8 youth organisations supporting 173 young people to engage in youth arts locally and the Programme continued its strategic partnership with the Mayo, Sligo Leitrim Local Creative Youth Partnership (Mayo, Sligo, Leitrim ETB).
- Youth Arts SPEAKS, a youth arts advocacy project for 18 – 24 year olds, explored young people’s experience of creativity, consulting with 96 other young people, building an online exhibition and developing their work through the award of a European Solidarity Corps project.
- A Creative Access seminar took place to support emerging artists and youth arts practitioners from minority and marginalised backgrounds.
- PhD research project in youth work and creativity research project commenced in partnership with Maynooth University and funded by the Irish Research Council’s Employment-Based Postgraduate Programme.

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youth organisations received an Artist and Youth Work Residency Grant



**“I learnt more from listening to people’s stories, while I haven’t experienced racism, I have experienced discrimination and this makes me feel that I want to build a better future for the next generation. The street art will start conversations that need to be started and I feel that this piece of art will encourage people to treat each other equally. It was really fun learning how to create stencils and spray painting and working with other young people to support each other to tell our stories.”**

Young person from Artist and Youth Work Residency Grant Scheme funded project 2023

# Child Protection

- 53 child protection training events were delivered to 785 participants by the Child Protection Programme.
- **Child protection training delivered to over 5,000 participants via the Child Protection Programme’s Train the Trainer model, with over 315 registered CPAP trainers across 43 youth organisations.**
- We held our first CPAP Trainer Information and Networking Event in September following consultations with trainers, 50 trainers attended, with the keynote speakers focusing on child sexual exploitation as well as a number of topical workshops.
- Publication of updated [Child Safeguarding Policy Toolkit](#) to support youth work organisations with developing and reviewing their Child Safeguarding Policy and Procedures.
- The Child Protection Programme facilitated a Garda Vetting Information session in conjunction with NYCI’s Garda Vetting Consortium in May 2023 with over 100 attendees, which was very positively received.



**53** child protection training events were delivered to **785** participants by the Child Protection Programme.

**“This event highlighted the importance of putting young people first and the power of sharing knowledge with others. I gained an increased awareness of the current challenges young people face today and sharing knowledge with others working in the sector was very beneficial”**

Attendee of CPAP Trainers Info & Networking Session on the 20th Sept 2023.

# Equality and Intercultural

- Grew the programme to a team of 3 and secured funding for a fourth team member to start in January 2024.
- 2 new projects started 1) tackling racism under the National Action Plan Against Racism and 2) building links between young International Protection Applicants and youth work opportunities under IPIF – a new Network has been set up
- Published two new research reports: 1) on experiences of black young people in Balbriggan and 2) on ethnic diversity amongst staff and volunteers.
- 30 training events delivered to 456 participants
- E-learnings on Social Justice and Transforming Hate completed by 369 persons
- Youth consultation held on the impact of racism in education settings and poor institutional responses – 36 young people attended including 18 Travellers
- New direction of work developed to tackle far-right agitation in communities across Ireland: delivered workshops to over 100 youth workers and managers, developed strategic partnership with Hope and Courage Collective (HCC), provided learning, sharing and supportive space for youth workers as we deepened our understanding and analysis, as we prepare for difficult years ahead.
- Autism presentations delivered to 210 people following publication of new Chapter in Access All Areas on Working with Autistic young people.

“We’re seeing growing polarisation in our community that is impacting on our young people. Transformative Practice training from NYCI gave us a framework for understanding and space to talk about how we can respond to our young people from a place of compassion”

Transformative Practice training participant



# Global Youth Work – Youth 2030

## Celebrating Year 2 of the renewed 5-year Youth 2030 Global Youth Work (GYW) Strategic Partnership with Irish Aid in consortium with Concern Worldwide, Trócaire, and Maynooth University.

- Supported 5 youth organisations to access Irish Aid funding to undertake GYW. Successful applicants were CDYS, YMCA, and Youth Work Ireland Galway.
- 19 youth workers on the Level 8 Development Education and Global Youth Work Certificate.
- Youth 2030 directly engaged with 520 youth workers/leaders/volunteers, 162 students, 841 young people, and 531 others across all training and events in 2023.
- The DCEDIY funded Youth Climate Justice Future Generations Project continued in its fourth year including consortium members – NYCI, YMCA, Gaisce, Sphere17, and Concern Worldwide.
- At a European and global level, we engaged with the North-South Centre (Global

Education/One World Week), the Council of Europe (policy on Climate and Youth), UNESCO on Education for Sustainable Development (ESD) issues and one of our team is a member of the UNECE Youth Team through the European Youth Forum.

- Celebrating the [world's first youth chapter in a government SDGs Voluntary National Review](#) written by Ireland's United Nations Youth Delegates:
- Celebrating the 9th year of the UN Youth Delegate Programme in partnership with DFA and the 2nd year of the Youth Climate Delegate Programme in partnership with DECC.
- **Our Young People's Committee created a new SDGs resource: [Dear Poverty](#)** and we created a new video resource on the SDGs: [Leaving No One Behind](#)
- NYCI were SDG Champions



# 19

youth workers on the Level 8 Development Education and Global Youth Work Certificate

**“The takeaway from this experience for me is that the spaces to co-exist, support and challenge each other as humans for the purpose of growth and development can exist when mindfully resourced.”**

Global Youth Worker

# National Youth Health Programme

- Grew the programme to a team of 3 by securing funding for new Health Promotion Officer.
- Delivered a total of 29 youth health trainings to 416 participants.
- 3 new organisations engaged in the HQM process.
- 4 Youth Health Hubs facilitated around the country on the topic of **'Working with Autistic Young People, Inclusive Practice'**. The hubs reached over 120 participants.
- National Youth Health Programme team became accredited by St John of Gods to deliver the **Youth Mental Health First Aid** training to the youth work sector.
- Supported the HSE in developing **'A Youth Prevention Toolkit: E-cigarettes and other Nicotine Delivery Systems'** which will be released in 2024.
- For World Mental Health Day, NYHP facilitated a conference **'Youth Mental Health: Today, tomorrow and in the future'** with keynote speakers including Dr Colman Noctor and Dr Bobby Smyth.



**“Excellent hub that is great for connecting organisations to build on a multi-agency approach that works effectively together. Thank you for always organising such great, worthwhile events and listening to the sector on our needs”**

Regional Hub Participant

# North-South Practice Development Hub

**Engaged with 250 individual youth workers, managers, academics and policy makers from 83 youth local groups and organisations, national youth work agencies and public bodies from across the island.**

- Co-ordinated an all-island conference exploring youth work with LGBTQI+ young people, involving 74 participants from Ireland, North Ireland and two from Great Britain.
- Provided NYC MindOut training for 34 voluntary and statutory sector youth workers in Northern Ireland.

- Facilitated a return study/practice exchange visit to Belfast from 25 youth workers and managers from 4 Dublin-based youth services, exploring detached youth work and youth leadership training and pathways.
- Supported two youth exchange/study visits to Dublin involving 21 young people.
- Helped facilitate ongoing north-south connections between Education Authority Youth Service groups and five youth services from Dublin, Bray and North-Connaught – involving almost 100 young people aged 11-14.

On the LGBTQI+ conference...

**“Some great pieces of work going on, brilliant to have this opportunity to share and network.”**

On the MindOut training...

**“The manual is an excellent resource, and the practical workshops helped me consider how to use it in practice.”**

Engaged with  
**250**  
youth workers



Debbie O'Rourke, North-South LGBTQI+ conference organising group member and workshop presenter. Manager ARC Family Resource Centre, Wexford.

# Skills Summary

Skills Summary is an online tool that captures and measures the skills young people gain by participating in youth work and volunteering and helps organisations capture the impact of their projects; it's recognised as a measurement tool in the Youth Employability Initiative.

- Over 400 young people and more than 120 youth workers and others in the role of supporting young people signed up in 2023, amounting to over 4000 registered users on Skills Summary!
- 369 young people empowered in recognising they develop skills by participating youth work and non-formal education through our Skills Summary

workshops, inputs at youth events and focus groups.

- Over 130 participants upskilled through Skills Summary training and e-learning
- '12 skills posters' designed and disseminated.
- Best Practice resource expanded and published.
- **“Youth Skills Fest” event gathered over 120 young people, youth workers, employers and decision-makers and highlighted the importance and value of transversal skills gained through youth work and volunteering.**

**“I’m chuffed by my crib sheet that I was given outside in relation to the Skills Summary. This is something that we’ve needed for decades. [...] And I just think about the amount of skills that so many people in this room are picking up from doing something that they would have done anyway. Doing something far removed from the classroom, or the lecture theatre, or from a formal workplace. Doing things that are developing so many real, genuine life skills. Life skills that are a massive benefit, not just to them, their families, their communities, but crucially to certain other people in this room, to the employers of the future.”**

Minister of State Neale Richmond at the Youth Skills Fest event, Nov 2023



“Youth Skills Fest” event gathered over

# 120

20 young people, youth workers, employers and decision-makers and highlighted the importance and value of transversal skills gained through youth work and volunteering.

# STEAM Engagement

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## STEAM in Youthwork:

- Recruited both a new Programme Manager and Project Officer to the team.
- Confirmed six new partnerships, with projects commencing in 2024.
- STEAM toolkits and Tutorials have been further developed and adapted for 50+ organisations across the sector. This includes holding STEAM taster sessions and revision of the current STEAM toolkit “Having a Blasting STEAM”
- Using the STEAM in Youth work framework, we completed three workshop sessions, two in Dundalk IT and our first session in Maynooth delivering STEAM EPE to 35 students.

## STEAM in Youthreach:

- 3 ETBs, Galway and Roscommon ETB, Kilkenny and Carlow ETB and Louth and Meath ETB nominated themselves to partner with NYCI in order develop our existing ‘Intro to STEAM framework’, session plans and resources into a suitable format for QQI accreditation. These partnerships gave us

access to ETB staff, Adult Education Officers with a wealth of expertise and experience with QQI accreditation.

- The PL&D module (a 5 ECTS micro credential for Youthreach and CTC staff) was developed in partnership with CASTeL in DCU. With roll out in January 2024 and accreditation scheduled for the August 2024 exam board.
- Completed the follow-on support from phase one, with a 77% uptake from previous centres that took part in seven online sessions including one Peer learning Community.
- After further development the continuous professional development course recommenced in September 2023, and we conducted two training sessions to 18 learners from five Youthreach centres.
- Resources have been made available online and easily searchable for Youthreach and Community Training Centres. Additionally, specific activities have been developed to add to some of the themes and STEAM topics to emphasise stronger links with sustainability through the UN SDGs.

**“Our learners have a deeper sense of understanding of the STEAM principles than they would have done. As they would say it, they know more about “how sh\*t works”. And they keep coming back to the class!”**

Youthreach staff from the follow on CPD training sessions.



# Partnerships and engagement

**Pillar three in our strategic plan outlines that ‘NYCI achieves impact by working in partnership’. As a representative body, bringing together the voices of our diverse and vibrant membership collaboration is at the heart of our work. Below you’ll find a snapshot of the collaboration, both sectoral and external, as well as partnerships and engagement we worked on to ensure strong representation of the youth work sector and youth issues.**

- Member of the Youth Justice Advisory Group.
- NYCI co-facilitated with Department of Children, Equality, Disability, Integration and Youth meetings of the Advisory Group on the Youth Services Grant Scheme Reform process, throughout 2023.
- Continued North/South Collaborations on the North/South Education Training Standards Committee (NSETS): NYCI continued to provide the NSETS Secretariat.
- NYCI continued to work collaboratively with Education and Training Boards Ireland. We signed a new memorandum of understanding to further cement our commitment to working together on aligned goals to support youth work across the country.
- Facilitated regular meetings of NYCI’s **Specialist Organisations Network** and **Heads of Organisations** meetings.
- Worked in partnership with the Youth Affairs Unit in DCEDIY to facilitate inclusive consultations on the development of the new National Youth Strategy.

See [‘Representation on External Bodies 2023’](#) in appendix for a complete list.

## Vision for youth work

The [NYCI National Conference 2023: A Vision for Youth Work](#) on December 8th united youth workers, managers, policymakers and other stakeholders in a conversation around how, together, we can implement our shared vision for the future of youth work.

As well as providing an important platform for networking and the sharing of ideas, the event also saw the publication of the Vision for Youth Work, which sets out a path for the future direction of youth work in Ireland over the next 10 years. The vision was developed through extensive consultation with the youth work sector and reflects both current and emerging issues that we as a sector are experiencing. It is an important document at a pivotal time for youth work in Ireland as it will serve to provide a roadmap for the development of youth work policy and practice in the years ahead.

The shared vision for youth work states that:

All young people living in Ireland have access to high-quality, well-resourced youth work services, which meet their expressed needs, delivered by paid professionals and well-supported volunteers.

The vision has eight themes, outlined in the [Vision for Youth Work document](#):



- Nature and purpose of youth work
- Access and opportunity; equality and equity
- Personal and social impact
- Connection and action, from local to global
- People: capacity, support and diversity
- Quality, relevance and responsiveness
- Recognition and resources
- Structures and systems



# A youth work story



# AISSLING'S STORY



“

My youth worker, Cate, has always had confidence and faith in me. She has always made me feel like being myself was enough to bring about change.

The day I first met Cate, I had joined a new youth group, but I was nervous that I'd have a bad experience, as I had before.

But Cate was there and, with her positive, warm and welcoming energy, she sees that different children have different needs, whether they are neurodivergent or neurotypical.

A teacher told me that I wouldn't be able for law and politics in UCD, but Cate said I could achieve anything I want. Now I am in UCD, about to go into the second year of the course I chose. I don't know if I would be here without Cate and without youth work.

”

**Aisling, 20, who got involved in Templemore Youth Club through Tipperary Youth Services, shared her story as part of our Youth Work Changes Lives campaign.**

# Governance and Financials

Pillar 4 of NYCI's strategic plan emphasises our commitment to being a high-performing organisation. Central to this commitment is robust governance and sound financial management.



# Financial Statements for year ended 31 December 2023

In this section of our annual report, we detail our governance structures and financial performance, showcasing the integrity and transparency that underpin all our operations. Our strong governance framework ensures we adhere to best practices, while our prudent financial management allows us to effectively support and expand our initiatives. Together, these elements enable NYCI to deliver on its mission and continue to drive positive outcomes for young people across Ireland.



# Financial Statements for year ended 31 December 2023

## Reference and administrative information

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### Directors

Garry McHugh  
Nicola Toughey  
Gregory Tierney  
Eve Moody  
David Backhouse  
Mick Ferron  
Mary Horgan  
Reuban Murray  
Rosemarie Maughan  
Denis O'Brien  
Michael Power (Appointed 14 March 2023)  
Conor Kirwan (Appointed 2 May 2023)  
Iarla Flynn (Appointed 2 May 2023)  
Patrick Manley (Appointed 25 May 2023)  
Carmel Walsh (Appointed 28 July 2023)  
Niamh Quinn (Resigned 8 June 2023)

### Company Secretary

Patrick Manley (Appointed 14 September 2023)  
David Owens (Resigned 14 September 2023)

### Charity Number

6823

### Charities Regulatory Authority Number

20013516

### Company Registration Number

58814

### Registered Office and Principal Address

3 Montague Street Dublin 2  
Ireland

### Auditors

KSI Faulkner Orr Limited  
Behan House  
10 Lower Mount Street  
Dublin 2  
Ireland

### Principal Bankers

Permanent TSB College Green Dublin 2 Ireland	Bank of Ireland Camden Street Dublin 2 Ireland
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### Solicitors

Mason Hayes and Curran  
South Bank House  
Barrow Street  
Dublin 4  
Ireland

# Directors' Annual Report

## for the financial year ended 31 December 2023

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The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2023.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of National Youth Council of Ireland present a summary of its purpose, governance, activities, achievements and finances for the financial year 2023.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The company is limited by guarantee not having a share capital.

## Mission, Objectives and Strategy

To represent the collective voice of the youth work sector and build capacity, leadership and influence to deliver better outcomes for young people.

### Our values:

- We are an organisation that consults and represents our members with integrity.
- We believe that all young people have a right to develop a sense of belonging and empowerment in a fair and just society. We are concerned for young people disconnected from the mainstream.
- We are an organisation that promotes learning/ innovation, and forward thinking.
- We believe that a strong, vibrant voluntary sector has a critical role to play in engaging young people.
- We believe that better outcomes are achieved when young people are involved in making decisions that affect them.
- We value volunteering and the vital role it plays in a healthy vibrant community.
- We value the diversity of the voluntary youth sector and believe that it is a key strength.

### Strategic Priorities – Four Pillars:

1. NYCI and its members influence the policies available to empower and support young people.
2. NYCI supports the sector to deliver impactful, responsive and inclusive youth work.
3. NYCI achieves impact by working in partnership with its members and others.
4. NYCI is a high-performing organisation.

## Enablers:

These three enablers emerged over the course of the strategic development process and consultation with our stakeholders. Each of them underpins, inform and support the delivery across our strategic plan.

### 1. Vision for Youth Work

The Vision for Youth Work sets out a vision for the future direction of youth work in Ireland over the next 10 years. Developed out of extensive consultations with the youth work sector, it provides a roadmap for the development of youth work policy and practice. Many of the priorities in this Strategy strive towards achieving the Vision for Youth Work.

### 2. Diversity & Inclusion

The diversity of the voluntary youth sector is one of its key strengths, and its vital that we continue to nurture and develop it at all levels in this Strategy. This ranges from the sector's youth work practices and approaches to the people who participate in or deliver youth work, to the policies and resources that enable youth work and supports for young people to continue to be inclusive.

### 3. Collaboration

As a membership organisation, we know we are stronger together. Delivering this Strategy will involve collaboration across the organisation, with members, with the voluntary and statutory sectors, with peer organisations working in relevant sectors, with partners across government – and of course, with young people themselves.

## Structure, Governance and Management

### Structure

NYCI is the representative body for voluntary youth organisations in Ireland. Our primary target group includes CEOs, staff and volunteers in youth organisations and our secondary target group includes young people.

Our role: NYCI is a membership organisation that represents the shared interests of voluntary youth organisations and uses our collective expertise to act on issues that impact young people. We do this by: -

- Representing the shared interests of voluntary youth organisations.
- Building solidarity among our members.
- Advocating on issues that impact on the lives of young people.
- Promoting the development of evidence informed high quality specialist youth work practice.
- Capacity building and professional development.

Most of the work carried out by NYCI is in the areas of Policy and Advocacy and Best Practice Development and Support.

### Policy and Advocacy:

- Influence's policy and legislation through engagement with Government, the political system, a broad and extensive range of statutory and voluntary agencies, other key stakeholders and through public engagement.
- Advocates on a range of economic and social policy issues impacting on young people and the youth sector.
- Represents the sector on a range of strategic bodies, committees, and advisory structures.

### Best Practice Development:

- The National Youth Council of Ireland offers a comprehensive training, development and consultancy service to the youth work sector and other children's and young people's organisations.
- We support organisations to develop their practice in specialist areas, such as youth arts, youth health promotion, development education/global youth work, equality and interculturalism, STEAM in youth work, international affairs, and child protection.
- We encourage them to find and cooperate with others with similar aims.

## Governance

NYCI has a Board of Directors of 15 people, 12 of whom are elected from within The National Youth Council of Ireland membership and three functional directors who were selected to meet skills needs identified by the Board. The Board's role is as follows:

- Determine mission, policies, and strategic direction
- Approve and monitor budgets
- Other governance functions
- Oversees appointment and management of the CEO

## Board members – Legal duties

- Ensure that the National Youth Council of Ireland is carrying out its charitable purpose for the public benefit.
- Comply with the National Youth Council of Ireland's constitution.
- Ensure that the National Youth Council of Ireland keeps proper books of account.
- Manage the assets of the National Youth Council of Ireland.
- Make appropriate investment decisions.
- Ensure the Charities Regulator is informed if you are of the opinion that there are reasonable grounds for believing a theft or fraud has occurred.
- Act in the best interests of the National Youth Council of Ireland.
- Ensure that the National Youth Council of Ireland is registered on the Charities Regulator's Register of Charities.
- Ensure that the National Youth Council of Ireland prepares and furnishes an annual report to the Charities Regulator.
- Ensure that the National Youth Council of Ireland furnishes financial accounts to the Charities Regulator.
- Ensure you comply with directions issued by the Charities Regulator.
- Act with reasonable care and skill

## Board members – Responsibilities

- Commitment to the evolution of the National Youth Council of Ireland and support for its philosophy.
- Regular attendance at Board meetings.
- Shaping strategy for the development of the National Youth Council of Ireland.
- Where necessary, deciding on strategic actions required to achieve the National Youth Council of Ireland's outcomes, ensuring that all activities are consistent with the National Youth Council of Ireland's vision and core values.
- Representing the interests of all the National Youth Council of Ireland's members as opposed to their own organisations. Board members are elected democratically and are accountable to the National Youth Council of Ireland's AGM who elected them.
- Where required, serving on sub-committees.
- Fulfilling all the legal obligations of a member of the Board of Directors of a company limited by guarantee.

Sub-Committees can be formed based upon terms of reference agreed by the Board:

- Membership of Sub-Committees should reflect different experiences and skills. Membership may also include non- Board members.
- A record is kept of all sub-committee meetings and decisions
- Each sub-committee is accountable to the Board - each formal Board meeting to have an agenda item allowing a report from each sub-group.
- All Sub-Committees are strictly advisory in nature.
- The National Youth Council of Ireland has the following Sub-Committees: The International Advisory Committee, the Policy and Advocacy Committee, the Finance, Risk and Audit Sub-Committee, the HR and Governance Sub Committee.
- The Officers of the Board, the President, Vice President and Treasurer of the Board together make any decisions between Board meetings as may be necessary from time to time.

## Attendance at Board meetings

Members serve a term of 3 years and must go forward for re-election at the AGM each year. The Board meets at least 8 times a year and all matters discussed are treated as confidential. All elected Board members are Directors of the limited company which is a company limited by guarantee and a 'registered' charity under Irish law.

## Attendance Tracker 2023

Name	Jan-23	Mar-23	Apr-23	Jun-23	Jul-23	Sep-23	Oct-23	Dec-23
Denis O'Brien	✓	✓	✓	✓	✓	✓	✓	✓
Nicola Toughey	✓	✓	✓	✓	✓	✓	✓	✓
Carmel Walsh							✓	✓
David Backhouse	✓		✓	✓	✓	✓	✓	✓
Eve Moody	✓	✓	✓	✓	✓	✓	✓	✓
Gary McHugh	✓		✓			✓	✓	
Greg Tierney	✓	✓	✓	✓		✓	✓	
Iarla Flynn			✓	✓				
Mary Horgan	✓	✓	✓	✓	✓	✓	✓	✓
Michael Power			✓		✓	✓	✓	
Mick Ferron	✓		✓	✓	✓	✓	✓	✓
Patrick Manley			✓	✓	✓			
Reuban Murray	✓		✓	✓	✓	✓		✓
Rosemarie Maughan	✓	✓				✓		✓
Niamh Quinn	✓	✓	✓	✓				
Conor Kirwan			✓	✓	✓	✓	✓	
Mary Cunningham	✓	✓	✓	✓	✓	✓	✓	✓
Alison Fox	✓	✓		✓	✓	✓	✓	✓
Paul Gordon	✓	✓	✓	✓	✓	✓	✓	✓
Lynne Oglesby	✓		✓	✓	✓	✓	✓	✓

The AGM of NYCI also elects a President, Vice-President, and Treasurer.

## Health Quality Mark

- NYCI has developed the Health Quality Mark, a set of quality standards, as a health promotion initiative to enhance best practice and a high standard of quality in all aspects of health promotion in youth organisations.

## Access All Areas

- NYCI has developed Access All Areas, a toolkit to enhance best practice and raise standards in all aspects of equality, inclusion, and inter-culturalism.

## 8 Steps to Inclusive Youth Work

- This toolkit sets out 8 easy to follow steps, to help organisations identify how good inclusive practice is evident and measurable in the practice of youth organisations.

## Child Protection

- NYCI provides a comprehensive child protection training information, advisory and support service for the voluntary youth sector
- Facilitates Garda Vetting for over 100 small organisations through the NYCI Garda Vetting Consortium.

## Skills Summary

Skills Summary is a partnership project between the National Youth Council of Ireland, SpunOut.ie, and Accenture. It is funded by the Department of Children, Equality, Disability, Integration and Youth and recognised as a measurement tool in the Youth Employability Initiative. Skills Summary is an easy to use online tool that measures the skills young people gain by participating in youth work and volunteering opportunities, building their confidence, so that they can better communicate the value of these essential transferrable life skills to future employers.

## North-South Practice Development Hub

The Hub is a joint initiative between NYCI and the Education Authority Youth Service in Northern Ireland. The purpose of the Hub is to strengthen and develop sustainable north-south youth work sector relationships among and between organisations, staff and volunteers. The work involves: -

- Sharing learning from research, policy and practice initiatives -
- Facilitating knowledge exchange and study visits
- Co-ordinating specialist training
- Linking and supporting youth groups interested in developing cross-border projects

## Help & Advice

- Access by telephone and e-mail to information and advice on the broad range of topics that affect young people and voluntary youth work organisations
- Sign posting service - if the National Youth Council of Ireland is unable to answer a question/ query it will re-direct the query to someone who can.

## Website: [www.youth.ie](http://www.youth.ie)

- A comprehensive one-stop information shop providing information, resources, and publications for youth organisations
- Acts as a 'sign posting facility' that provides links to other websites
- Includes dedicated area for Member Organisations

## Communications

NYCI effectively engages a diverse audience including members, youth workers, volunteers, government bodies, young people, politicians and the media via our website, social media, and the monthly e-zine Clár na nOg. In 2023, our media presence included 356 mentions with a reach of over 36 million, valued at €800,000.

Our digital strategy has significantly enhanced engagement across platforms. Through email marketing, Google AdWords, search engine optimization (SEO), and social media campaigns, we've driven impactful online actions, grown our audience, and fostered meaningful engagement. Key achievements include:

- Website (youth.ie) saw 243,000 users.
- Google Ads brought in 8,300 users with a 15.8% click-through rate, spending a \$28,000 ad grant.
- Email Marketing exceeded industry benchmarks with an open rate of over 30%.
- SEO efforts included a major audit and the development of a roadmap for 2024.
- Social Media strategies focused on ROI and meaningful engagement, notably our Youth Work funding campaign which mobilised over 5,500 open letter signatories and engaged 40,000 people.

## Networking and Learning Events

- National Youth Council of Ireland organises a wide range of local, regional, and national events from small informal meetings and seminars or workshops to large scale conferences.
- The events facilitate learning and provide opportunities for individuals and organisations to come together, share information, network, and address common needs or issues together.
- National Youth Council of Ireland Annual Conference, this returned in 2023 for the first time since pre-Covid to launch the Vision for Youth Work and to bring member organisations and the wider youth work sector together to discuss the direction of youth work over the next 10 years.

## Other events include:

- Heads of Organisations Meetings; meetings to ensure that Heads of Organisations are kept up to date and informed of the latest developments
- Information seminars; customised networking events that facilitate learning and strengthen competences

- Specialist Organisation Meetings; customised networking meetings that facilitate learning and strengthen competences
- Equality Network; networking meetings that facilitate sharing of information for those working in inter-cultural youth work
- Youth Arts Hubs; the youth arts programme works with ETBs to develop better regional partnerships to support youth arts provision more effectively in youth work organisations.
- Global Youth Work Learners Network; connecting the global youth work and development education community in Ireland.

## Good Practice Guides

- The National Youth Council of Ireland produces a wide range of good practice guides on specialist youth work practice. See our website [www.youth.ie](http://www.youth.ie)

## Financial Review

The results for the financial year are set out on page 15 and additional notes are provided showing income and expenditure in greater detail.

## Financial Results

At the end of the financial year the company had gross assets of €2,373,481 (2022 - €2,513,877) and gross liabilities of €1,127,727 (2022 - €1,273,702). The net assets of the company have increased by €5,579.

## Reserves Position and Policy

This Reserves Policy was developed by The National Youth Council of Ireland following the "Guidelines for Development of a Reserves Policy" document, published originally by The Wheel and reviewed to comply with the Guidance on Charity Reserves from the Charities Regulator. This policy was reviewed in August 2023 and due for its next review December 2024.

The Board has set a reserves policy which requires:

- Reserves are maintained at a level which ensures that The National Youth Council of Ireland's organisation's core activities could continue during a period of unforeseen difficulty.
- A proportion of reserves are maintained in a readily realisable form.

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

It takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's legal obligations

It is prudent and good governance for the National Youth Council of Ireland to have a reserves level that:

- At a minimum allows it to meet its obligations as an employer by paying redundancy payments to its staff
- Allows it to implement its activity plans for an interim period should an important income stream cease unexpectedly. In acknowledgement that in a crisis certain cut could be made immediately should they be necessary.
- NYC's mortgage on 3 Montague Street is fully paid off so there is no longer any liability associated with the mortgage that it has on its office premises.

Therefore, the total sum of reserves required on an ongoing basis should be in the order of €360,000 which is based on calculations developed in August 2023 and will be revised in 2024.

At the end of 2023, as per audited accounts, Current unrestricted reserves at 31 December 2023 are €1,245,754 and included in that is a revaluation reserve of €782,888.

It is also noted that all decisions regarding the use of Reserves will be taken by the Board following consideration and recommendation from the Finance, Risk and Audit Sub-Committee, this authority should be clearly stated in the schedule of matters reserved for the Board.

## Future Developments

The Directors are not expecting to make any significant changes in the nature of the business in the near future.

## Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Garry McHugh  
 Nicola Toughey  
 Gregory Tierney  
 Eve Moody  
 David Backhouse  
 Mick Ferron  
 Mary Horgan  
 Reuban Murray  
 Rosemarie Maughan  
 Denis O'Brien  
 Michael Power (Appointed 25 May 2023)  
 Conor Kirwan (Appointed 02 May 2023)  
 Iarla Flynn (Appointed 02 May 2023)  
 Patrick Manley (Appointed 25 May 2023)  
 Carmel Walsh (Appointed 28 July 2023)  
 Niamh Quinn (Resigned 8 June 2023)

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

The secretaries who served during the financial year were;

Patrick Manley (Appointed 14 September 2023)  
 David Owens (Resigned 14 September 2023)

## Compliance with Sector-Wide Legislation and Standards

The company engages pro-actively with legislation, standards and codes which are developed for the sector. National Youth Council of Ireland subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

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## The Auditors

The auditors, KSI Faulkner Orr Limited have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

## Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

## Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 3 Montague Street, Dublin 2.

**Approved by the Board of Directors on  
the 13th June 2024 and signed on its behalf by:**

*Mary Horgan*

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**Mary Horgan**  
Director

*Denis O'Brien*

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**Denis O'Brien**  
Director



# Directors' Responsibilities Statement

## for the financial year ended 31 December 2023

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The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and 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, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

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 net income or expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with 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.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

**Approved by the Board of Directors on the 13th June 2024 and signed on its behalf by:**

*Mary Horgan*

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**Mary Horgan**  
Director

*Denis O'Brien*

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**Denis O'Brien**  
Director

# Independent Auditor's Report

## to the Members of National Youth Council of Ireland

### Report on the audit of the financial statements

#### Opinion

We have audited the company financial statements of National Youth Council of Ireland ('the Charity') for the financial year ended 31 December 2023 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2023 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

#### Basis for opinion

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

We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the

Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 3 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

#### Conclusions relating to going concern

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

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

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

#### Other Information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such

material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

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

- in our opinion, the information given in the Directors' Annual Report is consistent with the financial statements;
- in our opinion, the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

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

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

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the charity. We have nothing to report in this regard.

## **Respective responsibilities**

### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement set out on page 12, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they 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 financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

## Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

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



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**Emma Delaney**  
for and on behalf of  
KSI FAULKNER ORR LIMITED  
Statutory Auditors  
Behan House  
10 Lower Mount Street Dublin 2  
Ireland

# Statement Of Financial Activities

(Incorporating an Income and Expenditure Account) for the financial year ended 31 December 2023

Income	Notes	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Total Funds 2022 €
Charitable activities							
Grants from governments and other co-funders	5.1	20,709	3,126,246	3,146,955	39,668	3,018,404	3,058,072
Other trading activities	5.2	45,566	-	45,566	33,921	-	33,921
<b>Total income</b>		<b>66,275</b>	<b>3,126,246</b>	<b>3,192,521</b>	<b>73,589</b>	<b>3,018,404</b>	<b>3,091,993</b>
<b>Expenditure</b>							
Charitable activities	6.1	50,697	3,136,245	3,186,942	35,382	2,946,869	2,982,251
<b>Net income/ (expenditure)</b>		<b>15,578</b>	<b>(9,999)</b>	<b>5,579</b>	<b>38,207</b>	<b>71,535</b>	<b>109,742</b>
Transfers between funds	-	-	-	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>15,578</b>	<b>(9,999)</b>	<b>5,579</b>	<b>38,207</b>	<b>71,535</b>	<b>109,742</b>
<b>Reconciliation of funds:</b>							
Total funds beginning of the year	19	1,133,817	106,358	1,240,175	1,095,610	34,823	1,130,433
Total funds at the end of the year		<b>1,149,395</b>	<b>96,359</b>	<b>1,245,754</b>	<b>1,133,817</b>	<b>106,358</b>	<b>1,240,175</b>

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities

**Approved by the Board of Directors on the 13th June 2024 and signed on its behalf by:**

*Mary Horgan*

**Mary Horgan**  
Director

*Denis O'Brien*

**Denis O'Brien**  
Director

The notes on pages 19 to 38 form part of the financial statements

# Balance Sheet

as at 31 December 2023

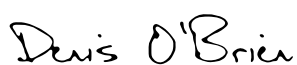
	Notes	2023 €	2022 €
<b>Fixed Assets</b>			
Tangible assets	12	903,389	928,188
<b>Current Assets</b>			
Debtors	13	107,674	59,142
Cash at bank and in hand	14	1,362,418	1,526,547
		1,470,092	1,585,689
Creditors: Amounts falling due within one year	15	-1,074,915	-1,194,654
<b>Net Current Assets</b>		395,177	391,035
<b>Total Assets less Current Liabilities</b>		1,298,566	1,319,223
Grants receivable	16	-52,812	-79,048
<b>Total Net Assets</b>		1,245,754	1,240,175
<b>Funds</b>			
Restricted trust funds		96,359	106,358
General fund (unrestricted)		1,149,395	1,133,817
<b>Total funds</b>	19	1,245,754	1,240,175

The total unrestricted funds includes a revaluation reserve of €(782,888) (2022 - €(782,888))

Approved by the Board of Directors on the 13th June 2024 and signed on its behalf by:



**Mary Horgan**  
Director



**Denis O'Brien**  
Director

The notes on pages 19 to 38 form part of the financial statements

# Balance Sheet

as at 31 December 2023

	Notes	2023 €	2022 €
<b>Cash flows from operating activities</b>			
Net movement in funds		5,579	109,742
Adjustments for:			
Depreciation		49,692	40,328
Amortisation of capital grants received		-26,243	-22,196
		29,028	127,874
Movements in working capital:			
Movement in debtors		-48,532	-4,229
Movement in creditors		-119,739	299,885
Cash (used in)/generated from operations		-139,243	423,530
<b>Cash flows from investing activities</b>			
Payments to acquire tangible assets		-24,886	-38,348
<b>Cash flows from financing activities</b>			
Grants receivable		-	36,865
Net (decrease)/increase in cash and cash equivalents		-164,129	422,047
Cash and cash equivalents at the beginning of the year		1,526,547	1,104,500
Cash and cash equivalents at the end of the year	14	1,362,418	1,526,547

# Notes To The Financial Statements

for the financial year ended 31 December 2023

## 1. General information

National Youth Council of Ireland is a company limited by guarantee incorporated in Ireland. The registered office of the company is 3 Montague Street, Dublin 2, Ireland which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company. The company number is 58814 and the charity number is 6823.

## 2. Summary of significant accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

### Basis of preparation

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102" and in line with the requirements of DPER Circular 13/2014.

The Company has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the company has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

## Statement of compliance

The financial statements of the company for the financial year ended 31 December 2023 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

## Fund accounting

The following are the categories of funds maintained:

### Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the company.

### Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the company.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

## Income

Income is recognised by inclusion in the Statement of Financial Activities only when the company is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the company.

## Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the company. Income from government and other co-funders is recognised when the company is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the company is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the company is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions: whereby the company is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the company recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the company is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

NYCI are now in compliance with SORP and all grants received in 2023 and going forward are accounted for accordingly.

## Expenditure

Expenditure is analysed between costs of charitable activities. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the company but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

## Pension

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the income and expenditure account in the period to which they relate to.

## Revaluation

The company's land and building freehold are carried at fair value less any accumulated depreciation and any accumulated impairment losses. Revaluations on the property are reviewed regularly to ensure the carrying amount does not differ materially from fair value at the end of the reporting period.

## Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Land and buildings freehold  
- 2% Straight line

Fixtures, fittings and equipment

- 15% Straight line

Computer and office equipment

- 10% & 20% Straight line

## Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the company from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

## Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

## Taxation

No current or deferred taxation arises as the company has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

## 3. Provisions available for audits of small entities

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements.

## 4. Critical accounting judgement and estimates

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**(a) Establishing useful economic lives for depreciation purposes of property, plant and equipment** Long lived assets, consisting primarily of, fixtures, fittings and equipment, comprise a significant portion of total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual value. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

## 5. Income

### 5.1 Charitable activities

	Unrestricted Funds €	Restricted Funds €	2023 €	2022 €
<b>Grants from governments and other co-funders:</b>				
Youth Services and Governance Programmes	13,842	1,077,671	1,091,513	930,096
Development Education Programme	4,912	544,003	548,915	545,791
Health Programme	-	274,675	274,675	237,774
Arts Programme	1,955	254,055	256,010	266,826
Child Protection Programme	-	155,254	155,254	142,973
Equality & Intercultural Programme	-	271,446	271,446	233,222
International & Structured Dialogue	-	148,717	148,717	98,541
STEAM/STEM	-	176,289	176,289	366,956
PEACE IV	-	-	-	15,882
Skills Summary	-	100,000	100,000	100,000
NSETS	-	32,939	32,939	44,540
North/South	-	91,197	91,197	75,471
	20,709	3,126,246	3,146,955	3,058,072

Detailed breakdown of income from charitable activities is attached to the appendices.

### 5.2 Other trading activities

	Unrestricted Funds €	Restricted Funds €	2023 €	2022 €
Membership fees	20,951	-	20,951	11,410
Training Fees/Sundry	24,615	-	24,615	22,511
	45,566	-	45,566	33,921

## 6. Expenditure

### 6.1 Charitable activities

	Direct Costs €	Other Costs €	Support Costs €	2023 €	2022 €
Youth Services and Governance Programmes	563,767	341,284	215,375	1,120,426	853,837
Development Education Programme	501,719	26,926	19,760	548,405	528,939
Health Programme	241,926	13,628	19,372	274,926	236,148
Arts Programme	234,010	14,832	7,168	256,010	266,676
International & Structured Dialogue	138,193	10,378	3,100	151,671	98,541
Child Protection Programme	135,254	10,701	9,299	155,254	142,376
STEAM/STEM	160,023	10,842	5,424	176,289	395,616
Peace IV	-	-	-	-	14,286
Skills Summary	86,482	10,188	5,811	102,481	100,273
Equality & Intercultural	229,450	9,726	22,859	262,035	229,881
NSETS	31,170	201	1,568	32,939	37,920
North/South	87,368	4,901	1,938	94,207	65,076
Governance Costs (Note 6.2)	12,299	-	-	12,299	12,682
	2,421,661	453,607	311,674	3,186,942	2,982,251

### 6.2 Governance costs

	Direct Costs €	Other Costs €	Support Costs €	2023 €	2022 €
Governance	12,299	-	-	12,299	12,682

## 6.3 Support costs

	Charitable Activities €	2023 €	2022 €
General office and finance staff	117,951	117,951	107,069
Stationery/photocopying	9,693	9,693	6,270
Communications	38,075	38,075	15,771
Maintenance & Storage	2,180	2,180	5,339
Light & Heat	9,978	9,978	1,298
Computer maintenance	36,158	36,158	25,478
Audit and accountancy	8,616	8,616	12,485
Insurance	7,712	7,712	8,085
Professional Fees	4,629	4,629	45,982
Web updating & maintenance	-	-	26,470
Bank interest charges	585	585	179
Depreciation	49,692	49,692	40,328
Cleaning	24,017	24,017	3,758
Rebranding	-	-	30,762
YWCL	-	-	18,406
Sundry	2,388	2,388	-
	311,674	311,674	347,680

## 7. Analysis of support costs

	Basis of Apportionment	2023 €	2022 €
General office and finance staff	Staff time	117,951	107,069
Stationery/photocopying	Usage	9,693	6,270
Communications	per capita	38,075	15,771
Maintenance & Storage	per capita	2,180	5,339
Light & Heat	per capita	9,978	1,298
Computer maintenance	per capita	36,158	25,478
Audit and accountancy	per capita	8,616	12,485
Insurance	per capita	7,712	8,085
Professional Fees	Governance / per capita	4,629	45,982
Web updating & maintenance	per capita	-	26,470
Bank interest charges	Governance	585	179
Depreciation	Governance	49,692	40,328
Cleaning	Usage	24,017	3,758
Rebranding	-	-	30,762
YWCL	-	-	18,406
Sundry	Usage	2,388	-
		311,674	347,680

## 8. Net income

	2023 €	2022 €
<b>Net Income is stated after charging/(crediting):</b>		
Depreciation of tangible assets	49,692	40,328
Auditor's remuneration:		
- audit services	8,388	8,616
Amortisation of grants receivable	-26,243	-22,196

## 9. Employees and remuneration

### Number of employees

The average number of persons employed during the financial year was as follows:

	2023 Number	2022 Number
Programmes	21	19
Communication, Finance and administration	5	5
Management	4	4
	30	28

The staff costs comprise:	2023 €	2022 €
Wages and salaries	1,465,866	1,332,252
PRSI ER	156,465	144,530
Pension	92,572	77,035
	1,714,903	1,553,817

## 10. Employees and remuneration

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	2023	2022
	Number of Employees	Number of Employees
€60,000 - €70,000	4	-
€70,001 - €80,000	3	3
€90,001 - €100,000	1	1

## 11. Key management personal

Total salaries including PRSI ER & Pension paid to Key Management Personnel were:

	2023 €	2022 €
CEO	114,837	115,706
Other Management	258,399	205,730
	<b>373,236</b>	321,436

## 12. Tangible fixed assets

	Land and buildings freehold €	Fixtures, fittings and equipment €	Computer and office equipment €	Total €
<b>Cost</b>				
At 1 January 2023	915,000	49,103	120,605	1,084,708
Additions	-	926	23,960	24,886
At 31 December 2023	915,000	50,029	144,565	1,109,594
<b>Depreciation</b>				
At 1 January 2023	73,200	9,068	74,252	156,520
Charge for the financial year	18,300	4,912	26,473	49,685
At 31 December 2023	91,500	13,980	100,725	206,205
<b>Net book value</b>				
At 31 December 2023	<b>823,500</b>	<b>36,049</b>	<b>43,840</b>	<b>903,389</b>
At 31 December 2022	841,800	40,035	46,353	928,188

## 13. Debtors

	2023 €	2022 €
Trade debtors	32,017	26,231
Other debtors	4,984	8,771
Prepayments	20,807	9,970
Accrued Income	49,866	14,170
	<b>107,674</b>	59,142

## 14. Cash and cash equivalents

	2023 €	2022 €
Cash and bank balances	1,348,467	1,512,596
Cash equivalents	13,951	13,951
	<b>1,362,418</b>	<b>1,526,547</b>

## 15. Creditors

Amounts falling due within one year	2023 €	2022 €
Trade creditors	55,324	250,487
Taxation and social security costs	41,409	37,368
Other creditors	84,878	78,994
Pension accrual	15,117	12,650
Accruals	104,376	149,361
Deferred Income	773,811	665,794
	<b>1,074,915</b>	<b>1,194,654</b>

## 16. Grants receivable

Capital grants received and receivable	2023 €	2022 €
At 1 January 2023	139,406	102,541
Increase in financial year	-	36,865
At 31 December 2023	<b>139,406</b>	<b>139,406</b>
<b>Amortisation</b>		
At 1 January 2023	-60,358	-38,162
Amortised in financial year	-26,236	-22,196
At 31 December 2023	<b>-86,594</b>	<b>-60,358</b>
<b>Net book value</b>		
At 31 December 2023	<b>52,812</b>	<b>79,048</b>
At 1 January 2023	<b>79,048</b>	<b>64,379</b>

## 17. State funding notes

### Grant 1

Agency	Pobal
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Youth Services Grant - Main
Total Grant	€793,471
Deferred at 31.12.2023	€0
Term	Expires 31 December 2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

### Grant 2

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Child Protection
Total Grant	€122,443
Deferred at 31.12.2023	€0
Term	Expires 31 December 2023
Received year end	2023
Capital grant	No
Restriction on use	Support for staff wages /programme costs & overhead contribution

### Grant 3

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Dormant Account Funds - Skills Summary
Total Grant	€100,000
Deferred at 31.12.2023	€0
Term	Expires 31 December 2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 4

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	NSETS
Total Grant	€32,939
Deferred at 31.12.2023	€0
Term	Expires 31 December 2023
Received year end	2023
Capital grant	No
Restriction on use	Program costs

## Grant 5

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Capital Grants 2023
Total Grant	€33,093
Deferred/Returned	€1,532.50
Term	Expires 31 December 2023
Received year end	2023
Capital grant	Yes
Restriction on use	Capital Items only

## Grant 6

Agency	HSE
Sponsoring Government Department	Department of Health
Grant Programme	Grant Aid Agreement Sc 39
Total Grant	€212,360
Deferred at 31.12.2023	€55,900
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 7

Agency	Crisis Pregnancy Programme
Sponsoring Government Department	HSE
Grant Programme	Health promotion & Improvement
Total Grant	€37,873
Deferred from 2023 to 2024	€6,610
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Training Programmes

## Grant 8

Agency	Arts Council
Sponsoring Government Department	Department of Tourism, Culture, Arts, Gaeltacht, Sport, and Media
Grant Programme	Strategic Funding Scheme
Total Grant	€116,000
Deferred at 31.12.2023	€0
Term	Expires 31 December 2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution and Artist and Youth Work Residency Grant Scheme

## Grant 9

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Youth Service Grant Programmes
Total Grant	€25,000
Deferred at 31.12.2023	0
Term	Expires 31 December 2023
Received year end	2023
Capital grant	No
Restriction on use	Artist and Youth Work Residency Grant Scheme

## Grant 10

Agency	Irish Aid
Sponsoring Government Department	Department of Foreign Affairs & Trade
Grant Programme	Development Education Strategic Partnership
Total Grant	€500,000
Deferred at 31.12.2023	€33,203
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 11

Agency	Pobal
Sponsoring Government Department	Department of Rural & Community Development
Grant Programme	SSNO Round 3 BO3427-1601
Total Grant	€85,100
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 12

Agency	Science Foundation Ireland
Sponsoring Government Department	Department of Further and Higher Education, Research, Innovation & Science
Grant Programme	Youth Reach
Total Grant	€205,760
Deferred from 2022-2023-2024	€103,979
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 13

Agency	Science Foundation Ireland
Sponsoring Government Department	Department of Further & Higher Education, Research, Innovation & Science
Grant Programme	Youth Work
Total Grant	€169,858
Deferred 2022-2023-2024	€114,424
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 14

Agency	N/A
Sponsoring Government Department	Department of Rural & Community Development
Grant Programme	Funding Scheme for the Community & Voluntary Pillar 2020
Total Grant	€18,840
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Program costs

## Grant 15

Agency	EACEA - Youth
Sponsoring Government Department	N/A
Grant Programme	Structured Dialogue
Total Grant	€10,493
Deferred 2022-2023	€3,733
Term	2022/2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 16

Agency	Pobal
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Dormant Funds Account-Equality & Intercultural
Total Grant	€51,000
Deferred at 31.12.2023	€0
Term	Expires 31 December 2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 17

Agency	EU Commission
Sponsoring Government Department	N/A
Grant Programme	EU Youth Dialogue
Total Grant	€46,742
Deferred at 31.12.2023	€26,101
Term	2022-2024
Received year end	2023
Capital grant	No
Restriction on use	Researcher fees & associated costs

## Grant 18

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	International & Structured Dialogue
Total Grant	€15,298
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs

## Grant 19

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Shared Services
Total Grant	€150,000
Return to department	€27,000
Term	Expires 31 December 20223
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs only

## Grant 20

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Youth Climate Justice
Total Grant	€58,250
Deferred at 31.12.2023	€0
Term	Expires 31 December 2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 21

Agency	Community Foundation Ireland
Grant Programme	Community Foundation Ireland
Total Grant	€32,500
Deferred at 31.12.2023	€6,145
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme costs

## Grant 22

Agency	Co-operation Ireland
Sponsoring Government Department	Special EU Programmes Body
Grant Programme	Children & Young People PIV-001
Total Grant	€50,771
Deferred at 31.12.2023	0
Term	March 2022-March 2023
Received year end	2023
Capital grant	No
Restriction on use	Programme costs, Staff wages

## Grant 23

Agency	Pobal
Sponsoring Government Department	Youth Service Grant
Grant Programme	Intercultural & Equality
Total Grant	€50,000
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 24

Agency	EU Commission
Sponsoring Government Department	EUYD 22-24
Grant Programme	EU Delegates
Total Grant	€56,281
Deferred at 31.12.2023	€18,323
Term	2000-2023
Received year end	2022
Capital grant	No
Restriction on use	Programme Costs

## Grant 25

Agency	N/A
Sponsoring Government Department	Leargas
Grant Programme	Young Voices
Total Grant	€6,300
Deferred at 31.12.2023	€1,112
Term	2022-2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 26

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	International Protection Integration
Total Grant	€19,838
Deferred at 31.12.2023	€16,491
Term	2023
Received year end	31 Dec 2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 27

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	NYO
Total Grant	€54,000
Deferred at 31.12.2023	€0
Term	2023
Received year end	31 Dec 2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 28

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Youth Consultation
Total Grant	€14,700
Deferred at 31.12.2023	€0
Term	2023
Received year end	31 Dec 2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 29

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Health
Total Grant	€86,952
Deferred at 31.12.2023	€0.00
Term	2023
Received year end	31 Dec 2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 30

Agency	N/A
Sponsoring Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Youth Services Grant (National Youth Arts Programme)
Total Grant	€70,000
Deferred at 31.12.2023	€0.00
Term	2023
Received year end	31 Dec 2023
Capital grant	No
Restriction on use	Staff wages, Programme costs & overhead contribution

## Grant 31

Agency	Irish Research Council
Grant Programme	Employment-Based Postgraduate Programme
Total Grant	€4,750
Deferred at 31.12.2023	€0.00
Term	2023-2024
Received year end	31 Dec 2023
Capital grant	No
Restriction on use	Staff Wages & Programme Costs

## Grant 32

Agency	Leargas
Grant Programme	European Solidarity Corps
Total Grant	€7,929
Deferred at 31.12.2023	€7,929
Term	2023-2024
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 33

Agency	Trocaire
Grant Programme	Development Education
Total Grant	€6,500
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 34

Agency	Leargas
Sponsoring Government Department	Young Voices
Grant Programme	International
Total Grant	€5,400
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 35

Agency	Dept of an Taoiseach
Sponsoring Government Department	Shared Island Youth Forum
Grant Programme	International
Total Grant	€38,432
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 36

Agency	Leargas
Sponsoring Government Department	Youth Inclusion
Grant Programme	International
Total Grant	€12,310
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 37

Agency	Leargas
Sponsoring Government Department	Young voices
Grant Programme	International
Total Grant	€18,900
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 38

Agency	N/A
Sponsoring Government Department	NAPAR
Grant Programme	Equality
Total Grant	€88,563
Deferred at 31.12.2023	€88,563
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 39

Agency	Rowan Foundation
Sponsoring Government Department	Ireland Fund
Grant Programme	Equality
Total Grant	€50,000
Deferred at 31.12.2023	€46,545
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 40

Agency	N/A
Sponsoring Government Department	Community Foundation Ireland
Grant Programme	Equality -Gang Research
Total Grant	€8,000
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## Grant 41

Agency	N/A
Sponsoring Government Department	Leargas
Grant Programme	STEAM
Total Grant	€6,389
Deferred at 31.12.2023	€0
Term	2023
Received year end	2023
Capital grant	No
Restriction on use	Programme Costs

## 18. Reserves

	Revaluation reserve €	Funds €	Total €
At the beginning of the year	782,888	457,287	1,240,175
Surplus for the financial year	-	5,579	5,579
At the end of the year	<b>782,888</b>	<b>462,866</b>	<b>1,245,754</b>

## 19. Funds

### 19.1 Reconciliation of movement in funds

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2022	1,095,610	34,823	1,130,433
Movement during the financial year	38,207	71,535	109,742
At 31 December 2022	1,133,817	106,358	1,240,175
Movement during the financial year	15,578	(9,999)	5,579
At 31 December 2023	<b>1,149,395</b>	<b>96,359</b>	<b>1,245,754</b>

### 19.2 Analysis of movements on funds

	Balance 1 January 2023 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2023 €
<b>Restricted funds</b>					
Arts	(3,873)	254,055	256,010	-	(5,828)
Child Protection	(15,785)	155,254	155,254	-	(15,785)
Development Education	31,882	544,003	548,405	-	27,480
Health	7,552	274,675	274,926	-	7,301
Intercultural Strategy	27,202	271,446	262,035	-	36,613
International & Structured Dialogue	7,756	148,717	151,671	-	4,802
STEAM	(25,272)	176,289	176,289	-	(25,272)
PEACE IV	1,434	-	-	-	1,434
Skills Summary	1,687	100,000	102,481	-	(794)
NSETS	(8,716)	32,939	32,939	-	(8,716)
Youth Services & Governance	72,096	1,077,671	1,082,028	-	67,739
North/South	10,395	91,197	94,207	-	7,385
	106,358	3,126,246	3,136,245	-	96,359
<b>Unrestricted funds</b>					
Unrestricted General	350,929	66,275	50,697	-	366,507
Revaluation Reserve	782,888	-	-	-	782,888
	1,133,817	66,275	(50,697)	-	1,149,395
<b>Total funds</b>	<b>1,240,175</b>	<b>3,192,521</b>	<b>3,186,942</b>	<b>-</b>	<b>1,245,754</b>

## 20. Status

The company is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1.

## 21. Post-balance sheet events

There have been no significant events effecting the charity since the year end.

## 22. Approval of financial statements

The financial statements were approved and authorised for issue by the Board of Directors on on the 13th June 2024

# Additional Governance Information

**In line with the standards set by the Good Governance Awards, this section provides additional governance information that is not detailed in the financial accounts. At NYCI, we are committed to upholding the highest standards of governance, ensuring transparency, accountability, and integrity in all our operations. This section outlines our governance practices, policies, and initiatives that reinforce our dedication to being a high-performing and well-governed organisation.**

## Origins of the National Youth Council of Ireland (NYCI)

The National Youth Council of Ireland (NYCI) was established in 1967 through the coming together of the principal voluntary youth organisations. NYCI was set up to represent the interests of young people and youth organisations and continues to do this right up to the present day. NYCI's role is recognised in legislation (Youth Work Act) and as a Social Partner. It is the umbrella body for youth work organisations. From small beginnings in 1967 it has grown to become Ireland's leading voice on youth issues, representing organisations working with over 380,000 young people nationwide. The National Youth Council of Ireland is the representative body for voluntary youth organisations in Ireland. We use our collective experience to act on issues that impact on young people.

## Conflict of Interest Policy

NYCI upholds a conflict of interest policy. This policy is a standing item on the board agenda, and it was reviewed by the Board within the last three years to maintain its relevance and effectiveness.

## Risk Management

NYCI maintains a comprehensive risk register that systematically identifies, assesses, and manages potential risks, ensuring proactive responses to challenges.

## Summary of top risks and how they are managed:

### Core Funding Grants Removal

- Risk: Loss of core funding grants.
- Management: Maintain positive relationships with funders, timely report submissions, proactive advocacy, and raising NYCI's profile to mitigate funding cuts.

### **Programme Funding Ending**

- Risk: Loss of programme funding to other providers.
- Management: Strengthen relationships with departments, focus on outcome reporting, and regular reviews of work, outcomes, and budgets.

### **Failure to Meet Non-Statutory Income Targets**

- Risk: Not meeting non-statutory income targets.
- Management: Regular monitoring, quarterly financial reviews, and proactive performance management with realistic action plans.

### **Fraud Risk**

- Risk: Risk of fraud by staff or volunteers.
- Management: Implement robust financial policies, ensure awareness of Whistle-blower Policy, and adhere to fundraising good practices.

### **Insufficient Oversight/Control of Finances**

- Risk: Insufficient financial oversight leading to unforeseen issues.
- Management: Quarterly budget reviews, tight project budgeting, compliance with grant conditions, and stronger funding allocation policies.

NYCI's proactive risk management approach ensures we remain a high-performing and resilient organisation, effectively addressing and mitigating potential risks.

## Board Induction and Continuous Development

NYCI places a strong emphasis on the induction and continuous development of its Board members. Each year, we hold an annual board residential focused on skills building and enhancing the governance capabilities of our Board, ensuring they are well-equipped to lead the organisation effectively.

In 2022 the focus was on Safeguarding Responsibilities of Boards of Directors and Finance Essentials for Charity Directors. The purpose of the Safeguarding workshop was to support the Board of Directors to familiarize themselves more broadly with their responsibilities regarding implementation of the Children First legislation and their role in Child Safeguarding and Child Protection.

The purpose of the Finance workshop was to support Board members to be able to identify the core financial documents that a charity must publish, have an understanding of the ways in which accounts are presented, explore the key reporting areas of financial management and control, outline tips for reading management accounts and have an understanding of the role and responsibilities of all trustees in relation to the finances of the charity



# Biographies: NYCI Board of Directors: 2022 – 2023

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(Edited for brevity, complete profiles available on youth.ie.)

## Denis O'Brien, President (Foroige)

I have over 30 years experience in the voluntary Youth Work and Youth Sector in Ireland.

I am currently the Volunteer Development Manager with Foroige. In this role I am responsible for key tasks such as managing, developing and supporting the involvement of thousands of Foroige volunteers in all aspects of the organisation. I also lead on the design, dissemination and implementation of best practice standards in volunteer recruitment, management and retention policies and procedures. I am a member of Foróige's child safeguarding and protection internal working group. I also was a member of the Ministerial advisory group for development of the National Volunteering Strategy, launched in late 2020, and I am currently on the communications working group for the roll out of the strategy.

## Nicola Toughey, Vice-President (CGI)

Nicola has been involved in Girl Guiding for over 44 years and has been employed in the CGI National Office in Dublin since 2013. Nicola has also been a volunteer leader with CGI in Wexford for the last 19 years. In her role as National Office Coordinator, Nicola works closely with the NYCI and members of other youth organisations, through the Specialist Organisations Network and represents CGI at numerous meetings. Nicola also attends meetings with the Department of Children and Youth Affairs representing the uniformed bodies of the Youth Work Electoral College.

## Mary Horgan (YWI)

I have been involved with the voluntary and youth services sector for many years, first as a participant coming up through my local youth services, then as a volunteer and finally I took on a finance position over 25 years ago with Catholic Youth Care. Over the last 25 years I have seen much change and gained much experience within the sector.

I am a qualified member of Certified Public Accountants of Ireland. I am the Head of Finance of Youth Work Ireland National Office.

## David Backhouse (YMCA)

Originally from Canada, David Backhouse has been an active youth worker in Ireland since 2008. Chiefly through the YMCA, his involvement in many youth and community initiatives has brought him into partnership with Léargas, Cork City and County Councils, Irish Aid, CDYS, Youth Information, SpunOut, Comhairle ná nÓg, Foróige, Hub ná nÓg, Youth Work Ireland, CYPSC and many other local arts and community associations. In 2016 David took up the role of Cork Regional Director for YMCA and in November 2019, began his current role as Deputy National Secretary, responsible for YMCA Ireland operations in the Republic of Ireland as well as providing support to all YMCA agencies north and south.

## **Mick Ferron (Sphere 17)**

Mick Ferron is currently the Regional Youth Services Manager with Sphere 17 Regional Youth Service. Qualifications: BA Social Science from UCD. Higher Diploma in Youth and Community work from NUI Maynooth. Sphere 17 is a community-based regional youth service covering Dublin 17 and the Kilbarrack area of North Dublin. The service operates from four different youth centres in the catchment area providing a range of different programmes, activities and support for young people 10-24 years. Sphere 17 believes all young people can achieve great things. Their mission is to support young people to be the best that they can be, and they do this in different ways for different young people, as they need it, through the varied services provided.

## **Eve Moody (Irish Girl Guides)**

Eve is an active leader in her locality currently working with girls between the ages of 5 and 7, and previously worked with Irish Girl Guides' older branch for 10- to 14-year-olds. Eve has previously represented Irish Girl Guides at the Erasmus+; Get Active! Human rights education among young people workshop. In addition, Eve sat on the Membership, Equality, Diversity and Inclusion committee for Irish Girl Guides. Eve is a primary school teacher and focused her college dissertation on the impact of period poverty in schools. Eve has been a NYCI Board member since 2021.

## **Niamh Quinn (Foróige)**

Niamh Quinn is a Manager with Foróige. Niamh has extensive direct youth work and management experience within the youth work and non formal education sector. With Foróige since 2004, Niamh's previous roles include Outreach Youth Officer working with young people aged 14 - 18 years most at risk; Senior Youth Officer and Acting Area Manager. Niamh's current role is supporting the development, roll out and delivery of CPD training and processes for the national School Completion Programme.

## **Greg Tierney (Crosscare)**

I am currently a Senior Manager with Crosscare Youth Services with over 20 years' experience having started my youth work career in CYC in January 2000, and was part of the merger with Crosscare in 2013. I line-manage our 6 Dublin West and East Wicklow youth projects, and also have responsibility for Youth Information and Outdoor Learning in Crosscare. I have a Bachelor of Arts in Applied Social Studies from Maynooth University, and last year I completed a masters qualification, gaining a (MSc) Master of Science in Innovation & Strategy in the Maynooth Business School. I feel there is a need to be innovative and strategic in future plans for the sector, as we seek to be sustainable and receive full cost recovery for the delivery of quality youth services.

## **Rose-Marie Maughan (Irish Traveller Movement)**

Rose Marie Maughan is the National Traveller Youth Programme Coordinator with the Irish Traveller Movement. She has been working in the Irish Traveller Movement since 2004 on a local, regional, national and international level in different capacities such as Board member, National Accommodation Officer, Membership Officer, Education Officer, Project coordinator. In her current role as National Traveller Programme Coordinator, she is overseeing the implementation of the Irish Traveller Movement's Traveller Youth 5yr strategy working towards giving Traveller Youth a voice in all sectors of society.

## **Garry McHugh (Young Irish Film Makers)**

Garry McHugh is National Director of Young Irish Film Makers, Ireland's national youth film organisation. Responsible for strategic planning, fund raising, artistic and programme development. Managing partnerships with national funding bodies such as the Arts Council, Dept. of Children & Youth Affairs, Screen Ireland and the Education & Training Board. Since taking over the National Development of the organisation in 2014, Garry has worked with the team at YIFM to grow the capacity of YIFM programmes to work with double the number of young people over the past five years, delivering five times the number of contact hours with participants.

## **Reuban Murray (Irish Secondary Schools Union)**

My experience comes from my many years within the Irish Second-Level Students Union, chiefly as President during 2020-21 where I represented student's throughout the Covid-19 pandemic, working with the Department of Education and education stakeholders as part of the State Exams Advisory group to do what was best for our young people through an extremely challenging time. My other experience across other organisations such as Spunout.ie national action panel or partnering with other organisations such as ICTU on young workers rights gives me the necessary experience to bring a new perspective to the governance of the NYCI.

## **Michael Power (Involve)**

Michael is CEO of Involve Youth and Community Service, having worked within the organisation since 2008 where he held a senior role in the organisations national publication, Travellers' Voice Magazine. In Michael's time as Manager of the Travellers' Voice CSP, he has brought to fruition various campaigns which highlighted Travellers in education and various employment settings in order to dispel the often negative stereotypes associated with the community. His most recent education campaign, "Degrees Ahead", highlighted Travellers in third level education and the various paths to continued and adult education. He has also ensured the publication has become a platform for lesser heard voices within the community, highlighting individual's achieving above and beyond the expectations imposed on them.



## **NYCI Senior Management Team**

### **Mary Cunningham, CEO**

Mary has been the Chief Executive Officer of NYCI since 2002. She has overall responsibility for the organisation's direction, management and administration, ensuring that the interests of members are represented, that young people's issues and youth work are on the political and policy agendas and that the members are provided with high quality services that meet their needs. Reporting to the President and the Board of Directors, she leads the senior management team, which includes the Directors of Programmes, Policy and Advocacy and Finance and Operations. She represents the organisation publicly and develops and maintains strong positive relationships with funders and Government Departments, with members, the Board, senior management, professional staff and a variety of other stakeholders, representing the interests of young people and the youth work sector.

Mary has worked for most of her professional life in the voluntary sector. She holds a B. Ed degree and an MBA from Ulster University.

### **Alison Fox, Director of Programmes**

Alison oversees NYCI's Programme areas and supports the overall co-ordination and operations of the organisation to ensure consistency of approach and cross collaboration both within and external to NYCI, we aim to deliver responsive and impactful supports and training within the sector to support its evolving needs when working with young people. Alison is a youth worker by profession and has had various roles within the community, statutory and voluntary sector over the last 25 years. Alison holds a Master in Applied Social Studies, Higher Diploma in Youth & Community Work and a Bachelor of Arts Degree.

### **Paul Gordon, Director of Policy and Advocacy**

Paul oversees NYCI's policy, advocacy, communications and international affairs work, and ensures NYCI builds a robust evidence basis – and grows its public and political profile – to give voice to the interests of its members, put young people at the heart of the policy agenda, and drive positive change for youth work organisations and young people. In previous roles across the NGO sector, politics and Government, Paul has led teams to innovative campaigns which led to important legislative change and policy initiatives, and provided expert advice at national and EU level across diverse policy areas including health, education and skills, communications, energy, and social inclusion. Paul holds a Postgraduate Diploma in Applied Social Studies from Trinity College and BA in International Relations from DCU.

### **Lynne Oglesby, Director of Finance and Operations**

Lynne manages the Finance and Operations department within NYCI to ensure effective and efficient management of the finance function whereby ensuring transparent reporting on NYCI's finances to internal and external stakeholders.

In previous roles Lynne has worked for various industries and not for profit organisations ranging from Health Care to Financial Services, whereby she has gained valuable experience in developing systems and processes to ensure efficient systems.

Lynne is a Fellow of the Association of Chartered Certified Accountants, she holds a BSc in Management & Finance and a Diploma in FRS102.

# Overview of Sub-Committees of the Board

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The purpose of the information below is to provide a brief overview of our board sub-committees. Full details are outlined in the terms of reference of each committee.

## Finance Audit and Risk Sub-Committee.

- **Role:** Monitors financial activities, controls, budgets, fiscal accountability, income-raising plans, annual budget, audit processes, and risk management.
- **Members:** Mary Horgan (chair), Mick Ferron, Michael Power, Patrick Manley, Secretariat: Lynne Oglesby, Mary Cunningham

## Governance and HR Sub-Committee

- **Role:** Provides advice on HR policies, staff remuneration, fairness in staff dealings, governance policies, compliance with best practices, and supports the recruitment and development of the Director.
- **Members:** Nicola Toughey (Chair), Greg Tierney, Conor Kirwan, Secretariat: Mary Cunningham

## International Advisory Committee

- **Role:** Coordinates international activities and policies, advises the NYCI Board on international matters, promotes member involvement in international activities, and advocates on international and European youth policy.
- **Members:** David Backhouse (chair), Steve Grasham, Adam Lambe, Cathal Finney, Colm O'Halloran, Marina Lambrakis, Vanessa Mulhal, Lisa Downs, Yvonne Farrell, Claire Cox, Clara Hewston, Micheal McLoughlin, Clodagh McGivern, Mark McNulty, Dean Lee Murray, Ellen Collins, Aisha Alameen Betro, Jacky Casserly, Amy McAuley, Callium Hedderman, Aisling Molone.

## Policy and Advocacy Committee

- **Role:** Develops and informs NYCI's policy and advocacy agenda, ensuring member organisations' views are incorporated into NYCI's plans and actions, and contributes to the development of policy papers and pre-budget submissions.
- **Members:** Rose Marie Maughan (chair), Reuban Murray, Robert O'Donnell, Jill Pitcher-Farrell, Michael McLoughlin, Iarla Flynn. Secretariat: Paul Gordon and Grace Mc Manus.

# A youth worker's perspective



# JAMIE'S STORY



Jamie was friendly and confident. I never had reason to think anything was wrong. But I started to notice that he was a little bit low, a little bit down, so I asked him: are you okay?

He told me that he didn't understand some of the feelings he was having, or how to handle them. If someone made a negative comment to him, he might have seemed to brush it off but inside, it festered. He felt attacked, but he bottled it all up and didn't express how he was truly feeling.

I advised him that it can help to write down your feelings, perhaps even through poetry. He took this advice, started to express himself and ultimately, gained control of his feelings.

This job allows us to help young people to identify and manage their problems or negative emotions before those feelings take them over, and the problems become much bigger. I really believe that youth work saves lives.



**Dean, a youth worker with Cloyne Diocesan Youth Services in Cork shared his story as part of our Youth Work Changes Lives campaign.**

# Appendices



# Our Members

- Amnesty International Ireland
- An Óige
- AslAm Ireland\*
- BeLoNG to Youth Services
- Blakestown & Mountview Youth Initiative
- Boys Brigade
- Catholic Guides of Ireland
- Central Remedial Clinic
- Church of Ireland Youth Department
- Cherry Orchard Integrated Youth Project
- Coláiste na bhFiann
- Crosscare
- ECO-UNESCO
- EIL Intercultural Learning
- Enable Ireland
- Feachtas
- Finglas Youth Resource Centre
- Foróige
- Friends of Africa
- Gaisce – The President’s Award
- Girls Brigade Ireland
- Girls Friendly Society
- Involve Youth Service Ltd
- Irish Association of Youth Orchestras
- Irish Girl Guides
- Irish Methodist Youth & Children’s Department
- Irish Red Cross Youth
- Irish Second-level Students’ Union
- Irish Traveller Movement
- Irish Wheelchair Association
- Junior Chamber Ireland
- Killinarden Community Council Youth Project
- Labour Youth
- Localise Youth and Community Service Ltd
- Macra na Feirme
- Migrant Rights Centre Ireland
- No Name Club
- Ógras
- Ogra Fianna Fail
- Order of Malta Cadets
- Scouting Ireland
- Sphere 17 RYS
- SpunOut.ie
- St. Andrew’s Talk About Youth Project
- St. Vincent de Paul Youth
- Swan Youth Service
- Union of Students in Ireland
- Voluntary Services International
- West End Youth Centre
- YMCA Ireland
- Young Fine Gael
- Young Irish Film Makers
- Young Social Innovators
- Youth Theatre Ireland
- Youth Work Ireland

\*In 2023 we welcomed new members: Cherry Orchard Integrated Youth Project, Friends of Africa and St. Vincent de Paul Youth.

# Our Funders

**A heartfelt thank you to our members for supporting us in everything we do. Thank you also to the public for supporting our campaigns, programmes and initiatives. And thank you to all our funders which help make sure this important work can take place:**

## **Core Funding**

NYCI would like to recognise the vital core funding provided by the Department of Children, Equality, Disability, Integration and Youth which enables the important work of the organisation in supporting our members and the youth work sector to bring about better outcomes for young people. Below we also acknowledge the specific funding provided to each of our programmes and initiatives.

## **National Youth Arts Programme**

**Key Funders:** The Arts Council; Department of Children, Equality, Disability, Integration and Youth.

**Main Objective:** To support the development of youth arts practice and provision in youth work and non-formal education settings; to build the capacity of youth workers and artists to create high-quality, youth-centred arts practice that empowers young people and supports their development; and to advocate for improved youth arts provision for young people and recognition of the value of youth arts.

## **National Child Protection Programme**

**Key Funders:** Department of Children, Equality, Disability, Integration and Youth.

**Main Objective:** To support the youth work sector to meet their responsibilities in relation to safeguarding and child protection and fulfil their legal obligations under Children First through the provision of training, developing resources, provision of advice and guidance, responding to emerging safeguarding and child protection issues, and advocacy on behalf of the youth work sector.

## **Equality and Intercultural Programme**

**Key Funders:** Dept. of Rural and Community Development; Department of Children, Equality, Disability, Integration and Youth.

**Main Objective:** To build the capacity and understanding of the youth work sector that they may deliver responsive, diverse and inclusive practice based on the principles of social justice; to develop resources, and training, and to advocate for policies that meet the needs of minority and marginalised young people; to respond to emerging issues, through thought leadership and amplification of minority voices.

## National Youth Health Programme

**Key Funders:** HSE Sexual Health and Crisis Pregnancy Programme; HSE; Department of Children, Equality, Disability, Integration and Youth.

**Main Objective:** To build the capacity of the youth work sector by embedding health promotion practices and policies which in turn will support the health and wellbeing of not only the young people involved within the youth work sector but the volunteers and staff.

## International

**Key Funders:** Department of Children, Equality, Disability, Integration and Youth; Leargas and European Commission.

**Main Objective:** We aim to facilitate and promote the involvement of youth organisations and young people in international activities and to encourage youth organisations to include an international dimension to their youth work, through creating opportunities for sharing of best practice in youth work and facilitating international collaboration.

## Skills Summary

**Key Funders:** Department of Children, Equality, Disability, Integration and Youth.

**Main Objective:** Support the youth sector to use the Skills Summary tool to support young people to recognise and capture skills gained through youth work and non- formal education to build their confidence and learn to articulate those skills for themselves and future employers.

## STEAM Programme

**Key Funders:** Science Foundation Ireland (SFI).

**Main Objective:** To increase the uptake of and embed STEAM (Science, Technology, Engineering, Arts, Maths) in both the Youth Work and Youthreach sectors, opening up opportunities to young people previously underserved in science and related subjects.

## Youth 2030 – Global Youth Work

**Key Funders:** Irish Aid, Concern Worldwide, Trócaire

**Main Objective:** The Youth 2030 – Global Youth Work Programme seeks to strengthen, support, and empower the youth sector in Ireland ensuring young people are informed, skilled and engaged as Global Citizens through Global Youth Work, challenging injustice, inequality, and climate change, in solidarity with those left behind.

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## North/South Youth Work Development Hub

**Key Funders:** Education Authority

**Main Objective:** The purpose of the North-South Youth Work Sector Practice Development Hub is to strengthen and develop sustainable north-south youth work sector relationships among and between organisations, staff and volunteers, and enhance the quality of the learning experience of young people participating in youth services across the island.

## Policy & Advocacy

**Key Funders:** Department of Rural and Community Development, Community Foundation of Ireland.

**Main Objective:** NYC's policy and advocacy function advocates on issues which impact on the lives of young people, on our member organisations and on the youth work sector. The Department of Rural and Community Development supports the NYC's work developing policy. The Community Foundation of Ireland supports NYC's grassroots advocacy and helps ensure the sustainability and impact of its campaigns.



# Representation on External Bodies 2023

- Adult Safeguarding Network
- Advisory Group of the Yellow Flag programme for Schools
- Alcohol Health Alliance Steering Committee
- All-Atlantic Ocean Youth Ambassadors/ Mentors
- An Coimisiún Toghcháin, The Electoral Commission Research Advisory Committee
- Arts Council Safeguarding Advisory Group
- Asylum Support Network
- BelongTo Child Safeguarding Committee Group
- BICC Network of National Youth Councils
- Child Safeguarding Committee for the Youth Work Sector - Chair
- Children's Mental Health Alliance
- Children's Rights Alliance 123 Online Safety Campaign
- Children's Rights Alliance Children and Rights research advisory group
- Children and Youth Migration Specialist Interest Group CYMSIG (TCD)
- Coalition 2030
- Coalition Against Hate Crime (CAHC Chaired by INAR)
- Community and Voluntary Pillar of Social Partnership
- Council of Europe Drafting Group on Young People & Climate Action
- CRC Human Rights Committee
- DCEDIY Education for Sustainable Development Advisory Group
- Department of Foreign Affairs Human Rights Committee
- Developmenteducation.ie – Management Committee
- Dóchas Communications Group
- Dóchas Development Education Group
- Dóchas Policy Group
- EAPN (Policy Group)
- Education Authority NI Regional Advisory Group
- Education for Sustainable Development Advisory Group
- FIT Coalition Advisory Group for Choose Tech
- Foroige Online Safety Advisory Committee
- Foroige GoVirtual Development Advisory Committee
- European Social Fund-Employment, Inclusion, Skills and Training (EIST) Programme, 2021-27 Monitoring Committee
- European Youth Forum-Council of Members
- European Youth Forum – Expert group on youth rights.
- European Youth Forum – HLPF
- European Youth Forum – Climate Crisis
- European Youth Forum – Youth, Peace and Security Network
- Four Nations Network
- Global Education Network Europe – Working Group on Global Education
- Global Education Week National Co-ordinator for Ireland – North South Centre (Portugal)
- Hope and Courage Collective – Rapid Response Working Group.
- Irish Coalition to End Youth Homelessness Committee
- Irish Development Education Association (IDEA) Board
- Irish Development Education Association (IDEA) Youth Taskforce Convenor

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- Irish Development Education Association (IDEA) Policy Working Group
  - Irish Development Education Association (IDEA) Quality & Impact Working Group
  - Irish Network Against Racism (INAR)
  - Irish Ocean Literacy Network (IOLN)
  - Irish ERYICA Quality Label Commission – Chair
  - IYPAR (International Young People at Risk)
  - Jigsaw – Board member
  - Labour Market Advisory Council
  - Leargas Board Member
  - Leargas Europe goes Local Working Group
  - Leargas-Grants Committee for Erasmus+
  - Listen Up! Project Advisory Group
  - Maynooth University Department of Applied Social Studies Professional Programmes Advisory Group
  - Men’s Health Forum
  - National Access Plan for 2022- 2028 Steering Committee
  - National Contact point exchange forum for Bonn Process
  - National Working Group for EU Youth Dialogue
  - NCB/National Lottery Community Fund Empowering Young People Projects’ Advisory Group (NI)
  - North/South Education and Training Standards Committee
  - NUIG Health Promotion Board
  - Our Generation Project Reference Group
  - Project Advisory Group for Youth Services Grant Scheme Reform
  - STATUS Partnership Advisory Group (Involve Youth Services, YWI and YANI)
  - Stop Climate Chaos Coalition
  - Specialist Group Panel of the National Implementation and Monitoring Committee (NIMC) for Sharing the Vision- A Mental Health Policy for Everybody
  - UNECE ESD Steering Committee Youth Network
  - Youth Dialogue Platform in External Action (Directorate General for International Partnerships – DG INTPA: European Commission)
  - Water Forum–An Fóram Uisce



# A youth work story



# RACHEL'S STORY



Rachel was slow to join us. On her first day at the youth theatre, she was reluctant to bring her assistance dog with her, so her mother came to help her.

But she settled in really quick, bringing the dog with her, and the dog quickly became the youth theatre's pet.

Rachel has ataxia, which affects coordination, and last year she made a documentary with us about her dog - and she won the RTÉ Youth Award for best documentary. When she won the award, she spoke at a screening we had in the theatre. Ataxia affects speech, and she was so nervous, but she spoke brilliantly.

Rachel knows that we see her creativity and her spark, not her disability or her dog - as much as we love him! Youth work has opened up new doors for her.



**Chris, founder of Fís na hÓige youth theatre in Listowel, Co Kerry. Chris shared his story as part of our Youth Work Changes Lives campaign.**



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# Youth Work Changes Lives

**2023**