

Chairman's Statement



This year there is a lot to highlight, acknowledge and to celebrate. We celebrate The Junior Board and Comhairle na nOg who continue to demonstrate the strength of their collective voice. We celebrate the courage and determination of young people engaging with employment, addiction and education supports. We celebrate the diversity of confident youth identities enriching our communities, the creativity and innovation in the projects, as well as ongoing youth engagement in the rural and urban clubs throughout the region.

We acknowledge the physical effort, the commitment and the emotional energy invested by staff and volunteers in the lives of young people with whom they work on a daily basis. We highlight the achievements of Youth Work Ireland Tipperary in this report and through these achievements we reinforce our commitment to youthwork and our belief in young people and the possibilities they have a right to pursue.

Paul Keating on Behalf of the Board

A handwritten signature in blue ink, reading "Paul Keating".



Company Details

Name of Charity:

Tipperary Regional Youth Service CLG

Trading Name:

Youth Work Ireland Tipperary

CHY Number: CHY 11277

Registered Charity No: 20030506

Company Registration No: 233784

Registered Office: Croke Street
Thurles
Co. Tipperary
Ireland

Website:

www.youthworktipperary.ie

Directors

Paul Keating - Chairperson
Sheila McCarthy- Treasurer
Darren Ryan
Aishling Sheehan
Emma O' Dea
Fintan O' Dwyer
Conor Maguire
(Appointed 31st March 2017)
Declan Burgess
(Appointed 31st March 2017)
Tim Vos
(Appointed 11th September 2017)
Siobhan Bradshaw
(Appointed 11th September 2017)
Nada Alhariri
(Resigned 31st March 2017)
John Donegan
(Resigned 11th September 2017)
Marie Ryan
(Resigned 14th November 2017)

Secretary Janet Doyle

Chief Executive Officer Cora Horgan

Auditors

Donal Ryan & Associates
Chartered Certified Accountants &
Statutory Auditor,
32 Manor Street
Dublin 7

Bankers

AIB
Main Street
Tipperary Town
Co. Tipperary

Solicitors

JJ Fitzgerald & Co
Thurles
Co. Tipperary

Structure, governance and management

The name of the company is Tipperary Regional Youth Service, company limited by guarantee (CLG) with charitable status. The company is registered under Part 18 of the Companies Act 2014. Our governing document is our Constitution, comprising of our Memorandum of Association and our Articles of Association. Tipperary Regional Youth Service CLG operates under its trading name; Youth Work Ireland Tipperary. We have been in existence since 1970, the organisation was originally known as Cashel and Emly Youth Service.

Membership is drawn from the following 3 constituent groups:

Young people engaged in the service's activities including youth club membership
Volunteers engaged in the service's activities
Community representatives wherein the services activities or projects are based.

Youth Work Ireland Tipperary's Board, Officers, and Management

Youth Work Ireland Tipperary is governed by a voluntary Board of Directors. No remuneration has been paid to directors in respect of their service as Directors or on any Committee of the Directors to which the board have delegated powers under Art 92, Companies Acts. Subject to our Articles of Association, the number of Directors shall be not less than seven and not more than eleven. Nominations for the Board of Directors includes five nominations from Youth Clubs or Community Members, however this does not limit any powers to co-opt a Director as is the requirement from time to time, as set out in our governing document.

Youth Work Ireland adheres to the Governance Code as this is seen as best practice in the charity sector. Youth Work Ireland Tipperary is registered with and complies with all the requirements of the Charity Regularity Authority and the Companies Registration Office.

Youth Work Ireland Tipperary is affiliated to Youth Work Ireland, and is a recognised Youth Service, as per the Youth Work Act 2001. Youth Work Ireland Tipperary works with young people aged between 8 and 25, as well as families, communities and other agencies.

We are an independent non-governmental national youth organisation, established over 50 years ago, a federation of local services run by local communities. This gives us a number of advantages in terms of reach and efficiency in delivering our work at minimum cost with maximum impact. Our Integrated Youth Service is responsive to local demand and it's not prescribed or top down. It harnesses the goodwill and voluntary effort of local people because of this.

The Board of Directors had nine ordinary board meetings, one AGM and one EGM in 2017. The board also has a number of sub-committees who meet regularly to undertake as directed by the board. The Board of Youth Work Ireland Tipperary will set up subcommittees to take on specific responsibilities or working groups to tackle a particular project.

Sub-committees are usually set up on a long term basis to take on a specific responsibility. These subcommittees include FAGP, HR. Sub-committees are usually allowed to make some decisions themselves, while others have to be brought to the board. For this reason, they should always include at least one board member. It is important that both the subcommittee members and the board members are very clear about the extent of the decision making and/or spending powers of the subcommittee and written terms of reference, approved by the board, are a good way of ensuring clarity.

Working Groups are more likely to be time-limited and are usually set up to carry out a specific piece of work. Examples might include working groups set up to draft the strategic plan, locate new premises or organise a public event. Working groups are less likely to make decisions, but bring information to the board, present options for decision making or draft documents for board approval.

Finance, Audit, General Purpose, and Risk Subcommittee.

The FAGPR Subcommittee upholds a number of roles including keeping the financial management of Youth Work Ireland Tipperary under review and monitoring risk and governance. The FAGPR consists of the Chair of the Board, the Treasurer of the Board, one other board member (who acts as Chair of the committee) with the CEO and Financial Administrator in attendance. The FAGPR meets monthly before the board meeting, and at other times as required.

Membership 2017:

- Marie Ryan Resigned 14/7/2017
- Paul Keating
- Sheila McCarthy

Youth Work Ireland Junior Board of Management

Youth Work Ireland Tipperary Junior Board of Management is a body set up to work with the Board of Directors of YOUTH WORK IRELAND TIPPERARY to support the development of the organisation, and to ensure that youth participation is a key element of our work. The Junior Board of Management will have a maximum of 15 members, and a minimum of 10 members. Members must be active members of some element of Youth Work Ireland Tipperary. Appointment to the Junior Board will be through a nomination procedure, and members are required to meet the CEO prior to joining the Junior Board of Management. Members must be between 13 and 18 years old. Every effort will be made to ensure a wide geographical spread of membership. In 2017, the JBOM was involved in a range of activities, from presenting at national forum and conferences, to supporting the Free Ibrahim Campaign, to supporting events and activities locally.



HR Committee

The board delegates the day to day management of staffing to the CEO. The board does not interfere in duties properly delegated to staff, but hold staff to account through the CEO. However, the HR Subcommittee works with the CEO and has oversight on Human Resource issues within the organisation, as well as oversight with regards to Child Protection. In 2017 the HR subcommittee met 5 times, normally after the monthly Board meeting.

Membership:

- Paul Keating
- Darren Ryan
- Ashling Sheehan

Rural Clubs Panel

Rural Outreach held four panel meetings in 2017, two in North Tipperary and two in south Tipperary. Agenda at the panel meetings included new funding available throughout the year, junior and senior soccer blitz, junior summer trip and re-introduction of the Variety Show. Our last panel meeting was held on 12th of October in Aherlow House Hotel. We wanted to show our volunteers how much we appreciate them so we treated them to a meal in the hotel which was funded by Leargas. We held a brief meeting around the ETB equipment grant application process and also had a discussion around the up-coming Variety show. It was also an opportunity for our leaders to meet European volunteers who we had staying in Aherlow for the week also.



Governance

The Board of Youth Work Ireland Tipperary provides strategic leadership. At all times, the mission, vision and core value of Youth Work Ireland Tipperary will inform the board in its leadership. **The principal responsibility of the board is always governance.** Because Youth Work Ireland Tipperary employs staff to work at both operational levels and at management role, boundaries exist between governance, management and operations. The board provides parameters for the work of the CEO, who then takes decisions and act within those parameters.

Youth Work Ireland Tipperary complies with “The Governance Code”, and as such reports on it monthly, as well as reviews the code annually, to ensure continued compliance.

Youth Work Ireland Tipperary holds a Gold Standard in Health Promotion which ensures that we are a health promoting organisation with the health of our young people, staff, volunteers and communities paramount in everything that we do.

In 2017 Youth Work Ireland Tipperary became a signatory to the Dochas Code of Conduct on Images and Messages.. The Code offers a set of guiding principles that can assist practitioners in their efforts to communicate their organisation’s programmes and values in a coherent and balanced way.

Youth Work Ireland Tipperary has in 2017 also signed up to the Fundraising Code.

Youth Work Ireland Tipperary, through its Special Projects for Youth and Youth Information Project, funded by DCYA, also participates annually in the NQSF (National Quality Standards Framework) as

well as supporting its volunteer led clubs to participate in the NQSFVLYG, national quality standard framework for volunteer lead youth groups

Risk Management

This section is based on the Youth Work Ireland Tipperary Risk Assessment Document (Risk Register). This Risk Assessment has been formulated by the Board and reviewed regularly.

Finance:

Key Risks:

Reduction or loss of funding
Changes in funders/ funding bodies/
funding streams
Pressures on financial management and cash flow.

Plans for mitigating these risks centre around continuing to work with funders to monitor funding and requirements, and future plans. YWI Tipperary also continually applies for additional funding particularly around programmes and new funding streams that are relevant to the needs of our young people. We have strict financial management reporting procedures to the board of YWI Tipperary and follow an annual budget and cash flow forecast. We are also working with funders to ensure that funding is released to us in a timely manner.

Compliance

Key Risks:

- Child Protection and Vetting not adequately complied with
- Child protection reporting not adequately delivered
- Non compliance with policies at operational level

All staff and volunteers are fully vetted and trained in child protection and there are clear child protection procedures and guidelines in place that all staff are aware of and supported to follow. YWI Tipperary nurtures an environment of child protection and support. YWI Tipperary has a comprehensive suite of policies and all staff are trained in and have access to these policies.

HR

Key Risks:

- Staffing levels not adequate
- Staff team not operating at full productivity thus impacting on organisational output
- Staff team not having the skills or capacity to support organisational output

Key to addressing this risk is ensuring effective use and value for money, ensuring that staff are invested in and supported to develop their skills and capacity to deliver on projects. Staff are given clear workplans with targets and expected outcomes and are supported to deliver on these workplans. In addition, staff are recruited at a particular level of skill and experience and supported to develop those skills through a comprehensive staff training calendar.

Operational

Key Risks:

- Poor delivery of practice endangering, safety of young people, our reputation, our funding
- Poor delivery of practice due to lack of health and safety focus
- Exposure of organisation to liability from accidents/ incidents

All staff and volunteers receive on going training and support around practice, and such practice is monitored by senior staff. Peer support in 2017 will further enhance practice delivery. Health and safety is a key focus of the staff and in 2017 a health and safety officer will undertake an organisation wide review of H&S. YWI Tipperary is fully insured and has a comprehensive accident/ incident policy and procedure.

Strategic Business

Key Risks:

- Resources not available to support quality delivery and development of practice
- Over-reliance on senior staff and not planning for succession/ unforeseen leaving

YWI Tipperary is constantly looking for new sources of funding, and place a major focus on compliance with existing sources, including development of practice in order to continue to receive funding. In 2017 an operational review will be initiated to look at the structure of the organisation.

Governance

Key Risks:

- Governance Standards not complied with thus leading to poor governance and lack of transparency
- Policies and procedures not robust enough leaving the organisation open to liability

YWI Tipperary comply with the Governance Code as well as individual funder requirements. YWI Tipperary have fully committed to SORP and have initiated the process with a view to full compliance in 2017. Policies and procedures are continually reviewed and updated and communicated to staff and board.

External

Key Risks:

- Low recognition levels of organisation at local, national and international
- Loss of control of our standards and expectations of delivery when involved in partnership
- Funding decisions made within the sector that will impact local service delivery
- Delays in Garda vetting

We have invested in the YWI Brand in order to address this risk, which includes communicating clearly to partners what we deliver and expect of other partners when working together. Where possible and appropriate SLAs or memoranda of understanding will be drawn up, steering groups will be in place and lines of communication between partners open and clear. Garda vetting delays can be mitigated to a limited extent by making sure our own garda vetting procedures are efficient.

One of the key risks to the organisation is that of external funding decision in the sector that will limit delivery. This is addressed through constant communication between YWI Tipperary and policy makers, national organisations including YWI and every attempt to promote and shape policy at a national level, including making presentations, communication with politicians and input into the sector.

Safeguarding and Vetting

Youth Work Ireland Tipperary recognises that one of our key responsibilities is the safety of our young people, staff and volunteers, and to this end have a comprehensive Child Protection Policy, based on Children First 2011, all staff and volunteers are trained and vetted and best practice recruitment policies and procedures. We will, in 2018, enact the requirements of Children First: National Guidance for the Protection and Welfare of Children 2017. Youth Work Ireland Tipperary fully complies with vetting requirements through Youth Work Ireland.

Reserves

Youth Work Ireland Tipperary do not hold social investments and grant making does not form a material part of our charitable activities.

Membership of Youth Work Ireland

Youth Work Ireland is a federation of 22 Local Member Youth Services and a national office. Youth Work Ireland supports members to deliver an Integrated Youth Services Model to young people in their communities. This means that young people around Ireland can avail of a whole range of services and supports if and when they need them. Our membership of Youth Work Ireland means that we are committed to delivering this Integrated Youth Services Model, and as such, our practices and procedures aim to reflect the principles of this model in a local context. We have signed up to Youth Work Ireland's membership charter.



Objectives and Activities of Youth Work Ireland Tipperary

Purpose of Youth Work Ireland Tipperary

Our Vision (*where we want to be*) : Youth Work Ireland Tipperary ' vision is of a world full of possibilities for all young people

Our mission and objective (*the journey to getting there*) : To work through a rights-based, youth-led approach to foster learning, innovation, hope and high expectations in young people, their families and their community.

Our goals and objectives are based on our five year strategic plan 2015 - 2020.

Youth Work Ireland Tipperary has a strategic plan and works towards its achievement with regular reviews and reporting to the Board of Management. Outcomes with reference to our strategic goals along with actions planned and undertaken are also the focus of this report. Our charitable achievements are in line with our goals as set out above and further our legal purpose as they are in agreement with our objectives as set out in the Constitution of Youth Work Ireland Tipperary.

Our five key goals:

1. To support and nurture young people, their talents, skills and experiences
2. To provide a comprehensive service to young people and their families
3. To enable more people to experience youthwork
4. To develop our relationships with the community, stakeholders and partners
5. To enhance the expertise and efficiency of Youth Work Ireland Tipperary

For our full value statement go to <http://youthworktipperary.ie/wp-content/uploads/2016/05/Doc-4-Youth-Work-Ireland-Tipperary-Vision-mission-values-and-principles-FINAL.docx.pdf> or see back of this report.

Main Activities Undertaken

- Creation of possibilities for young people, their families and their communities.
- We deliver a volunteer-led organisation promoting a progressive youth culture
- We deliver a fully inclusive and responsive youth service, representative of the local community.
- We promote and support the development of youth participation both within and external to Youth Work Ireland Tipperary.
- We enhance and promote the capacity of the community youth sector to deliver meaningful services for young people through innovative project development.
- We assist young people to develop leadership and self-confidence, and to actively support them in realising participative governance
- We assist and support the development of policy positions on issues impacting upon and relevant to young people, the youth sector, and the youth affairs field and provide policy advice and perspectives to governments and the broader community.

Strategies for achieving our goals and objectives

We will achieve our goals and objectives by maintaining the following at all times

Our value (*our belief*) :

We believe in young people and in youthwork.

Our guiding principles (*how we work*):

These principles guide our work and inform our decision making.

We work by

- Taking a human rights led approach guided by the UN Convention on the rights of the Child
- Building relationships of trust, respect and equality
- Questioning our practice and answering our questions
- Including and collaborating with our community and partners
- Maintaining an attitude of 'what we do, we do well'
- Upholding the belief that people - young people, staff, volunteers - are our greatest resource
- Operating an integrated model of youth work
- Empowering young people to participate - because they know they matter

Criteria for measuring success in 2017 - How do we know we've succeeded?

We measure success primarily through our reporting and measuring tools employed by Youth Work Ireland Tipperary. We have an organisational action plan, and each core project then has an annual workplan, which is reported on monthly as well as annually. Each goal and action in the organisational action plan has an identified key performance indicator of what we will measure and identified means of verification.

Some key performance indicators measured include:

- Contacts
- Participants
- Recorded outcomes (linked to strategic plan, BOBF outcomes, 7 proximal outcomes, individual funder requirements)

Volunteer contribution to Youth Work Ireland Tipperary

Youth Work Ireland Tipperary is a voluntary organisation - that means that we were founded by volunteers, are led by a voluntary board of management and have volunteers working in all aspects of the organisation, from youth information to our clubs, and through a range of activities in between. Our volunteers work in partnership with our young people and staff, and are essential in supporting us to realise our strategic aims - all of which centre on providing a quality service to young people around our region.



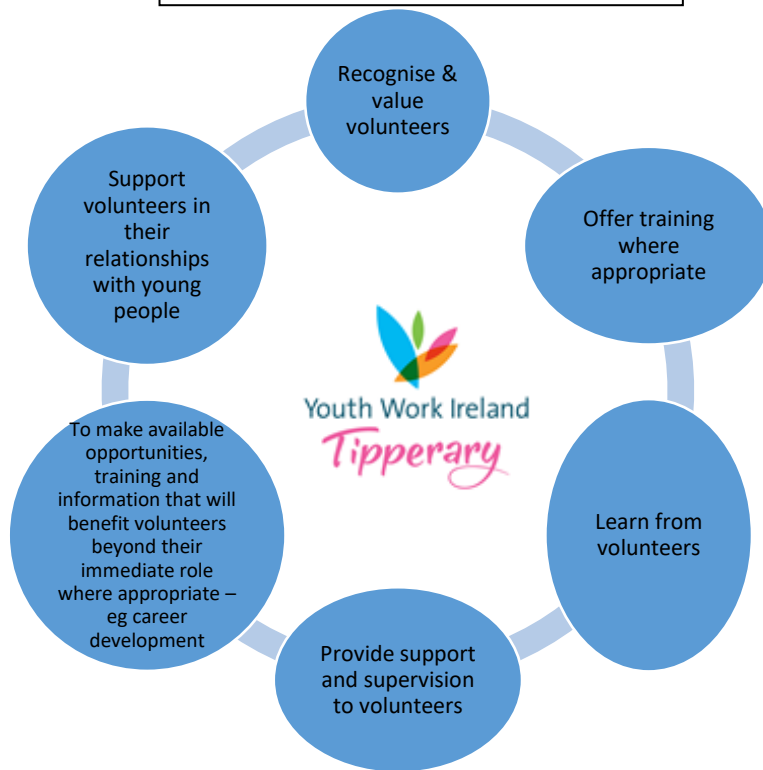
Volunteering with us – What's it like??

Hi my name is Donna Quinlan and I have been a volunteer with Oola Youth club for 4 years. In order for me to become a volunteer I had to complete Volunteer Induction Training and Child Protection Training which was delivered by the Rural outreach team. I have found my time as a volunteer has benefited me so much. Before I became a volunteer I was a very shy person who kept to myself, all that has changed now though, being a volunteer has given me so much confidence. I am now Chairperson of the youth club. This is something that I would never have dreamed of doing before I became a volunteer.

Even though I volunteer and I don't get paid for it, I have found my time volunteering to be very rewarding and it has given me a great sense of community spirit. It also helps me to give something back to my community by volunteering.



What volunteers can expect of us



Volunteering opportunity	Summary description
Youth project leader	Working with young people through a youth project on an ongoing basis - usually a set time / role each week for a specified number of weeks.
Youth Club leader	Acting as a youth leader in a volunteer led youth club - usually a set number of nights each month, and sometimes with additional committee membership - often such volunteers work in their own local community
Cafe Worker	Helping to run a drop in session in one of our three cafes
Volunteer Trainer	Delivering or contributing to the delivery of training to other volunteers
Programme Contributor	Bringing specialist skills to a programme being delivered to a youth group eg. Career guidance
Activity Contributor	Bringing specialist skills to an activity being delivered eg refereeing a soccer tournament
Information Support Worker	Supporting work and information provision in one of our youth information offices
Board Member	Supporting the direction and governance of Youth Work Ireland Tipperary
Committee member	Supporting the direction and governance of a project/club / activity
Administration	Helping with the running of our offices
Fundraising	Supporting fundraising activities for our projects

Our Achievements and Performance

There are six main town hubs in the region; Thurles, Cashel, Templemore, Tipperary Town, Fethard and Killenaule. Each of the main towns operates a number of specific youth initiatives and projects. In addition, the organisation operates a range of rural outreach services including 12 rural volunteer led youth clubs in the smaller villages and communities of the region. A Youth Information Service is provided in Thurles and Tipperary with outreach points in Cashel and Templemore as well as schools and community groups.



Funder Name	Administering Body	Type of Project	Name of all Projects	2017
DCYA - YAU	CDYSB/ETB	SPY (Special Projects for Youth) and YPFSF1/II	Templemore Youth Project	93.00
			Tipperary Youth Project	84
			Thurles Youth Project	92
			North Tipperary Traveller Project	107
			Fethard Killenaule	163.00
IYJS	Youth Work Ireland	Garda Diversion	TAR Project	30
DCYA	DCYA	Comhairle na nÓg	Tipperary Comhairle na nóg	30
		CNN		154
	TUSLA	Family Support Project	More Family Support Project	247
		Neighbourhood Youth Project	Cashel NYP	188
		EVS		35
Leargas	Leargas	Exchange	Cahir Con	332
		Entrepreneurship	DEAL	36
	DCYA		Templemore Youth Café	57
	TUSLA		Cashel Youth Café	46
	DCYA		Tipperary Youth Café	55
	DCYA		Thurles Youth Café	25
DCYA	DSP		2020 Activation Project	29
HSE	HSE	Community Drugs Project	Mid Tipperary Drugs Initiative	172
HSE/TUSLA			Functional Family Therapy	58
Irish Aid	Irish Aid	Development Education	GLOCAL	15
		Youth Participation	Youth Executive	9
		Other group	Junior Board	11
	Belong2	LGBT Support	Outstanding and Allies	19
	Community Foundation of Ireland		Lets Go Mental	152
Student Council			1	113
				369
Rural clubs	CDYSB/ETB			440
Total				3161
YIC				3015

Goal	Objective	Outcomes for young people/Org	Achievements 2017
1. To support and nurture young people, their talents, skills and experiences (Youth Engagement and Development)	1.1 To achieve a balanced range of service delivery so that a broad range of young people are attracted to take part.	Young people know that they can come to YWI Tipperary and be a part of it	For 2017 we had 6 Youth Centres, 6 drop in spaces, at least 8 groups per SYP project, space for individual work within each project, space for family and a full menu of club work.
		Young people's social and personal development is enhanced	Each project delivered a balanced programme of youth work that is directly linked to the Ottawa charter. The YWI Tipperary Gold Standard in Health Promotion will be renewed in early 2018.
		Young people will experience a diverse and inclusive Youthwork environment	All projects have completed diversity training - audit is in draft format
		Funders and the general community are confident that YWI Tipperary is delivering a high quality and balanced programme of youth work	Project workplan reviews were completed in June 17 and December 2017. A range of programmes and initiatives were developed and delivered including Youth Mental Health: Snow White developed further. Youth Employment: 2020 is ongoing, small scale Work Winner programmes, started supporting a Social Farming Model in Doon Co Limerick International Youth Work initiatives such as Virtual Youth was ongoing. Activ8: was delivered throughout the areas, and successful applications for funding submitted in June to LEADER. ContribYOUTH - Phase II GLOCAL was completed. and an Application submitted for Phase III
	1.2 To support young people to experience new things.	Young people will have positive developmental experiences and memories that they may not otherwise have gotten	Two international seminars were completed Virtual youth Work project ongoing, 3 EVS completed. 1 board member travelling to an International Forum in November. Young people from 4 projects travelled to Blackpool for the Summer Trip and 12 national travel opportunities have been completed
		Young people will be able to clearly recognise what they have achieved and experienced during their time with YWI Tipperary	Each project made at least three external applications in 2017. Applications included LEADER, National Lottery, DCYA project augmentation, MWRDDTF, Tipperary County council,
		YWI Tipperary will be able to access additional resources and support to provide a broad ranging service to young people	
	1.3 To ensure that young people are involved in the design and delivery of our service.	YWI Tipperary will have a meaningful input by young people across the region ensuring that the organisation continues to directly engage with young people, who in turn have ownership of YWI Tipperary	2 FLIP training programmes were delivered in 2017 to 20 young people
		Young people are pro-actively contributing to their community in a positive and respected way.	Participation structures included YWI Tipperary Junior Board of Management, YWI Tipperary Youth Executive, 3 designated seat on YWI Tipperary Board of Directors, 4 youth project/ café committees. JBOM met 12 times so far in 2017, 3 people U 25 sitting on Board of Directors, 3 young people on NYAG, 1 young person on YWI national board
		YWI Tipperary will be recognised both by it's members, their families and by our partners as being vehicles for change by young people	
		YWI Tipperary will have been able to capture and build on the skills that young people bring to us and apply them to the development of the organisation	

Fire Brigade October 2017 - Templemore Project.

One of the highlights within Templemore Youth project during 2017 was the Visit from Templemore Fire Brigade on Fire Safety Week, last October 7th. The fire brigade called us and expressed interest in visiting our youth project during one of our Saturday Morning Junior Mixed groups. Fire Personnel educated young people and staff on the importance of smoke alarms and fire safety within the home. Carbon monoxide alarms were donated to the youth project to raffle off amongst our young people. All our young people also had the opportunity to try on fire personnel, gear and equipment. The young people asked loads of questions about being a member of the fire brigade and posed for some wonderful pictures, capturing the event in its entirety. A fantastic morning was recorded with voluntary participation of 21 young members.



Thurles Youth Project: Syrian group



The Syrian groups in the Thurles youth project are heavily involved throughout operations. Participants in the project were involved in the creation of the “What’s The Photo Story? Syria-Tipperary”. This was created in 2017 by children and teenagers from Syria and will be implemented during 2018 across other groups. In October, the photo story toolkit was presented to the community in the Source Arts Centre Thurles. At this launch, the young people had the opportunity to represent themselves and tell their story in English and Arabic. In 2017, the project started a Syrian Homework Club for the young primary school children in the area. As well as this, we established a Syrian Teen Girls group, where the girls could meet once a week in a safe and social space. Both of which are continuing on into 2018.

Cashel NYP - 6th Class Group

A new 6th class group was started in the second half of 2017, which got off to a great success with the young people full of life, energy and excitement to be part of Cashel Neighbourhood Youth Project. Weekly activities included arts & crafts, pool, teamwork and communication games and groupwork covering topics such as Rights of the Child, Self-Esteem and Healthy relationships. The highlight moment for the group was when 6 of the young people took on the task to write and perform in their very own comedy drama for the Youth Work Ireland Tipperary Variety Show. Despite the nerves on the night, they did extremely well and we were all very proud of them and what they achieved in short time.



Next Steps Transition Programme- North Tipp Traveller Youth Project

The Next Steps Transition Programme is a pilot programme funded by the Irish Youth Foundation. We were lucky to be one of thirteen projects across Ireland to roll it out. The aim of the programme is to work with young people in sixth class through their transition to first year in secondary school. The programme began in April 2016 and continued until March 2017. We had 15 young people attending the programme. The first two stages of the programme entailed young people engaging in sessions that build character, team work and resilience. They have also participated in "Snow White and the Seven Mental Health Helpers"- a peer led positive mental health programme. They have also had a lot of fun engaging in fun activities such as the egg drop, creative baking, bingo, jewellery making and enjoyed a trip to Kilkenny Adventure Centre. The final stage of the programme involved supporting young people through the first few months of secondary school. Many of these young people have now progressed on to our senior groups.



Games to Inspire in Youth Work & Global Development Education | 24th November 2017 Cahir Castle, Tipperary

On the 23rd and 24th of November in the spectacular setting of Cahir castle Youth Work Ireland Tipperary showcased some of the most innovative and cutting edge work being done with young people in technology and gaming . The conference was part of our ground breaking three year *Virtual Youth Work* project funded through Erasmus plus with partners including LIT, Active Youths of Florina (Greece) and Momentum World (UK)

This unique event was attended by over 350 people ranging from youth workers community educator's game designers and young people. Young people were given the opportunity of designing games for social change with some of the world's best game designers.

The conference showcased the potential of games to inspire, to motivate and to positively impact on the lives of young people in the context of Youth Work and Development Education. The event was attended by a host of international speakers from all across Europe and the USA



Goal	Objective	Outcomes for young people/Org	Achievements 2017
2. To provide a comprehensive service to young people and their families (Service Provision)	2.1 To support young people to access information, education/employment skills and opportunities	Young people have the opportunity to make positive choices in terms of their future work lives	Progression in 2017 for participants on the 20:20 programme: 25 participants actively engaged in the 20:20 work/training programme since January. With 1 of these, progressing on to full time employment and 1 has started apprenticeship. 1 young person has been accepted to college in September and one is waiting for CAO results. It is hoped that all participants will be actively engaged in either employment or full time education before the end of the programme in early 2018 Two applications to LEADER for Work Winner have been submitted but were unsuccessful. A minor Work Winner was initiated in Littleton supported by the county council
		Young people will have information, skills and confidence when making choices about work and education	Two youth information centres were open five days per week, and delivered 5 career workshops in 2017. CEO became a member of the Board of the Doon Social Farm project and will continue to work on it in 2018
		Young people will be supported to remain in engagement in education/training employment in order to enhance employability and improved well being	Social Care Farm in Doon is currently in early stages of development. An initiative in Fethard was successful in placing 4 young people in pre-apprenticeships with Coolmore.
		YWI Tipperary will be supporting the development of a pool of young people available for employment in the county	2 EVS participants from Greece placed in Ireland, and prep development work undertaken with 2 other young people to send to Greece in 2018. YIC took part in European Week, through Eurodesk. One participant sent to SALTO training programme
	2.2 To provide targeted supports in areas identified as priority needs for young people, their families and the community	YWI Tipperary is part of a planned support mechanism for young people so that resources are used effectively and we are recognised as key partners in support work for young people in the county	All projects have three programmes named in annual workplans and is progressing through them. Youth work programmes that are recognised as being 'at risk' areas for young people are delivered on a consistent basis across the service in the areas of - mental health, bullying, sexual health, alcohol and substance misuse, anti-social behaviours. A pilot application was submitted to TUSLA through the Creating Community Alternatives pilot for North Tipperary.
		By working with families as well as the young people themselves the opportunities will be there to effect real change in their lives	One to one work with targeted young people and their families is facilitated, supported and nurtured throughout the organisation. Templemore FSP, Cashel NYP and TAR participated in the Meitheal model driven by TUSLA in 2017
		Young people with higher levels of need are supported to access particular supports at particular times that will keep them safe and secure	Work is ongoing to continue to advocate for Jigsaw for the County and YWI Tipperary are leading this initiative with ETB, County Council and TUSLA.
		YWI Tipperary can identify trends in youth work needs and work to put supports and advocate for services in a timely manner	YWI Tipperary's Gold Standard Health Promotion Mark is due to be renewed in early 2018. Multi media technology programme, Gaming in Youth Work, Global integration programmes What Use is my Phone and What's the PhotoStory were developed in 2017. YWI Tipperary is working with NYCI regarding the SDGs
		Young people are active and healthy; achieve emotional, physical and mental wellbeing through their voluntary participation.	Snow White and the 7 Mental Health Helpers Manual is in its final draft. Activ8 is being delivered through our summer programmes. Two funding applications are being submitted to LEADER to further deliver the programme. YWI Tipperary worked with NYCI to review and pilot the new Mindout Programme. YWI Tipperary worked with Irish Youth Foundation to pilot the Next Steps Transition programme

Participant of the 2020 Work Training Programme - M Dunne

My initial expectation of this programme was the hope that I could grow as a person both socially and in a work setting. My goals from the beginning were to gain more confidence and stability. With 2 weeks, I received my first aid and manual handling certificate. My work placement was 3 days a week in Bookworm Book & Instrument shop. It was *jarring*, as this was my first time in a retail job, where face to face customer service is very important and how you talk and present yourself to people relates back to how people perceive the shop as a whole. I had to learn many new skills; working the till and record takings, which books and musical instruments were in stock and how to keep records. Studying in our local college, Coláiste Éile for 2 days and to my great surprise and excitement, I received the "Student of the Year 2017" Award. Thursday "soft skills" day, personal time and space to look at issues affecting 20-25 year olds. We chatted and debated mental health, sexual health, drug and alcohol misuse, expression through art and film but also gained knowledge of supports available. My favourite soft skills was a photography morning with a professional photographer, capturing pictures on my area.

I am very happy at where my life is right now and I am a full time employee of Bookworm.



Fethard Killenaule - Preparation for Work Group.



This group vary from 16-24 years old. Through engaging in the project members were able to access support in preparing themselves for work. With the support from local agencies Coolmore Stud Farm, South Tipperary Development Company and Tipperary ETB training centres. Young People got the opportunity to upskill, engage in further education, develop personal skills to mention a few. The success of delivering such a programme saw three young people partake in apprenticeships leading to employment with Coolmore in mechanic's, carpentry and plumbing.

This programme saw two more young men engage in further training opportunity's, two males take up part time work and one male in full time work. With CV prep, driver theory test support and various activities including gym and swim, horse-riding and individual support, this group have made life changing decisions as they enter adulthood and the working world.

Templemore Mens' Group

The Templemore Men's Group has gone from strength to strength since its formation in November 2015 with 10 men attending in 2017. It is open to any man over the age of 18 from Templemore and surrounding areas. Completing an eight week Willow Craft course making baskets and bird feeders was among some of the activities they did. They then went on to do eight weeks of Community Music. Here they learned musical instruments of their choice. Some learned guitar while others learned the tin whistle. One man perfected the keyboard and another took up the accordion and could play any number of tunes by the end of the course. Finally, the group finished the year by doing nine weeks of Wood Craft. These three courses were funded with thanks to the ETB. The group also attended a trip to Spike Island, Cork during the Summer.



Irish Youth Music Awards (IYMA's)

In 2017 the representing act for Tipperary in the Irish Youth Music Awards were the Silhouettes, a talented group of musicians from Tipperary Town that have been engaging with the Cool Ceoil Music programme in the Tipperary Youth Project for the past number of years. The group were made up of Peter and Colm Burke, Conor Slater, Tony Byrnes and Leonie Keating. A number of the members entered the competition in previous years but so enjoyed the experience that they wanted more! Entry into the national competition requires a well-rounded experience of the whole music industry, as well as a performance element.

Each of the members worked hard throughout the year organising media coverage for the act, designing logos and merchandise, running a band facebook page and planning stage set-up, lighting and equipment. The group rocked the stage in Croke Park with original material and were rewarded for their creative efforts by coming out tops in the 'Best Merchandise' category.



Tipperary Social Action Group

This year Tipperary saw a new group form. A group of individuals, who feel passionately about creating equality and maintaining justice in the world. The group is comprised of 7/8 young people aged 13 - 16yrs. The group came together out of a common interest in social justice issues and their desire to learn more about this area and to maybe make a difference in their community. They meet every Monday from 5.30 to 6.30pm.

After looking at the many social justice issues that face people today the group decided to focus on Climate Change for their first project. As many of the group are artistic they decided to paint some images that might open a conversation amongst their peers.

What happened next was very exciting; the group was approached by a local housing estate who heard about their project around climate change and asked them to paint some murals in the estate. The estate has strong links to a local environmental project. The group got some initial images together and headed to the estate to put these on the hoardings.

Both the social action group and the residents group were delighted with the outcome. The group, for their next project are going to focus on a campaign around homelessness. Watch this space.



EVS ACE- ACROSS EUROPE

By September 2017 we had finished hosting our first ever long term European Voluntary Service (EVS) programme and had to say a fond farewell to Petros Mallios and Avgi Massi. The end of any project is always followed by a time of reflection and evaluation. So what was living in Tipperary working for YWIT like “it was crazy, hard, fun, easy mad and wonderful.. The best” (anonymous Greek volunteer ☺) All Erasmus+ programmes aim to modernise and improve the quality youth work across Europe, and to support the development, transfer and implementation of innovative practices. Across Europe (ACE) was an investment in knowledge. While the volunteers experience tangible personal and social development, improved employability and career prospects it is perhaps the organisations that gains the most from the experience. Hosting an EVS has proven to be a wonderful experience; the volunteers added a new energy and excitement to our projects and have left an indelible mark on the organisation.



South Tipperary Family Intervention and Support Project.

In 2017 Youth Work Ireland Tipperary were successful in securing funding for a Substance Misuse project which offers Family Interventions and Supports for Young People experiencing difficulties in relation to their Substance Misuse. This is a part time project which is based primarily in the HSE Substance Misuse Service in Clonmel but with an outreach remit which covers all of South Tipperary. The project commenced in June 2017 with 19 families and 34 young people receiving support throughout the remainder of the year. A satellite clinic was established in Cashel on a fortnightly basis with another clinic planned for 2018 in Fethard, which will be delivered in conjunction with the Mid Tipperary Drugs Initiative.

TAR - Youth Diversion Project

On the Bank Holiday weekend of the 27th of October 2017 The TAR Project brought 8 young people to Kilfinane in Limerick for an overnight stay packed with activities that they had not taken part in previously. The bank holiday weekend and mid-term break was seen as the perfect time to bring this group of young people together to show them different ways in which they could spend their free time. Over the two days the group were delighted to take part in Clay Pigeon Shooting under lights on a clear and dry evening on the Friday followed by Archery on the Saturday and Horse-riding before heading home. All of the group took direction extremely well and listened to the safety talks before each activity. This was very beneficial trip that the young people and Youth Justice workers enjoyed alike and are still talking about today.



Community Addiction Studies Course

The Mid Tipperary Drugs Initiative facilitated another successful Community Addiction studies Programme in Tipperary town in 2017 with 21 people completing the programme. Participants on the course came from a diverse range of backgrounds with a mix of professional and community representatives. The course was run over 10 weeks with the support of LIT Tipperary, HSE Substance Misuse Service and Narcotics anonymous Ireland who kindly gave up their time to deliver a variety of workshops. Some of the topics included Types of Drugs, theories of addiction, policies and screening, group work and presentation skills, Methadone programme, needle exchange, treatment options, etc. Each participant took part in a group presentation on the final day of the course which was attended by members of the youth service and LIT. We had a variety of well researched presentations covering a number of topics relating to substance misuse. We hope to have another successful programme in 2018.



Goal	Objective	Outcomes for young people/Org	Achievements 2017
3 To enable more people to experience youthwork (Expansion)	3.1 To respond to the geography of TRYS by supporting the continued development of youth clubs and services that take the rural nature of the county into account.	Young people in smaller communities have access to youth work which in turn will provide them with a range of opportunities	Activ8 rolled out over the summer. Drugs awareness programme delivered to Pallasgreen
		Young people will have a safe, enjoyable and useful experience through experienced and confident volunteers	100% of new club volunteers were vetted and reference checked. Ongoing - volunteer induction training has taken place in 6 clubs.
		Resources can be used more effectively by engaging and supporting volunteer leaders in communities that we cannot reach	21 clubs supported and established. Ongoing - committee skills, RealU training, drugs awareness training , basic first aid training, delivered
		Our volunteers are trained, retained and of a high standard	20 volunteers have received training. All clubs were supported to participate in NQSF. 7 clubs received the ETB club capital grant
		Young people are heard and responded to	Ongoing - all projects are engaging with external programmes as documented in monthly reports. OUTstanding club meetings monthly and attendance at 3 national events. There are currently 21 members in the OUTstanding Group and it is affiliated to Belong2
	3.2 To support the development of youth work practice	Youth Work continues to change with the interests and needs of young people	Year 2 of Virtual Youth Work programme was delivered in 2017
		Youth work is recognised as an important part of the development of our children	Youth Work and Philosophy seminar attended in June 2017. YWITipperary JBOM presented. Guidelines for games in youth work in development
		YWI Tipperary develops and refines youth work delivery so that young people are engaged and we have a healthy youth membership	Gaming in Youthwork and Development Education are the two programmes that were in development in 2017
	3.3 To increase public awareness and access to youth work	YWI Tipperary can clearly communicate the services and programmes it delivers	Each of our key towns has a youth centre that operates through the YWI integrated service model
		Communities in Tipperary will understand and support what TRYS is doing	Each project has a facebook page. YWI Tipperary website updated monthly. We have Twitter, Instagram and Snapchat accounts . PR and awareness raising took place in conjunction with 25th Anniversary of UN Convention of the rights of the child
		Young people throughout the county have access to opportunities to support their social and personal development	Communities targeted - Bansha, Donohill, Emly, Cappawhite and Holycross

Holycross Youth Club - a new club for 2017

Holy cross youth club opened its doors on 29th of September 2017. Before they could open their doors the leaders had to complete Volunteer Induction training and child protection training which was delivered by Zoe Gogarty and Donna McCarthy. On the 29th of September Holy cross had their registration night. There was a great turn out of young people with their parents who were keen to join and see what a youth club was all about. There were also a few adults who showed an interest in becoming a volunteer with the club. Holy cross youth club was successful in receiving €5000 from the ETB equipment grant in December 2017. This was used to purchase much needed equipment for the club such as indoor games, IT equipment and arts and crafts materials. On the 9th of December Holy cross entered into the youth club variety show in Oola. They entered into two categories and were successful in coming first place in the group dancing category.



LGBT & Allies Youth Group OUTstanding

OUTstanding LGBT & Allies group has been in operation for the last two years. This group is lead by LGBT youth worker Zoe Gogarty and supported by volunteers. In total the group has approximately 20 members and meets on a monthly basis all around Tipperary County in our youth centres in Cashel, Tipperary Town, Templemore and Thurles. OUTstanding youth group is a fun informal setting for young people aged between 13-18 to hang out and have fun. In 2017 the group participated workshops on UNCRC, a trip to the office of the Ombudsman for Children and Pride Parade in Cork. As always this group participated in National Coming out Day by designing stickers and asking their friends and family to wear them on National Coming Out Day. Similarly to 2015 & 2016 this group participated in BelongTo's National #StandUpWeek by organising talks in schools against homophobic bullying.

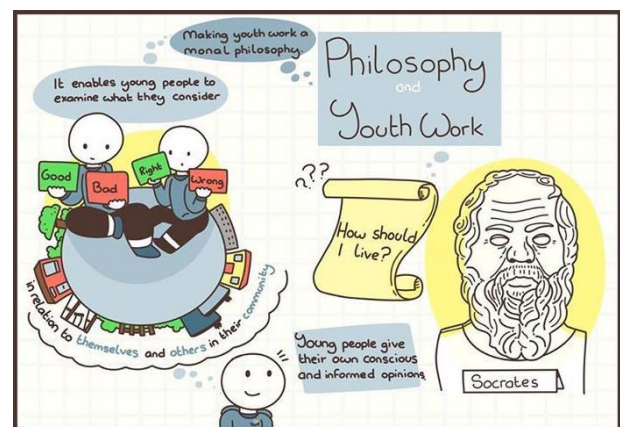
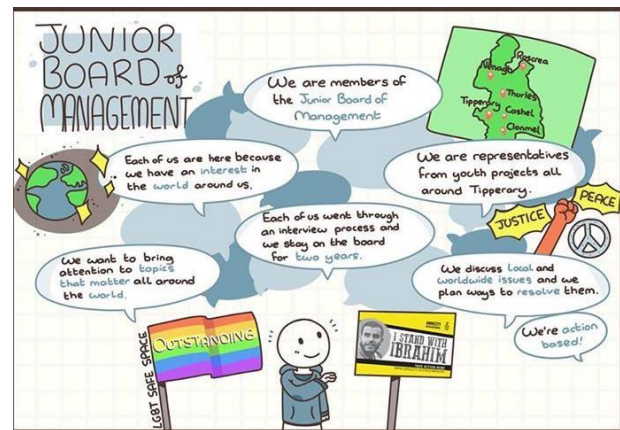
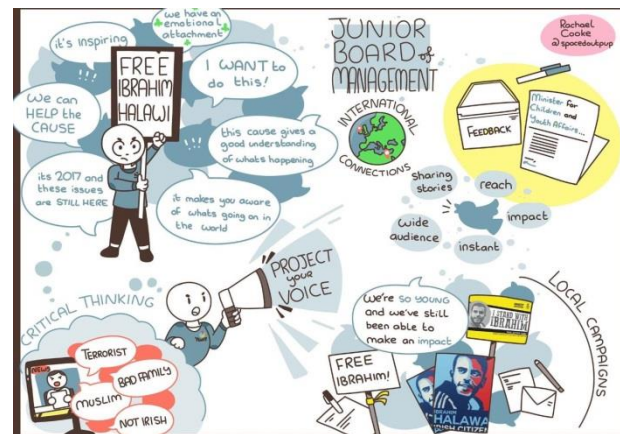
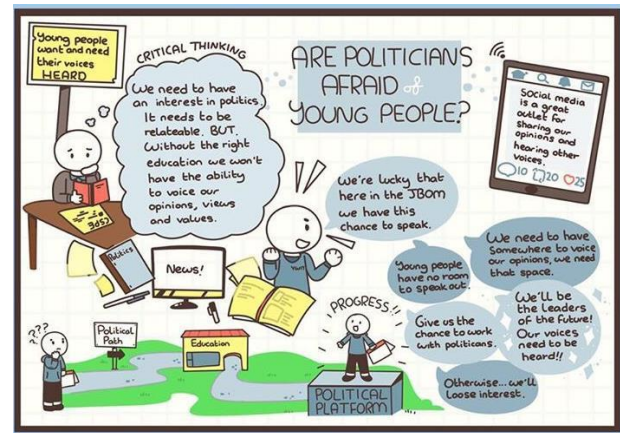


Junior Board of Management presentation at YWI National Seminar

The junior board held a strong social media presence on their #Freelbrahim campaign and thus were contacted by Youth Work Ireland and Community Philosopher Graeme Tiffany to present their work in head office to Philosophy Ireland in October 2017. The junior board of management presented a twenty minute discussion on four main questions to a group of youth work practitioners. They asked key questions such as “Are politicians afraid of young people?” “Who are we?” “Does philosophy in Youth Work work?” “And who does the junior board of management structure benefit in society?”

To quote Grayling “the aim of philosophical inquiry is to gain insight into questions about knowledge, truth, reason, reality, meaning, mind and value”. It is important to remember this when discussing the impact youth work has on the lives of young people, youth work supports young people to learn from the lived experiences and develop the motivation and capacity to : Examine their values, deliberate on the principles of their own moral

judgements and develop the skills and disposition to make informed decisions that can be sustained through committed action. The Junior Board of Management are a great example of philosophy in Youth Work as the young people engage in discussion that help them to clarify their understanding of what is involved, young people give their conscious and informed consent to engage in the process of self-examination through which they increasingly integrate their values, actions and identity. This participation has become empowering as our young people are capable of autonomous rational judgement, acting free from free will and is voluntarily.



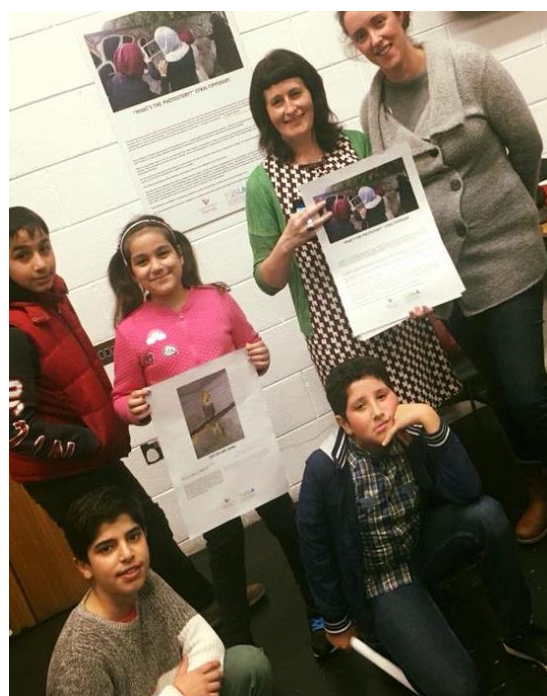
Goal	Objective	Outcomes for young people/Org	Achievements 2017
4. To develop our relationships with the community, stakeholders and partners (Partnership)	4.1 Develop strategic alliances with local structures and partners	YWITipperary is supported to engage with other partners to expand the range of opportunities and approaches for young people	Healthy Ireland Initiative accessed funding for LGBTI, Sexual Health and Physical health is in place. Jigsaw, Virtual youth are both ongoing key strategic alliances.
		There is a pool of agencies, local businesses and other partners that are actively supportive of YWITipperary	CEO is member of CYPSC, SERDTF, ETB Youth committee, LCDC. 70% of projects are members of local structures - not every project has had the opportunity yet.
	4.2 To build strong collaborative relationships locally so that YWITipperary is seen as a strategic partner in advocating for and delivering on the needs of young people of Tipperary.	The youth service has a status in the community which protects what we are trying to achieve with our young people, thus ensuring that they continue to receive youth service delivery	JBOM has participated in a seminar on Youth Work and Philosophy. CEO is participating on YWI research on the Integrated Youth Service model. Virtual Youth is developing guidelines in the area of gaming and youth work. We have developed and promoted 2 resources in Development Education CNN ongoing. JBOM ongoing. We are members of PPN
			Ongoing - all projects have participated in 2 partnerships

Development Education Resources

What Use is my Mobile Phone is a project developed to engage young people in understanding our individual role in making change and transformation happen and in coming into personal relationship with our interdependent world. The project has been workshopped through the organisation and the toolkit was presented by the Junior Board of Management at the NYCI One World Week Youth Summit at the Aviva stadium on 23rd November 2017. 11 young people participated through the JBOM, and a further 15 young people participated in the delivery of the programme in Tipperary Town YP, as well as 40 young people through CNN.

What's the Photostory - From Syria to Tipperary is a project developed to build connection and encourage empathetic understanding on stories of migration. Many young people come to live in new countries with their family, or sometimes on their own, because of circumstances that are out of their control. Through an ongoing youth work process, YWI Tipperary worked with 15 young people from Syria to develop an exhibition and teaching resource for

wider sharing to build connection between storytellers and readers and to challenge assumptions and stereotypes. This project was presented in Thurles on the 23rd November 2017 to the community of Thurles, with 56 people attending the launch.





“Creating positive mental health awareness while having fun with your friends”

150 young people attended this event in Presentation hall in Thurles where young people heard about the 5aday for mental health & wellbeing, took part in a zumba workshop, made suggestion for good health on the wall of ideas, completed a survey on health promotion, had fun, loved the photobooth, heard about support services locally and heard from Jamie Harrington a national advocate for youth mental health who promotes the Teenline support service nationally. Tipperary Comhairle na nÓg in conjunction with YWITipp holds this event annually to encourage talking about youth mental health while promoting local supports and self help in terms of your 5 a day for wellbeing - Connect, Be active, Be aware, Get involved and Give. Check out www.tippcomhairle.ie to see a video from the day.



Youth Information

Time to Move is a Eurodesk Europe-wide campaign which informs young people and those who work with them about opportunities to work, study, train and volunteer in Europe, as well as provides useful local contacts in the area of Youth & European Information.

In 2017 TTM targeted young people who may benefit from partaking in a learning mobility project. Youth Information/Eurodesk (YWIT) in Tipperary hosted a mobility event on the 10th October in Ballykisteen Hotel which informed attendees of mobility opportunities as well as facilitating the networking of organisations at local level. Nationally Léargas/Eurodesk and the National Centre for Guidance in

Education/Euroguidance were in attendance bringing together people working in the youth sector and in guidance counselling. On the day they heard from Mairead Maher on her experience of travelling to EVS in Finland and how it changed her career path when she returned to Tipperary. Following the success of this event YI would hope run it annually to promote Europe opportunities?



Goal	Objective	Outcomes for young people/Org	Achievements 2017
5 To enhance the expertise and efficiency of YWI Tipperary (organisational)	5.1 To nurture staff and volunteers as a key resource of YWI Tipperary through ensuring support, progression and development opportunities	YWI Tipperary will have a range of skills and expertise so that young people can access a wide variety of service delivery in a professional manner	All youth projects had a student at some stage during 2017. All students were given the induction manual and supported through their staff members. Staff have all participated in a range of training both internal and external and these have been documented by CEO
		Staff will be motivated and gain personal and professional satisfaction from their work	Volunteer seminar completed in Glen of Aherlow. Templemore, Thurles, YIC and Rural have all had volunteer recognition activities.
		Support Staff and students working with YWI Tipperary will receive a valuable experience and will have the opportunity to develop and apply skills to benefit the organisation and our young people	
	5.2 To manage our resources effectively and efficiently through planning, monitoring and reporting structures	YWI Tipperary is in a position to deliver relevant and high quality youth work to our members	YWI Tipperary is participating in the national research project on the Integrated YW model.
		YWI Tipperary will be able to articulate what we do and what we achieve.	HR Subcommittee set up and in operation. Internal, external and peer supervision is available
			Regular reporting the Financial Audit and General Purposes Subcommittee of the Board of Directors on Financial Management
			All projects report on their monthly workplans.
	5.3 To continue to promote best practice in governance and accountability of YWI Tipperary	YWI Tipperary continues to participate in organisational development opportunities ensuring that we are seen as a strong, robust and trustworthy entity	YWI Tipperary Board of Directors participates in the Code of Governance for voluntary organisation Organisational Risk Assessment has been reviewed . We are signed up to the Dochas Statement of Images, Code of Fundraising.
		YWI Tipperary is guided by an enthusiastic and committed structure that retains our origins as a local voluntary group at the centre of what we do	The Board of YWI Tipperary has a mix of club, co-opted and youth representatives (3 members are under 25)
			YWI Tipperary will continue to participate in relevant quality assurance frameworks for the organisation as a whole and for individual projects, including Health Promotion, NQSF
			A comprehensive suite of policies and procedures has been developed and maintained.

Community Employment Scheme 2017

The extensive focus on participant progression meant that once again training was high on the list of spotlights that took place during the year for the Community Employment Scheme. This year as well as mandatory training such as Health & Safety, Child Protection, a number of the participants took part in numerous QQI certified training courses such as Training, Delivery & Evaluation, Occupational First Aid, Digital Marketing, Customer Service and ECDL, to name a few.

An annual awards ceremony took place in Colaiste Eile on 21st July where 6 of my participants were awarded certificates for their Occupational First Aid, Manual Handling and ECDL courses which they had recently completed. It was a lovely morning where we got to celebrate their great achievements and hard work.



Plans for Future Periods

Our plans for the future form part of our Strategic Plan 2015-2020. At all times we provide evidence based practices in response to needs assessments, funder requirements and staying through to what we value; we believe in young people and youthwork!

Youth Work Ireland Tipperary's vision is of a world full of possibilities for all young people feeds into our 5 goals and our mission to work through a rights-based, youth-led approach to foster learning, innovation, hope and high expectations in young people, their families and their community.

Please see our strategic plan for a full account of our plans.

LEARGAS Volunteering Seminar - Aherlow October 2017

The Rural Outreach project hosted a European seminar funded by Leargas where twenty volunteers from five European countries took part in a week long seminar on the important role volunteers play which was held in Aherlow House Hotel Tipperary. Volunteers from Italy, Portugal, Hungary, Georgia, Finland and Ireland joined together for the week to exchange ideas, policies and youth work practice. Community Philosopher Graeme Tiffany led a two day seminar guiding the participants through what it means to be a volunteer. At the end of the exchange a volunteer recognition dinner was held as a Thank you for our rural youth club volunteers, over forty rural youth club volunteers were in attendance.



Business Review and Financial Results

Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. Nevertheless the company, with the aid of sound financial management and the support of both its staff and volunteers generated a satisfactory financial outcome. The retained (Deficit)/surplus for the financial year amounted to €(13,374) (2016 surplus: €8,549) and this was transferred to reserves at the end.

The principal source of funding for the charity is national and local government funding. Grants €1,471,196 (2016: €1,544,241) were received in the current year. Fundraising & Donations generously received from the general public during the year amounted to €54,744 (2016: €67,118). Rents & Charges amounted to €920 (2016: €792). Bank Deposit Interest earned during the period amounted to €163 (2016: €698). Administration Expenses amounted to €1,540,397 (2016: €1,604,300). Expenditure limits are set and reviewed periodically at which CEO and project staff with budgetary responsibility may authorise spending in line with budgets. There is a higher limit to which the Chief Executive may authorise spending and a further limit, which must be authorised by the Board.

At the end of the year the company had Fixed Assets €734,268 (2016: €745,757) Current Assets of €310,415 (2016: €317,708) and Current Liabilities of €185,336 (2016: €170,873) and Long-Term Liabilities of €28,012 (2016: €36,393). The Net funds of the company amounted to €831,335 (2016: €856,199) and the directors are satisfied with the level of retained reserves at the year end. Of the net funds at year end €734,268 is attributable to capital funds (fully expended) and €22,933 is attributable to restricted funds.

Reserves Policy

The charity needs reserves to:

- Ensure the charity can continue to provide a stable service to those who need them.
- Meet contractual obligations as they fall due;
- Meet unexpected costs;
 - Provide working capital when funding is paid in arrears;
- Meet the costs of winding up in the event that was necessary;
- Be adequate to cover 12 months of current expenditure.

Based on this, the directors are satisfied that it holds sufficient reserves to allow the charity to trade successfully.

Achievements & Performance

The main achievements of the company during the year are outlined in full detail on the charity's annual report.

Structure, Governance & Management

The organisation is a 'Not for Profit' company limited by guarantee. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro twenty-seven cent (€1.27).

The charity was established under a Constitution which established the objects and powers of the charitable company and is governed under its Constitution and managed by a Board of Directors.

Future Developments

The directors are not expecting to make any significant changes in the nature of the business in the near

Principal Risks & Uncertainties

The Directors have identified that the key risks and uncertainties the company faces relate to the risk of a decrease in the level of donations and government funding and the potential increase in compliance requirements in accordance with company,

health and safety, taxation and other legislation. The charity mitigates these risks as follows:

The charity continually monitors the level of activity, prepares and monitors its budgets targets and projections. The company has a policy of maintaining significant cash reserves and it has also developed a strategic plan which will allow for the diversification of funding and activities; and

The company closely monitors emerging changes to regulations and legislation on an ongoing basis;

Operational/Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects and the requirements for budgets covering all activities. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centre by ensuring all accreditation is up to date.

Reputational risk-in common with many charities, the company's principal risk is reputational damage. Reputation damage could be caused by an event either within or outside the company's control. In order to mitigate this risk the charity continues to adopt best practices.

Payment of Creditors

The directors acknowledge their responsibility for ensuring compliance with the provisions of the EC (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Accounting Records

The directors acknowledge their responsibilities under Section 281 to 285 of the Companies Act 2014 to keep proper books and records for the company.

A number of measures have been taken by the directors to ensure compliance regarding proper accounting records with the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel and appropriate expertise and the

provision of adequate resources to the financial function. The accounting records of the company are kept at the registered office and principal place of business at Croke Street, Thurles, Co. Tipperary, .

Statement on Relevant Audit Information

In accordance with Section 330 of the Companies Act 2014, so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow directors and the charity's auditor, each director have taken all the steps he/she is obliged to take as a director in order to make himself/herself aware of any relevant audit information and to establish that the auditor is aware of the information.

Auditors

In accordance with Section 383 (2) of the Companies Act 2014, the auditors, Donal Ryan & Associates, Chartered Certified Accountants & Statutory Auditor, will continue in office.

This report was approved by the Board on and signed on its behalf by

Paul Keating
Director