

# ANNUAL REPORT

2019



**Youth Work Ireland Tipperary**

*... a world full of possibilities for all young people.*



# DIRECTOR'S REPORT

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## CHAIRPERSON'S STATEMENT

Youth Work Ireland continues to thrive in enhancing and developing opportunities for young people in Tipperary and East Limerick throughout 2019/2020.

I would particularly like to pay tribute to the passion and energy that all our staff, Community Employment Participants and volunteers bring to fuelling the organisation. We pride ourselves on providing accessible, nurturing inclusive, fun youth spaces. I would thank our staff/volunteers who have moved on to new pastures for their time they spent with us. I would also like to welcome some new members who have joined our team. Our newly structured Leadership Team continue to be led by our CEO who supports our growing team.

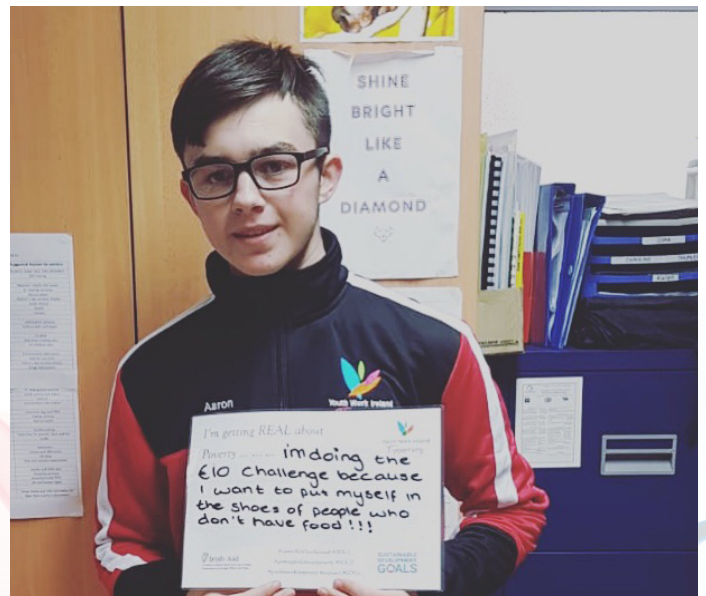
Young people of Tipperary need to be commended for being active citizens, community activists, artists and entrepreneurs. Young people continue to grow as responsible, creative young adults through contributing in so many different projects and initiatives.

Equally we need to acknowledge those who take brave step accessing some of our more targeted and specialised services. We are proud to be part of so many young people's lives.

To all our partners and communities who trust us year on year to deliver innovative programmes to engage young people throughout the Tipperary and East Limerick. We as a board are committed to the Governance Code and to meet the requirements of Revenue and Charities Regulator.

Looking forward to continuing to support the work of Youth Work Ireland Tipperary and to continuing to plan for the future.

**Ashling Sheehan Boyle**  
Chairperson  
On behalf of the Board



# 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](http://www.youthworktipperary.ie)

## Directors 2019

Ashling Sheehan Boyle  
(Chairperson)  
Sheila McCarthy- Treasurer  
Darren Ryan  
Declan Burgess  
Tim Vos  
Siobhan Bradshaw  
(Jan – March 2019)  
Carmel O Dwyer  
Josh Blake  
Vivienne O Connor  
Fergus Moriarty  
Zita O Rourke

## Secretary

Josephine Shortt

## CEO

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/business 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. 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.





## COMPANY DETAILS CONTINUED

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.

The Board of Directors had 7 ordinary board meetings and one AGM in 2019. 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 sub committees 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 and Project Development. Subcommittees may have delegated powers as set out by the Board of Directors. Sub-committees will always have at least one board member and have written terms of reference, approved by the board, providing a good way of ensuring clarity. Youth Work Ireland Tipperary's Board of Directors may also set up working groups which are usually set up to carry out a specific piece of work.

### 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 2019:

- Ashling Sheehan Boyle
- Sheila McCarthy
- Fergus Moriarty



### YWI TIPPERARY 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 2019, the JBOM particularly focused on three key areas of work – Mental, Physical and Sexual Health, Youth Participation, Equality for all through the Sustainable Development Goals which saw them spearhead their Getting Real About Poverty Social Media Campaign.



## COMPANY DETAILS CONTINUED

### MEMBERS 2019:

- Calvin Stokes
- Louise Ferncombe
- Leanne McGarry Croke
- Tamara Doyle
- Jonah Ryan
- Nicole Leahy
- Nathan Lawlor
- Mark O'Mahoney
- Holly Delaney
- Aaron Gibson



### HR SUB COMMITTEE

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, recruitment and organisational development, inclusion and equality. In 2019 the HR subcommittee met 8 times, normally after the monthly Board meeting.

#### Membership:

- Darren Ryan
- Ashling Sheehan Boyle
- Declan Burgess
- Carmel O Dwyer

The subcommittee focuses on opportunities to generate income for the organisation with a view to supporting additional initiatives and innovative developments in areas that meet our primary aims and objectives. The subcommittee met 3 times in 2019 and membership is:

- Shiela McCarthy
- Josh Blake
- Ashling Sheehan Boyle
- Fergal Moriarty

### RURAL CLUBS PANEL

Rural Outreach held four panel and support meetings in 2019, two in North Tipperary and two in South Tipperary. Agendas at the panel meetings included Yearly ETB Local Club Grant, supports needed by clubs, volunteer recognition, training and workshops available for volunteers, regional and local events for junior and seniors clubs and yearly membership, affiliation and insurance.

### HEALTH PROMOTION SUBCOMMITTEE



Joanne McCormack –  
Chairperson

Youth Work Ireland Tipperary holds a Gold Standard in Health Promotion through NYCI. We have an active voluntary health promotion committee a “think tank” for ideas and to support the actions of staff.

Volunteer members of the HP committee in 2019 – Joanne McCormack (Chair), Breda McCarthy, Catherine Flynn, Viv O Connor, Katie Carr, Lauren Brown, Lucy McCormack & Ash Maher.





## COMPANY DETAILS CONTINUED

### 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 is 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 is also signed up to the Fundraising Code, and is committed to being a Children's Rights Aware Organisation with the Ombudsman for Children.

Youth Work Ireland Tipperary, through its TYSF and Special Projects for Youth and Youth Information Project, funded by DCYA, also participates annually in the NQSF (National Quality Standards Framework). In 2019 we commenced a new cycle of the NQSF process with the appropriate projects. Our Rural Outreach project supports its volunteer led clubs to participate in the NQSFVLYG which is the national quality standard framework for volunteer lead youth groups.

### INCLUSION AND EQUALITY

Youth Work Ireland Tipperary is committed to being an inclusive and equal opportunities organisation.

In 2019, we commenced working with INVOLVE around developing standards based on their STATUS toolkit to support the inclusion of Travellers in the organisation. We also tendered for the Tipperary Resettlement Project and were successfully selected, as well as applied and successfully received financial support to support activities for the Syrian families in Thurles, the Tipperary LGBTI Outstanding group and facilitated the completion of two county based documents exploring LGBTI and Disability issues in Tipperary. In general all of our projects target young people and families who may be socially excluded. All of our processes have inclusion at their heart, and we have a robust inclusion and equality policy.

### 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 annually. In 2019 we also developed a separate Safeguarding Risk Assessment.

### 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.



## COMPANY DETAILS CONTINUED

### COMPLIANCE KEY RISKS:

- Safeguarding and Vetting not adequately complied with
- Safeguarding reporting not adequately delivered
- Non-compliance with policies at operational level

All staff and volunteers are fully vetted and trained in safeguarding and there are clear safeguarding procedures and guidelines in place that all staff are aware of and supported to follow. In 2019 all core staff refreshed their Children First Level 2 child protection training with TUSLA.

YWI Tipperary nurtures an environment of safeguarding 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 2019 the workplan template was reviewed to ensure that it is in line with individual Funder Requirements.

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 the LEAD structure. Peer support in 2019 further enhanced practice delivery. Health and safety is a key focus of the staff and is reported on monthly to the Board of YWITipperary. 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 2019 the Project Development Subcommittee worked in this area, and a number of options for diversification were explored.

### 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. Policies and procedures are continually reviewed and updated and communicated to staff and board.





## COMPANY DETAILS CONTINUED

### 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 are drawn up, steering groups will be in place and lines of communication between partners are 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

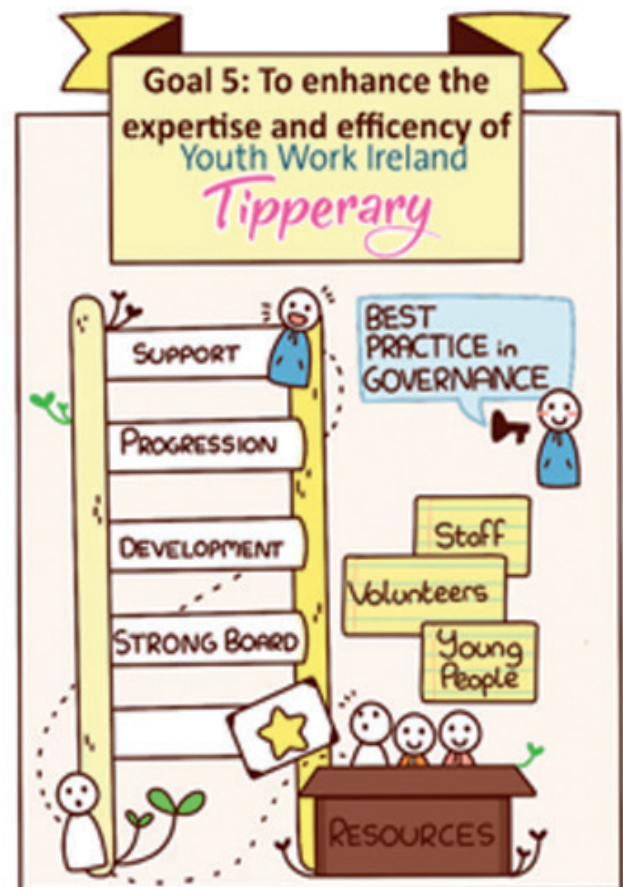
Youth Work Ireland Tipperary recognises that one of our key responsibilities is the safety of our young people, staff and volunteers, and to this end have a comprehensive Child Protection Policy, based on Children First. All staff and volunteers are trained and vetted and follow best practice recruitment policies and procedures. Youth Work Ireland Tipperary fully complies with vetting requirements through Youth Work Ireland, and in 2019 developed a SOP for this area, as well as reviewed all staff and volunteer vetting.

### 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.



Youth Work Ireland Tipperary Strategic Plan  
2014 – 2020



## COMPANY DETAILS CONTINUED

### 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's 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>.

### 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.







## COMPANY DETAILS CONTINUED

### CRITERIA FOR MEASURING SUCCESS IN 2019 – 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. In 2019 we had 110 volunteers working with our projects and clubs.

Youth Work Ireland has a full Volunteering policy, procedures and support menu, available on our website.

Volunteering Opportunity In YWIT	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 e.g. Career guidance
Activity Contributor	Bringing specialist skills to an activity being delivered e.g. 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 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.





# ACHIEVEMENTS AND PERFORMANCE

FUNDER NAME	ADMINISTERING BODY	TYPE OF PROJECT	NAME OF ALL PROJECTS	2019 PARTICIPANTS
DCYA - YAU	CDYSB/ETB	SPY (Special Projects for Youth)	Tipperary Youth Project	124
			North Tipperary Traveller Project	105
			Rural Outreach	83 volunteers 330 yp
		TYSF	Fethard Killenaule	111
			Templemore/ Thurles YP	164 (Thurles)
				152 (Templemore)
IYJS	Youth Work Ireland	Garda Diversion	TAR Project	21
DCYA	DCYA	Comhairle na nóg	Tipperary Comhairle na nog	40
		Comhairle na nóg	Tipperary Comhairle na nog AGM	126
	TULSA	Family Support Project	More Family Support Project	155
		Neighbourhood Youth Project	Cashel NYP	302
Leargas	Leargas	EVS		3
	Leargas	Exchange	Cashel, K&F and Rural & Greeks	38
			Tipperary Town – Sexual Health and Consent	12
	Leargas	Seminar	DEAL	50
	Pobal	Youth Employment	QCBI	19
Pobal	Pobal/ DSP	Youth Employment	Opportunities 4REAL	22
		Youth Participation	Junior Board, Snow White, Youth Consultation	164
DSP	POBAL	Youth Employment	ABILITY	50
HSE	HSE	Community Drugs Project	Mid Tipperary Drugs Initiative	36 individuals, 12 families  149 community contacts through training and outreach
HSE/TUSLA		Substance Misuse Service South Tipperary	South Tipperary Family Therapy/ OST project	56
Irish Aid	Irish Aid	Development Education	GLOCAL	210
	Belong2	LGBT Support	Outstanding and Allies	20
DCYA - YAU	CDYSB/ETB	YIC		Queries: 1666  Outreach and Training: 2000



# GOALS 2020

Goal	Objective	Outcomes for young people	Achievements 2019
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	Completed participation in Youth Officer Area profile for the following: Templemore, Thurles, Tipp town, FK, Rural. These will be used as starting points for demographic profile of our projects. There is currently six day provision in all centres (FK counted as 1 centre). Staff completed training on Healthy Eating, and a staff wellness day. Health Promotion Worker - 1 day a week provision will commence in Dec 2019 through Healthy Ireland Funding. CRE8, Acti8, What USE is my phone, What's the Photostory, Virtual Youth Work all in delivery, Snow White still in delivery, Youth Employment - 2 initiatives in delivery. Funding currently applied for a Virtual Youth Worker (LEADER). Currently participating in Involve Audit for Traveller participation in the organisation
		Young people's social and personal development is enhanced	
		Young people will experience a diverse and inclusive Youthwork environment	
		Funders and the general community are confident that YWI Tipperary is delivering a high quality and balanced programme of youth work	
	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	Each project provides 5 national events/ opportunities. 2 International Exchanges took place in 2019 to Greece and Italy. Young people and staff took part in SDG 'Poverty' Campaign, as well as GLOCAL 18/19
		Young people will be able to clearly recognise what they have achieved and experienced during their time with YWI Tipp	
		YWI Tipp 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 Tipp 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 Tipp	ContribYOUTH was delivered as part of the LEADER funded training programme applied for. Democracy and Me events documented progression within the organisation - film made around this. Currently participating in pilot training with DCYA around youth participation. Young people are actively participating in development of Strategic plan, both through JBOM and in their own groups.
		Young people are pro-actively contributing to their community in a positive and respected way.	
		YWI Tipp will be recognised both by its members, their families and by our partners as being vehicles for change by young people	
		YWI Tipp 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	

Youth Work Ireland Tipperary. . . a world full of possibilities for all young people.



## NTTYP - ANXIETY MURAL

Throughout November and December, we delivered a substance misuse programme to our senior girls in Littleton. The first two sessions explored the types of substances that were most commonly misused among young people and the negative effects of substance misuse.

The girls decided to focus on the issue of anxiety among young people as this was something they had experienced and could identify with. They researched this and found that anxiety levels were increasingly on the rise among young people. According to a study carried out by UCD School of Psychology in 2019 the proportion of adolescents (12-18) reporting severe anxiety had doubled to 22 per cent, while levels of severe anxiety in young adults (18-25s) had increased from 15 per cent to 26 per cent since a previous study carried out in 2012. The girls decided that they wanted to do a mural to highlight the issue.

They created a beautiful mural depicting a young person who is feeling anxious (the head is shaped as a cloud to depict dark thoughts) being helped up by a person (head shaped as the sun depicting hope and light) holding an umbrella, the umbrella representing supports and people who could help them and also as protection from the rain drops (Rain drops depicting issues affecting young people). We are hoping to have this mural displayed in the local community centre, this will show case the girls hard work and spread their message to the wider community.







## TIPPERARY TEEN GIRLS YOUTH PROJECT #behindthesmile

Our Teen Girls group decided to develop a booklet giving information about healthy and abusive relationships. The booklet titled #behindthesmile is in reference to the posts put on social media by young people, but what might really be going on in their relationships. Their hope is that this booklet will serve to give young people the information needed to make healthy and safe life decisions.

While the booklet is targeted at their peer group, they realise that the information will help and support young people who may be struggling to understand what healthy relationships should be but more importantly what an abusive relationship looks like. The girls were delighted to win a GARDA Youth Award 2019 for the work that they put into this project.



## YOUTH EXCHANGE

The TAR (Teens at Risk) and Tipperary Town Youth Project were fortunate to secure Erasmus+ funding to host and attend a European Youth Exchange in 2019. These young women engaged in a sexual health training initiative delivered by youth workers in house. The young women found this programme to be extremely beneficial for them, but also described some elements of the law and consent as eye opening. This topic became the focus of our work and the young women expressed an interest in exploring this topic on an International/European level. This led to youth workers contacting our partners in Italy to explore, arrange and apply for Erasmus+ funding to host and attend this exchange. The Italian young people came to Ireland for one week in June 2019 and the Irish young people flew to Italy in July 2019. The learning outcomes for this project were raised awareness and increased knowledge of sexual health, provided with a range of practical useful tools to support sexual health initiatives, increased knowledge of sexual health education, legislation, policy, advice and guidance, improved ability to identify risky behaviours specifically in relation to sexual health and consequences of actions. They also gained a greater understanding of mobility and freedom to travel within Europe. Three young people have expressed an interest in securing EVS (European Voluntary Service) programmes once they reach 18 as a direct result of participation in this Erasmus+ Youth Exchange. It is important to note that two of these young people had never been away from their home country before this.









## GLOCAL 2019

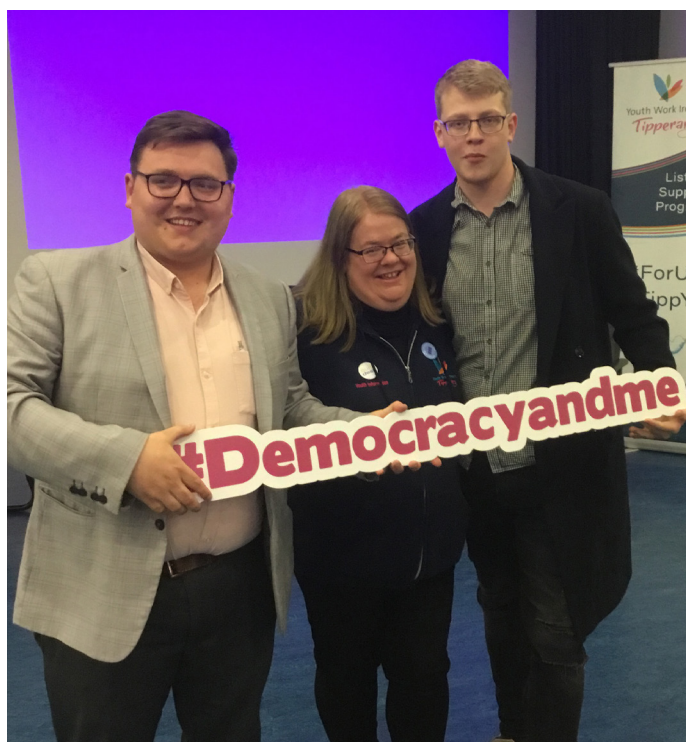
We were very proud of the Gaming Group from Cashel Neighbourhood Youth Project for being the winners of the Youth category at the Trócaire 2019 Game Changers Competition with their "SDG & Me Board Game" which was designed to raise awareness of the Sustainable Development Goals and how by achieving the 17 Goals we can help to make life fair for all people around the world and the planet itself. The game also includes various twists to help highlight how unfair life and the world can be and the importance of taking action for change. There were also ongoing opportunities for both the youth workers and young people to get involved in the workshops about the SDG and to be involved in the design and delivery of SDG specific activities for our new SDG Backpack resource and One World Week Celebration days. Also the YWIT Board of Directors undertook additional training around Development Education and Global Youthwork and were delighted to approve the organisation's Development Education policy.





## YOUTH INFORMATION

In 2019 Youth Information/Eurodesk (YWIT) had a busy year with queries and campaigns. In May YIC hosted a Democracy event in LIT Thurles to encourage young people to vote in European elections #thistimeimvoting with 84 young people in attendance. The Annual October Time to Move Europe-wide campaign which informs young people about opportunities to work, study, train and volunteer in Europe is always popular in Tipperary, with quizzes, European awareness and this year an Art exhibition with Natasha Downey from Tipperary town who had completed her EVS project in Finland & held an exhibition of photos from her travel in the Tipperary Excel Centre. A highlight in 2019 was when YIC Tipp received an honorary award at the annual Eurodesk awards across Europe for our Mobility event in 2018, Coordinator Pauline attended the awards as part of Eurodesk seminar in Brussels in May 2019.







## SYRIAN UNDER 10 HOMEWORK CLUB

The Syrian Under 10 homework group was started to help children from Syria with their homework as their parent's level of English was quite poor. We held a consultation with parents and the Syrian Resettlement Project worker to discuss their needs and how we could support them. As a result we set up the U10 Syrian homework club on February 28th 2019. The club runs Mondays, Tuesdays and Thursdays from 3-3:30pm. The club is supported by a primary school teacher and two Tús workers from the Syrian community. The club is also partnered with another initiative, Cool Chruinniú. This is an arts and crafts based programme intended to promote creativity and appreciation of Syrian and Irish culture. Some of the arts and crafts activities included making night lights out of painted glass jars, dreamcatchers, stuffed snowmen and other animals from wooden lollipop sticks and other materials. As part of our integration programme the club participated in our recent junior summer schedule with our Thurles After school's homework group and our Littleton junior groups. We took them to Castlecomer Adventure Park, Roscrea Leisure Centre and the cinema, which they thoroughly enjoyed!



## THURLES YOUTH PROJECT - PREPARATION FOR WORK GROUP

This group was created to support young males aged 17 to 20 years in preparing themselves for work. With the support of local agencies/businesses such as North Tipperary Development Company, Thurles Community Training Centre and construction companies, these young people got the opportunity to upskill (Safe pass, Manual Handling), develop personal and social skills and engage in further education. These young males also received one to one support, support with CV prep, interview/IT skills and driver theory. In addition, they took part in a variety of activities such as gym & swim, horse riding and a soccer tournament.

As a result of engaging in this programme four boys gained full-time employment in construction, in a waste management company and an apprenticeship in carpentry. Two males returned to education. Overall this group have made life changing decisions which have given them new experiences with positive outcomes.





## BE SOBER BE SAFE CAMPAIGN

The Mid Tipp Drugs Initiative was part of the Be Sober Be Safe steering group which ran an alcohol awareness campaign around the Junior cert results encouraging young people to celebrate without alcohol. We ran a media campaign, talks in schools, linked with local Gardai, venues for discos, bus and taxi companies, developed a leaflet for parents, etc.

Some of the work specifically carried out by the MTDI was the development of the "Be Sober Be Safe" leaflet for parents which gives tips on how to delay teenage drinking and questions to ask your teenager before a night out. Over 1000 leaflets were distributed across all of the schools in south Tipperary some schools did it virtually, others handed them out with the junior cert results and some schools posted them directly to parents.

We also carried out a talk with 67 students from Cashel Community School as part of the campaign providing them with information on the harmful effects of alcohol use and offered them some harm reduction information also. The final piece of work we did was created some social media frames that were used in different towns on the day of the results to promote the campaign and remind young people to 'Be Sober Be Safe'. The project itself was available in Cashel on the day of the results and carried out some outreach with the social media frames and spoke with some young people as they were out celebrating. The campaign was a great success and received very positive feedback from the community and other organisations. Due to its success it is hoped it will become an annual campaign that will grow in strength.

### FOUR THINGS THAT YOU CAN DO TO DELAY TEENAGE DRINKING.

source: Straight Talk - a guide for parents on teenage drinking (HSE)

#### 1. TALK AND LISTEN TO YOUR TEENAGER

It's the greatest support you can give them!

- Know the facts about alcohol.
- Talk to your teenager in a calm, matter of fact way
- Listen to your teenager.

They will have their own stories and beliefs about alcohol. You need to hear these.

- Make your own feelings about underage drinking very clear.

Some parents suggest that talking to another adult in the company of a teenager is the best way of getting a message across.

#### 2. HAVE FAMILY RULES

- Discuss these rules with everyone.

- Be clear about what is allowed and what's not allowed - for example, they are not allowed to attend teenage discos where alcohol is served.
- Have "coming home" times and stick with them.
- Have consequences for breaking rules and stick with them.

#### 3. KNOW WHERE YOUR TEENAGER IS

- Are they where they say they are?

If they say they are staying overnight at a friends house, check in with their parents

- Who are they with?
- What time are they coming home at?
- How are they getting home?
- Do they have their phone with them?
- Have they updated the HealthApp on their phone?

#### 4. IF YOU DRINK ALCOHOL, BE RESPONSIBLE

- What rules do you have about your own drinking?
- Know how much alcohol is in the house and check it regularly.

### RECENT RESEARCH ON 13 – 17 YEAR OLDS REPORTED THAT...

source: [www.alcoholireland.ie](http://www.alcoholireland.ie)



64% OF THOSE CHILDREN

reported that they had already drunk alcohol.



GIRLS ARE AS LIKELY AS BOYS

to have drunk alcohol, binge drinking and to have been drunk

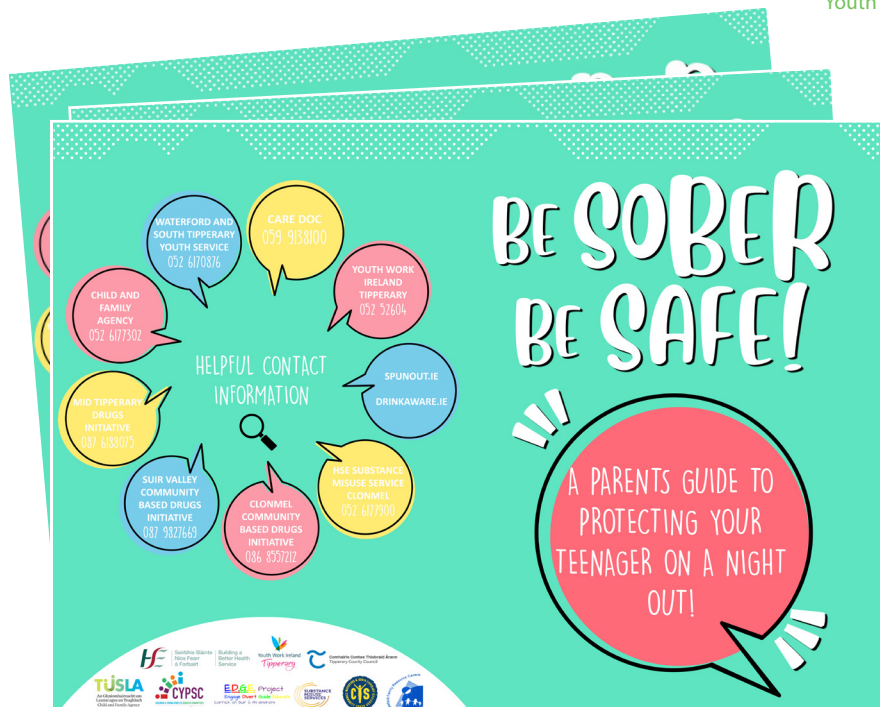


50% OF THOSE CHILDREN

were drinking on a monthly or more regular basis







GOAL	OBJECTIVE	OUTCOMES FOR YOUNG PEOPLE/ORG	ACHIEVEMENTS
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	ABILITY in delivery, Tipperary YEI delivered (life skills training suite for 18+ young people ). Application for study and support for young TCNS achieved. Youth Employment supports available in Tipp Town, Thurles Templemore and F/K Syrian Homework club ongoing, YIC continues to provide EVS support. New CORU requirements mean that we are currently developing a new approach to student placements. One EVS currently away. Pilot on social enterprise - Source Project - currently in development
		Young people will have information, skills and confidence when making choices about work and education	
		young people will be supported to remain in engagement in education/training employment in order to enhance employability and improved well being	
		TRYs will be supporting the development of a pool of young people available for employment in the county	
	2.2 To provide targeted supports in areas identified as priority needs for young people, their families and the community	TRYs 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	CCA continuing to be delivered, Syrian Homework Club project has a family support element. One to One policy and procedures currently being further developed. FK are partnering with Millennium FRC re counselling provision, and have provided a family Support project. Meitheal is ongoing with all four local area pathway groups represented by YWIT staff, and CEO sitting on the county based PPFS groups. Successfully achieved funding for 2020 and 2021 in LGBTI (Healthy Ireland and DCYA) and Health Promotion (Healthy Ireland). Jigsaw has been successfully granted for Tipperary. Activ8 delivered
		By working with families as well as the young people themselves the opportunities will be there to effect real change in their lives	
		Young people with higher levels of need are supported to access particular supports at particular times that will keep them safe and secure	
		TRYs can identify trends in youth work needs and work to put supports and advocate for services in a timely manner	
		Young people are active and healthy; achieve emotional, physical and mental wellbeing through their voluntary participation.	



## GREEK YOUTH EXCHANGE PROGRAMME

Youth Work Ireland Tipperary took part in a joint Youth Exchange with The Association of Active Youths of Florina (OENEF). The theme behind this programme is celebrating health & well-being in a cultural context. A focus for the project was the 5 ways to well-being.

Participants had the opportunity to connect with other young people from a different country and explore mental health & well-being in a cultural context. Participants had the opportunity to engage in physical activity and explore the concept of being active as a key part of our well-being.

During late June 2019 and Early July 2019 OENEF active youths hosted 16 young people from Cashel, Pallasgreen, Fethard and Killenaule along with 4 leaders. Some activities included the sharing of childhood games from young people on the exchange to younger members in the city of Florina. This event showcased games from Greece and Ireland to over 250 young people and their families. Participants had a chance to take notice and explore the cultural differences around mental health through group work and developing a Toolkit around the 5 ways to well-being (Take Notice, Giving, Keep Learning, Connect and Be Active). The Toolkit included a variety of simple resources and methods to support positive mental health & well-being for themselves and their peers. The young people are given the opportunity to share their experiences and the knowledge they

have gained within their own communities. In mid-August Youth Work Ireland Tipperary welcomed the Association of Active Youths of Florina (OENEF) back to Cashel, Fethard and Killenaule with the support of the local Youth Project (Cashel Neighbourhood Youth Project, The Rural Outreach Project (Youth Club Pallasgreen) and Fethard and Killenaule Youth Project).

The Greeks returned to Ballymacarbry Community Centre Hostel outside Clonmel. Taking in the Comeragh Mountains, Lake Mochra, The Rock of Cashel, Fethard horse country experience just to mention a few as well as an intercultural night showcasing Irish culture, food, music and craic. The return leg also focused on a random act of kindness of sharing art and inspirational quotes to the locals of Cashel. Taking part in DJ workshops, graffiti art and technology sessions as ways of looking at the experience of a youth exchange and benefits to young people.

Fethard/ Killenaule Youth Project was founded on December 5, 2016 and delivered by Youth Work Ireland Tipperary to meet the needs and support of the young people from the Fethard and Killenaule areas and their families. The service is delivered through the provision of group work and individual support. Fethard and Killenaule Youth Project works with young people from 10 to 21 years through various groups, activities, programmes, drop-ins and one to one work.









# WORK TO LEARN GARDA DIVERSION YOUTH PROJECT

Launched in May 2017, the Work to Learn Programme is a six month paid work-placement for young people on the GYDP. The aim of the programme is to support young people as they are placed in local businesses. There is a structured and strong support system, involving preparation, placement and post-placement reflection.

Youth Work Ireland Tipperary applied to join the programme in 2018 and was successful in securing 4 places for participants. 2019 saw a continuation of the programme, again with 4 young people securing work-placements in a variety of local businesses; these included a local restaurant,

garden centre, convenience store/deli and a supermarket.

Despite some teething problems, there were some notable successes. One of our young people secured part-time work, once their Work to Learn placement concluded. All of those involved, have shown increased self-confidence and an appreciation of the value of work.

With funding secured for 4 young people this year, we look forward to running the programme again in 2020, with renewed success.

## ABILITY PROGRAMME

The aim of the Ability Programme is to support young people from Co Tipperary with a diagnosed disability in which their disability may impact their employ-ability, train-ability and 21st century skills. The key aim for the intended target group is to give young people an opportunity to develop practical and functional skills which will enable them to participate fully in their communities. The main focus of work is to develop and implement interventions for young people from the ages of 15 to 29 and in need of employment support, who have; a diagnosis of ASD, a mental health condition, a learning disability or hidden disability.


The Tipperary Ability programme is designed and informed by an evidence model of the Work Winner programme previously designed by Youth Work Ireland Tipperary. The central approach to the project is placing the young person at the centre of all decision making about themselves, their life and their choices. Fethard and Killenaule Youth Project Hosted a very Successful Parenting Programme and Training for staff

*"Working with Adolescents Bronagh Starrs"*

*"Understanding and influencing your adolescent" Parenting*



*Tool Kit YWIT*

In September 2019 as young people returned to school, days became shorter and needs became more. Fethard and Killenaule Youth Project were successful in sourcing funding from the national lottery to support families and young people in the area. Training for staff and weekly support sessions for parents grew relationships and increased available supports. Various workshops from substance misuse, womens refuge, domestic abuse and positive parenting programmes provided a safe space for parents from the local areas and to grow and develop while forming positive relationships. Through the projects interagency approach, Fethard and Killenaule was also able to provide a Youth Counselling support initiative to further support young people and their needs. The uptake and strength of the project has grown and continues to grow for the community, families and young people.



Affordable Counselling Service for Young People  
Aged 12 - 24  
Youth Project Building Killenaule  
Friday mornings 10 am to 1 pm  
To book an appointment please contact  
Lorna on 083 8681062 or Julie on 083 1008075

*This project is a collaboration between Millennium Family Resource Centre and Fethard/Killenaule Youth Project and funded by the National Lottery*







## GARDA YOUTH DIVERSION PROJECT 2019

The Tar Project had a busy year in 2019 with various events and interventions taking place throughout the year. The senior girls group received a Garda Youth Awards for their work on a booklet for young pre-teen girls with them heading to Italy in the summer on an Erasmus + Youth Exchange.

The boys took part in, "Come Dine With Me", with them cooking up a storm and working together to come up with culinary delights which they had even more fun eating. They also took part in a soccer programme which was attended by a large amount of young people each week and was refereed by Stephen Quinn from the FAI.

We have been on various day trips, like horse riding, airsoft and an LGBT event along with an overnight trip to Carlingford where they got to experience lots of activities such as high ropes and kayaking.

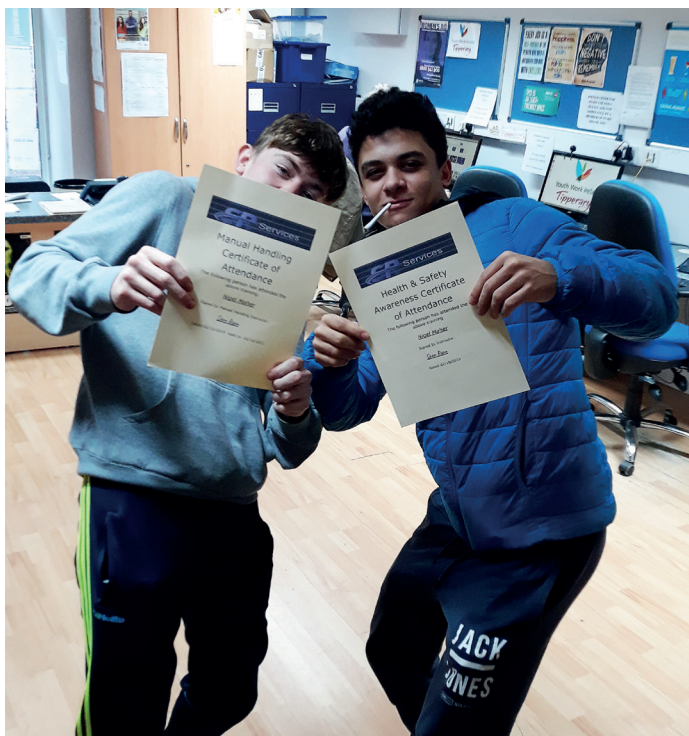
The project also worked with young people from residential care and we enabled two young people to be home schooled by a tutor in the centre. This was set up with the Education Welfare Officer and the work continues with the participants on a one to one basis.







## 4REAL YOUTH EMPLOYMENT INITIATIVE



17 young people in Tipperary town aged between 16 and 24 years benefited from participating in the innovative 4Real Youth Employment Initiative this year. The programme, which was funded by Department of Children and Youth Affairs on a pilot basis, targeted those furthest from the labour market and utilised a person-centred 4 stage approach - offering individualised supports to assist young people in removing barriers to their ability to engage in training, education and employment. Through the use of an Individual Development Plan, participants set achievable tasks to work towards their goals. As well as training and employment opportunities, the project provided advocacy and

support for issues such as housing, homelessness, substance misuse, mental and physical well-being. Eight participants availed of in-house counselling from a psychotherapist specialising in adolescent mental health through the project. Some of the participant's key achievements during the year include training in beauty therapy skills, driver theory test preparation and literacy skills, provided by ETB tutors. Participants also completed manual handling, health and safety, Abrasive wheel and safe pass training. A number of participants progressed on to full-time training courses, employment schemes, mainstream education, part time work and volunteering opportunities.







Goal	Objective	Outcomes for young people	Achievements 2019
3. To enable more people to experience youthwork (Expansion)	3.1 To respond to the geography of YWI Tipperary 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	New structure for youth clubs initiated in 2019. A range of county based services and offers were made available. Needs assessment has been completed and every club has been met, and YWI Signs given out
		Young people will have a safe, enjoyable and useful experience through experienced and confident volunteers	Strong focus placed on recruitment, veung, supporting and recognising volunteers in 2019. A youth exchange incorporating rural was held in 2019.
		Resources can be used more effectively by engaging and supporting volunteer leaders in communities that we cannot reach	Full programme of services available for clubs in 2019. there are 17 clubs in operation at the end of 2019. 2 support and consultation sessions were held in April with volunteers from 7 clubs engaging. 2 volunteer club appreciation evenings held in May. 3 CP And safeguarding events were held in May
		Our volunteers are trained, retained and of a high standard	All clubs were supported to participate in NQSF - Volunteer induction training was delivered to all new volunteers in 2019. All clubs submitted ETB grant applications. 1 Sexual health training programme was held
		Young people are heard and responded to	New funding for projects including Syrian Project, YEI, LGBTI, Health Promotion, supporting young people with disabilities all initiated in 2019. Rural clubs are working with local communities. The SPY, RYFS and TYFS projects all met with ETB Youth Officers to support the development of a needs profile of the county.
	3.2 To support the development of youth work practice	Youth Work continues to change with the interests and needs of young people	LEADER funding for a digital trainer has been approved, as has a STEAM NYCI project for Rural clubs. SHEP reflective practice training is almost completed and has been put into practice by all staff.
		Youth work is recognised as an important part of the development of our children- publish one evidence based model	Website being supported. Each of our towns has a youth centre operating through the integrated youth service model
		YWI Tipperary develops and refines youth work delivery so that young people are engaged and we have a healthy youth membership	ETB needs profile has been supported. We were approved CYPSC funding to compile a needs assessment for young people with disabilities in Tipperary, which has just completed. A staff team is currently completing a policy document on one to one working
	3.3 To increase public awareness and access to youth work	YWI Tipperary can clearly communicate the services and programmes it delivers	Our Volunteer Lead Youth Clubs are based in - Countywide Senior Ability Youth Club - Cappawhite Junior and Senior Youth Club - Clonmore Junior and Senior Youth Club - Cullen Junior Youth Club - Drom and Inch Junior and Senior Youth Club - Holycross, Junior and Senior Youth Club - Laun Senior Youth Club - Knocklong Junior Youth Club - Pallasgreen Senior Youth Club - Oola Junior Youth Club - Templederry Junior and Senior Youth Club - Upperchurch Senior Youth Club With interest in opening 3 new clubs north of county in Ballina, Portroe and Newport
		Communities in Tipperary will understand and support what YWI Tipperary is doing	
		Young people throughout the county have access to opportunities to support their social and personal development	



## SUPPORTING OUR YOUNG LGBT+ COMMUNITY IN CO TIPPERARY

The OutStanding group took to the streets of Dublin to celebrate Pride. They were overwhelmed by the amount of support that was shown by onlookers and supporter in our capital. This trip took place after they had launched a piece of research, which did not leave some of our institutions in a favourable light.

Children and Young People's Services Committee (CYPSC), commissioned a report; Needs Analysis of young people identifying as LGBT+ in Co Tipperary, Ireland, which was launched on Thursday 31st January. The report was overseen by Youth Work Ireland Tipperary (YWIT) and consulted young people in Roscrea, Thurles, Carrick on Suir, Clonmel, Cashel and Tipperary Town and identified the needs of Lesbian, Gay, Bisexual, Transgender + young people. We, as a country have come a long way and in a surprisingly short space of time in relation to supporting this group of people. In 1993, that's 26 years ago, homosexuality was decriminalised. Yes, it was illegal to be gay! Speed up to 2015 and we as a collective society voted to open marriage to the LGBT+ community. In doing that, we said love is love.

As a youth worker with YWIT, I have been working with LGBT+ young people for eleven years now and while there have been some changes on a wider societal level a lot is still the same. For example, 12 years of age is the most common age that a person discovers their sexual orientation. Ten years ago that young person might wait until age 17 to come

out – to tell other people. That's up to five years living with this secret. It is a very stressful time to say the least. Today, that young person might come out at 16, so there are still feelings of fear and anxiety around telling people. According to the report; in order to feel safe young people need; visibility of others, role models, flags, posters that gives the message, yes we are LGBT+ this is possible.

Unfortunately this report highlights the fact that schools are the most disappointing in their lack of progression supporting LGBT+ young people. One school in the six represented was described as supportive. Young people described a lack of visibility of LGBT+ supports; of awareness of teachers, a tolerance of homophobic comments by teachers and indeed a further perpetration of these comments by teachers laughing along. One can see why anyone who identifies as LGBT would not feel safe coming out. They fear they will not be accepted, worse they would be rejected, isolated. There is also a real fear of physical harm. This has to change as school is such an important part of a person's life.

The number one recommendation or need for LGBT+ young people is a stand-alone LGBT+ service where young people can be supported, get much needed advice and be able to hang out with other LGBT+ young people and allies.

The full report is available on [www.youthworktipperary.ie](http://www.youthworktipperary.ie)





Barriers to participation are reduced by the provision of transport, childcare and a meal where families sit and eat together. After dinner, parents meet in one room and focus on topics such as Giving Attention, Use of Rewards, Limit Setting etc. Teens gather in another room and discuss themes such as Understanding Feelings, Problem Solving, Resisting Peer Pressure etc. Both groups are then brought together where the main points of that evening's topic are reinforced and the families are given some home practice. Benefits include increased family quality time and improved parenting skills and family relationships.

[illegible]



## 3D – IT -- QCBI INITIATIVE

The 3D – IT project was rolled out in Templemore, Cashel and Cappawhite. The programme worked with a group of young people between the ages of 15 to 24 years of age. We used an innovative approach using technology to instil values of teamwork, decision making and technical interest. The Outcome Star was used to identify the needs of each young person and then by utilising games and technology with proven youth work approaches we engaged with these young people to address

social, functional and educational challenges. A gaming app called “GamingPrime” was designed by the young people for Android phones and this gave them a platform to discuss their interests with other like-minded young people. “Youth Town” was also used as a resource to encourage engagement, teamwork and technical skills amongst the groups. A day trip that brought all the young people together was organised to the Virtual Reality centre in Limerick as a team building exercise which was a great success.







## JUNIOR BOARD OF MANAGEMENT

2019 saw big changes on the Junior Board of Management (JBOM) with 8 new young people from Thurles, Templemore, Killenaule, Fethard Youth Projects and Pallasgreen Youth Club join the two remaining young people from Cashel NYP on the Junior Board. One of the JBOM's projects for 2019 was designing and spear-heading Youth Work Ireland Tipperary's first Social Media campaign called "Getting Real About Poverty."

The campaign was tied in with UN World Food Day, which is a day of action dedicated to tackling global hunger on Wednesday 16th of October and UN International Day for the Eradication of Poverty on Thursday 17th of October to help raise awareness that there are over 820 million people that don't have enough to eat including the 100,000 young people in Ireland living in consistent poverty.

For the campaign the young people challenged a number of their Youth Workers to "Get Real About Poverty" by living on €2 a day for 3-5 days! Then they shared the experience of those living on €2 a day plus facts and figures about the reality of poverty on social media to raise awareness and give people a greater understanding about the reality of Poverty in 2019 both in Tipperary and globally which had a reach of over 5000 people through Youth Work Ireland Tipperary's various Social Media Platforms.



## CREATIVE COMMUNITY ALTERNATIVES

Creative Community Alternatives or CCA was run by Catherine Donaghy and Peter O'Brien. The programme aimed to address the needs of young people who are either on the edge of alternative care or are currently in care. It was a holistic service in the community for young people who present with complex factors that include neglect, attachment issues, mental health concerns, parenting issues, & alcohol/drug misuse. It was designed to address a range of life areas of the young people they work with and to develop their problem-solving skills and coping skills. There was an emphasis on integrating the young person back into the community and building their family's social support network. The young person was provided with a wrap-around package to support them as they transition in to independent living. CCA worked with services such as the Housing Department, social workers and other agencies in providing this Wrap around package.





## RURAL OUTREACH

2019 was an exciting year for our Rural Outreach project with 17 Clubs operating across East Limerick and North and South Tipperary, they included Cappawhite, Cashel, Clonmore, Cullen, Drom & Inch, Holycross, Knocklong, Lattin, Oola, Pallasgreen, Templeberry and Upperchurch Drombane. These clubs involve over 120 volunteers and over 300 young people. The Rural Outreach workers run a number of activities for clubs from our Juniors Easter Egg hunt in Templemore Park, our Hike in Lough Gur and Devils Bit for seniors, a Volunteer recognition evening in May to coincide with National Volunteer Week, Future Leader Induction Training,

Juniors Halloween Disco, a trip to the Limerick Scary Factor for Seniors, a Variety Show along with a number of other pop up events in Fethard, Killenaule, Littleton, Monard and Pallasgreen. For our volunteer leaders we ran a Child Protection Awareness Programme and Induction training along with Games, Arts & Crafts, STEAM and Programme Planning workshops as a way of providing ongoing support. Then the year ended with a Volunteer Thank You Dinner in both North and South Tipperary to thank the Volunteers for all their hard work, time, energy and dedication to all the Youth Work Ireland Tipperary Youth Clubs throughout the year.







Goal	Objective	Outcomes for young people	Achievements 2019
4. To develop our relationships with the community, stakeholders and partners (Partnership)	4.1 Develop strategic alliances with local structures and partners	YWI Tipperary is supported to engage with other partners to expand the range of opportunities and approaches for young people	Staff involved in an international project on 'Shaping European Youth Policies in Practice' with a range of Erasmus + Partners plus Council of Europe support. Completed 2 exchanges in 2019. Continued to attend the European Youth Plazorm. Achieved a partnership with Coolmore around supporting young apprentices.
	4.2 To build strong collaborative relationships locally so that YWI Tipperary is seen as a strategic partner in advocating for and delivering on the needs of young people of Tipperary.	There is a pool of agencies, local businesses and other partners that are actively supportive of YWI Tipperary	Currently developing relationships with local businesses under the ABILITY programme. Staff are attending all five subcommittees of CYPSC. CEO is on LCDC
		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	Development Education Strategy in Final draft. CEO is sitting on Healthy Tipperary Steering Group, Tipperary Resettlement agency steering group, LCDC
			We instigated the needs assessment of Tipperary for young people with disabilities, with a view to developing a county initiative. Jigsaw was achieved for the county. Delivered the Community Food Initiative from September to November. Each project is partnering 2 local partnerships and report on them

## TIPPERARY COMHAIRLE NA NÓG

Busy year in 2019 promoting Equality, creating a Health relationships poster and a wellbeing flyer for young people. We have 40 members county wide and engage in anything relevant to giving youth a voice, which included consultations with Children & young person's services committee, Healthy Tipperary, LGBTQ\* and events. Check out [www.tippcomhairle.ie](http://www.tippcomhairle.ie) to see the work

Highlights were locally having former Comhairle members Declan Burgess and Mairin McGrath elected to Tipperary County Council in May 2019 and have them attend our AGM as local councillors together with former member Ciara Fanning who is President of ISSU. A national highlight was delegation attending Dail na nÓg 2019 which was held in Leinster house, celebrating 100 years of Dail Eireann.







## MY WORLD – CARROWLCOUGH SUMMER PROGRAMME

Every year we host a summer programme in a local estate called Carrowclough. Attendees include members of the traveling community. The project allows for exploration of many sporting and artistic themes. In 2019, during our summer programme, the young people decided to do a photo project. They called it "My World". They decided to take photos of their favourite places in Tipperary Town or things that stood out to them. They took some amazing photos using just an iPad. After the project we decided to showcase these works of digital art. Donal Ryan, of Tipp Print and Design, printed and mounted the photos (A3 size) onto board. He did this free of charge so a big shout out to him and his staff. We had an exhibition in the house in Carrowclough to show off the photos and everyone who came was blown away. The prints will be mounted in the Tipp building in the very near future.



## CASHEL YOUTH PROJECT - CHEF'S EXPERIENCE

The young people from the Cashel Neighbourhood Youth Project were offered a wonderful opportunity during the Halloween break of attending a complete chef's experience in the Rock House Restaurant in Cashel. Joe Aherne facilitated an entire day for the young people and helped them to prepare, cook and eat a full 3 course meal. When we arrived we were greeted with fresh pastries, scones, etc. and the young people were shown how to prepare their own speciality coffees or hot chocolates. They were then given some essential clothing for working in a professional kitchen such as gloves, aprons, hair nets, etc. The young people had full access to the kitchen in the restaurant including all the equipment. Joe then taught everyone to cook a variety of tasty treats such as apple crumble, eclairs, chicken goujons, soup, brown bread, etc. Once the full day was complete, everyone got the opportunity to sit in the restaurant and eat the wide range of wonderful food they had prepared. It was a wonderful experience that the young people still talk about and would love to have the opportunity again in the future.







## TEMPLEMORE YOUTH PROJECT

The Big Hello event was a real success on the 6th of May 2019 in the Templemore Youth Project. This was an event open to the community of Templemore and surrounding areas, and based on a national initiative, around National Community Week 2019, organised by the Department of Rural and Community Affairs, Volunteer Ireland, Macra na Feirme and others. Members of the youth project helped organise and set up the place on the day. Two seniors took charge of the cooking on the BBQ while others

helped with the dessert corner, teas, and coffees. A music corner and a gaming corner were available to the young people as well as a seating area in front of the building, which allowed for the event to be visible to the wider community. Non-members and parents also attended on the day, which was an enjoyable opportunity for our youth workers to meet new young people and parents. About 100 people were present in total!





Goal	Objective	Outcomes for young people	Achievements 2019
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	Panel of external supervisors is in place. Peer led supervision in place with TT. Currently organising training in supervision for core staff. All staff involved in the final day of reflective practice training. Organisational Training in 2019 has included Outcome Star, Reflective Practice, ACES, TREOIR, Community Addiction Studies, Development Education, Domestic Violence Training, Autism Awareness Training, TENI Training, Social Justice, GDPR training, Child Protection Training. Organisational Training for autumn includes CBT, Supervision Training
		Staff will be motivated and gain personal and professional satisfaction from their work	Staff members to support student panel have been identified, 2 volunteer recognition nights completed in May, December
		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	100% CE/ support staff received SSS and training opportunities
	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	LEAD Structure Finalised. HR development plan finalised
		YWI Tipperary will be able to articulate what we do and what we achieve.	Regular reporting the Financial Audit and General Purposes Subcommittee of the Board of Directors on Financial Management, Income generation
			Ongoing - all projects have completed annual work plan and submitted monthly reports
			Safeguarding Risk assessment tool is currently being reviewed. Risk assessment training will be delivered in the Autumn
	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	Two current spaces for Youth Clubs - four new board members have commenced since January 19



Youth Work Ireland Tipperary

... a world full of possibilities for all young people.



## COMMUNITY EMPLOYMENT SCHEME

This year I (Caroline Burke, CE Supervisor) decided to return to education to complete a Level 8 Hons Degree in Business, Social Enterprise, Leadership & Management with Equal Ireland and accredited by Athlone Institute of Technology.

This was a unique BA Honours Degree Programme, with a cross sectoral focus, which provided me with a range of practical skills, knowledge and experience, equally applicable to leadership and management roles in the public, private and 'not for profit' and social enterprises sector of the economy. The wide range of course content greatly enriched my own work as a Community Employment Supervisor.

As the course was part time at weekends, it fitted in around my work and home life. I admit there was a lot of hard work involved in the process and a lot of sleepless nights, however the support I received from my fellow students and my co-workers at Youth Work Ireland Tipperary made it all worthwhile.



## STUDENT PLACEMENT

My student placement in Youth Work Ireland Tipperary was a beneficial experience. All staff were very welcoming and friendly. There was always a calm atmosphere and a great sense of communication and teamwork in the service. I learned many skills from Karen and Claire in the Garda Diversion Programme by observing their practice and being included in groups ran by them. I enjoyed getting to know the young people and seeing what they can achieve. I had many opportunities on placement, I attended the Garda Youth Project Award for the girls group booklet 'a period full of change', days out such as the Easter Trip with GYDP to Kilkenny, Rape Mid-West Crisis Centre, and soccer tournaments. Staff training days such as Child Protection, Autism Awareness, ACE's, and Community Addiction Studies. The Sexual Health Programme 'Squashy Couch' was a great experience to be a part of when delivering it to groups of young people, I found they were all interested in the topic and benefitted from it. I was fortunate to go on the Erasmus+ Youth Exchange to Italy with Karen, Lisa, Ellen and the girl's group. It was an

unbelievable experience and will never be forgotten! Overall, I had a positive experience and got to know so many lovely people, I would highly recommend this service to anyone hoping to pursue a career in Youth Work or Social Care. – Eva O'Callaghan.



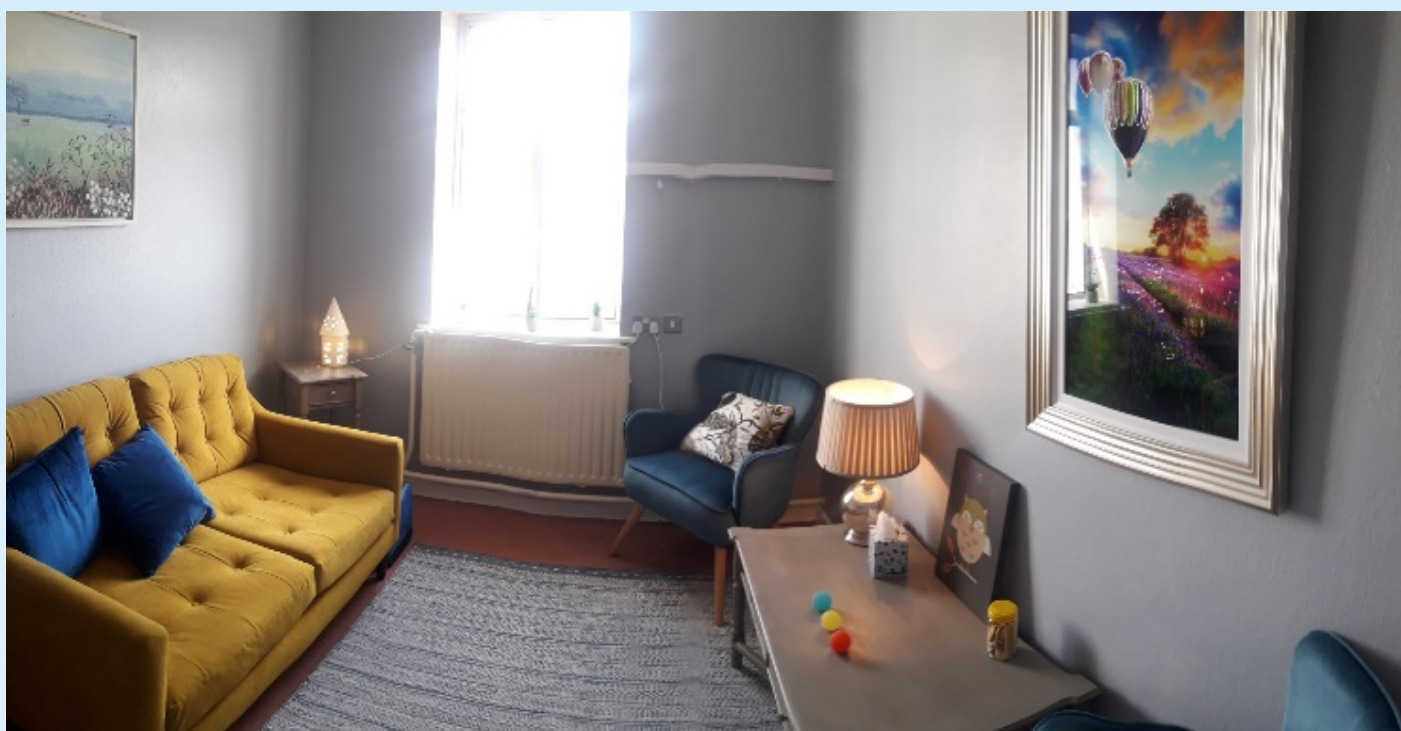


## SANDSPACE

In 2019 the project worker undertook training with Bronagh Starrs, BA Dip Psychotherapy MIAHIP, in utilising Sandspace as a mechanism for working with young people, especially those young people who find it difficult to express their emotions or put meaning on their interactions or relationships both at home and in the community.

The collaborative building of an adolescent's lifespace and contact boundary development become visible, tangible and three-dimensional in the sand. Young people can see their lives and

goals laid out in a vision which they can relate to. This allowed for contact rich interactions to develop in a relatively short period of time. With the support of the local Court Services and the HSE National Lottery Grant, a therapeutic space was developed within the HSE Substance Misuse service to allow for this work to be conducted with at risk or vulnerable young people in a safe and welcoming environment. Since its completion in August 2019, 11 adolescents have successfully taken part in Sandspace.







## 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 true to what we value; we believe in young people and youthwork! Youth Work Ireland Tipperary's vision 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.**











## BUSINESS REVIEW & FINANCIAL RESULTS

Youth Work Ireland Tipperary, with the aid of sound financial management and the support of both its staff and volunteers generated a satisfactory financial outcome. At the end of the financial year the company received of €1,752,419 (2018 - €1,522,902) of grants from government and other co-funders, €3,864 (2018 - €2,295) from rents & charges, €3,180 (2018 - €3,915) from training incomes and €170 (2018 - €203) from deposit interest.

### EXPENDITURE

Total expenditure amounted to €1,785,016 (2018 - €1,602,435). This includes depreciation of €47,549 on fixed assets. Expenditure limits are set and reviewed periodically at which CEO and project staff with budgetary responsibility may authorize spending in line with budgets. There is a higher limit to which the Chief Executive may authorize spending and a further limit, which must be authorized by the Board.

### FINANCIAL RESULTS

At the end of the financial year the company has assets of €1,052,610 (2018 - €1,174,239) and liabilities of €333,396 (2018 - €422,438). The net assets of the company have decreased by (€32,587).

### 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 future.

### 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

Ashling Sheehan Boyle  
Director

Sheila McCarthy  
Director

Sheila McCarthy  
Director





## HEALTH PROMOTION

PROJECT	EVIDENCE	AREA OF HEALTH
Tipp YP	Period of Change booklet Internet Safety workshop	Physical
Junior BOM	SDG3 awareness and project	Physical
Ability	Workshop and supports for social interaction, skills development, training eg safe pass, creative writing	Social & Emotional
Littleton YP	Mental HEALTH MURALS	Emotional
	HORSE RIDING TRIP	Physical
Thurles YP	Teen Fit + Gym & Swim	Physical
RURAL	SELF CARE WORKSHOP Child protection & leadership training	Emotional & Social
Cashel YP	Wellness workshop	Emotional
Tipp CNN	Positive Relationships Poster & LGBT event	Social & Emotional
Youth Info	Committee skills training CV & job seeking Cyber safety workshop Student Council training	Social
Templemore YP	Music and song writing workshop	Emotional
Emotional MTDI	Addiction Studies	Physical
ORG	Staff day out & staff training & workshops AWARENESS Campaigns across the region on health issues	Social
Killenaule/ Fethard	Horse riding Workshop on Committee skills	Physical Emotional
Syrian work	Homework club and socialising workshops, Mural in Thurles	Social
Employment work	Working on healthy eating Budgeting and Rights awareness work	Physical & Social
CE	Staff training days Support for skills and social development	Social Emotional
Strengthening communities	Members of Suicide Prevention committee – South East Members of Healthy Tipperary Tipperary CYSPC subcommittees Other committees locally & regional & national	
HP Committee	Meetings Updated Terms of Reference Plans for 2020	





# STAFF

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Claire Turner	TAR
Paul Darcy	TAR
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Tjasia Bracik	Tipp YP/ FK YP
Ciara Farrell / Andrea O'Regan	Ability Project
Donal Kelly	Ability Project / International Work
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June Stapleton	Finance Dept
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Johnny Kavanagh	Thurles Templemore YP
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Karen Fahey	FKYP
Shane Burke	FKYP/ Rural Outreach
Tjasa Bracic	FKYP
Cate O Connor	Rural/ Glocal/ Youth Participation
Anthony Esmonde;	CE Scheme admin
Rebecca Challis	Thurles YIC
Gillian Moore	Thurles YIC
Sarah Cooke	Thurles YIC
Catherine McGrath	Thurles YIC
Ahmad Ali	Finance Dept
Siobhan Maher	NTTRYP
Margaret Kavanagh	Templemore YP
Aisling Carroll	Templemore FSP
Dolores Lanigan	Finance Dept
Sandra Griffin	Cashel NYP
Brendan Fahey	Tipperary YP
Maeliosa Doherty	Tipperary YIC
Chloe Quinn	Tipperary YIC
Dean Bullivant	Tipperary YIC
Barry Quigley	Tipperary YIC
Chris Connolly	Cashel NYP
Johanna St. John	Rural Outreach Project

**OUR VISION :** (where we want to be)

Youth Work Ireland Tipperary's vision is of a world full of possibilities for all young people.

**OUR MISSION :** (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 VALUE :** (our belief)

We believe in young people and in youthwork.



[www.youthworktipperary.ie](http://www.youthworktipperary.ie)

