

ANNUAL REPORT

2020



Youth Work Ireland Tipperary

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



DIRECTOR'S REPORT

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CHAIRPERSON'S STATEMENT

Firstly I would like to highlight how extremely proud I am of the organisation of Youth Work Ireland Tipperary and how it's response to Covid 19 pandemic.

Over the past year the pandemic has affected us in so many ways. We as an organisation as adapted over night to working remotely, keeping connection with young people in some many innovative ways. Connection and interaction are key to building relationships with young people and communities which is the heart our work.

Our staff, volunteers and CE participants all stepped up to provide ongoing support, advice and some innovative ways to support young people manage with lockdown. The summer months allowed for face-to-face outdoor work and saw some return to what we do best.

2020 brought significant challenges but also brought lots of opportunity for the organisation, with the development of Tipperary Resettlement Project, the extension of Ability programme, Transition Year Social Enterprise Programme and also some other additional programmes and projects.

I would like to sincerely thank our stakeholders An Garda Siochana, HSE, Tusla and other local community and voluntary agencies who worked in partnership throughout the year to respond to the pandemic. Supporting our staff to respond the needs families in an appropriate and efficient manner.

Particularly our funders, Tipperary ETB, Tusla, Tipperary County Council, Department of Social Protection to name but a few who continued to support and trust to organisation into deliver numerous programmes and projects.

To our staff, volunteers and CE participants I would like to earnestly thank your patience, wisdom and endless creativity throughout the past year. We look forward to returning to youth centres when it safe to do so. To Leadership and Management Team Cora Horgan, Donal Kelly, Catherine Doyle and

Josephine Shortt who guided the organisation through during a very challenging time.

Similarly to the Board of Youth Work Ireland Tipperary who have provided endless skills, expertise and valuable time to supporting the organisation.

Finally I cannot acknowledge enough the contribution of the young people of Tipperary who patiently adapted to our remote delivery of services.

I look forward to re – opening our youth centres and youth clubs throughout Tipperary and East Limerick to the bustling hives of activity.

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

Directors 2020

Darren Ryan
Sheila McCarthy- Treasurer
Ashling Sheehan Boyle - Chairperson
Declan Burgess
Tim Vos (Resigned 8 April 2020)
Fergus Moriarty
Zita O Rourke (Resigned 8 April 2020)
Vivienne O Connor
Carmel O Dwyer
James Blake
Katie Carr
Marie Prior (Appointed 8 April 2020)
Christine Ryan (Appointed 8 April 2020)

Secretary

Josephine Shortt

CEO

Cora Horgan
Donal Kelly (acting CEO)

Auditors

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

Bankers

AIB
Main Street, Tipperary Town
Co. Tipperary

Tipperary Credit Union Limited

Credit Union House
Emmet Street,
Tipperary Town

Solicitors

JJ Fitzgerald & Co
Thurles
Co. Tipperary

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure

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.

We have a voluntary board of directors made of 11 local people who guide Youth Work Ireland Tipperary in our work in Tipperary and East Limerick. The board of directors place an emphasis on ensuring that we are open, transparent and follow the highest standards of governance. We are fully compliant with the Governance Code. To ensure that our board of directors is connected with the other structures within Youth Work Ireland Tipperary, there are three youth club representatives and two under 25 representatives.

Our 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. Members are active members of some element of Tipperary Regional Youth Service, representing the projects and youth clubs. Appointment to the Junior Board is through a nomination procedure, and members will be required to meet the CEO prior to joining the Junior Board of Management.



COMPANY DETAILS CONTINUED

Governance

The Board of Youth Work Tipperary Ireland met 8 times in 2020. In addition to the board, there are also a number of committees to support and report back to the board:

- Finance, Audit, General Purpose and Risk Committee
- HR Committee
- Project Development Committee

Finance, Audit, General Purpose and Risk Committee

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) before the board meeting, and at other times as required.

MEMBERSHIP 2020:

- Ashling Sheehan Boyle
- Sheila McCarthy
- Fergus Moriarty
- Carmel O'Dwyer
- Christine Ryan

HR COMMITTEE:

In 2020 the HR subcommittee met 8 times, normally after the monthly Board meeting.

MEMBERSHIP:

- Darren Ryan
- Ashling Sheehan Boyle
- Declan Burgess
- Carmel O'Dwyer
- Marie Prior

Project Development Committee:

The subcommittee met 3 times in 2020, normally after the monthly Board meeting.

MEMBERSHIP:

- Sheila McCarthy
- Josh Blake
- Ashling Sheehan Boyle
- Fergus Moriarty

Review of Activities, Achievements and Performance

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





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 UBU Your Place, Your Space and Youth Information Project, funded by Department of Children, Equality, Disability, Integration & Youth, also participate annually in the NQSF (National Quality Standards Framework). 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 2020 we saw the commencement of the Tipperary Resettlement project, covid 19 had an

impact on this project but by the end of 2020 they had welcomed 5 families in Tipperary Town and 4 families in Clonmel. We also piloted a 2 day traveller youth project in Cashel which offers supports for young people and their parents. Due to the success of this project it has been extended into 2021. We also received funding to support the running of the LGBT Outstanding group. The Ability project continued to support young people across Tipperary and saw one of the best engagements through digital youth work during lockdown. All of our processes have inclusion and equality 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 2020, 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
- Cash flow issues caused by Covid.

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

YWIT worked closely with staff, funders and the board throughout 2020 to ensure issues around funding caused by the pandemic were resolved. YWIT utilised extra funding streams created by funders to address the financial strain caused by Covid 19.

COMPLIANCE KEY RISKS:

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

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 2020, 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. Many new policies, procedures, booklets, risk assessments, contact tracing templates, etc., were developed in 2020 to address covid 19. All of these were made available to all staff and they were supported to implement them. Some of the new documents developed included a working from home policy/ risk assessment, YWIT staff Stay Safe Booklet, A re-access after covid 19 SOP, A Lockdown transition plan, etc.

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
- Our ability to hire new staff during lockdown impacted

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 2020, 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.

In 2020 YWIT implemented an online interviewing process which allowed the organisation to hire new staff while following Covid 19 guidelines.

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
- Managing covid 19 outbreaks in buildings
- Poor delivery of practice due to new service delivery online during lockdowns

All staff and volunteers receive on-going training and support around practice, and such practice is monitored by the LEAD structure. Peer support further enhances practice delivery. Health and safety is a key focus of the staff and is reported on monthly to the Board of YWI Tipperary. YWI Tipperary is fully insured and has a comprehensive accident/ incident policy and procedure. Specific policies and procedures have been put in place around covid 19 and outbreaks. All staff have received training in relation to covid 19. Policies and procedures have been developed for digital youth work all staff supported in these policies and staff have also received online training on how to use the online platforms.



COMPANY DETAILS CONTINUED

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. The Project Development Subcommittee works in this area, and a number of options for diversification are 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.

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
- Covid 19 impacting our service delivery

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.

YWIT linked closely with Youth Work Ireland, our funders, our staff and our young people to develop a new way of working to allow us as an organisation to support young people during the pandemic and maintain covid 19 guidelines.

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 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.



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. (EXTENDED INTO 2021 DUE TO COVID 19)

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 2020 – 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 2020 we had 97 volunteers working with our organisation.

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 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. We also offer some more specialised service delivery in the following projects: Ability, MIDI, Resettlement Project, YEI and the Alone Famil Support Project.





ACHIEVEMENTS AND PERFORMANCE

FUNDER NAME	ADMINISTERING BODY	TYPE OF PROJECT	NAME OF ALL PROJECTS	2020 PARTICIPANTS
Dept. of Children, Equality, Disability, Integration & Youth	ETB	UBU Your Place, Your Space.	Tipperary Youth Project	87
			Rural Outreach	97 volunteers 395 YP
			Fethard Killenaule	69
			Templemore/ Thurles YP	182 (Thurles) 176 (Templemore)
			North Tipperary Traveller Project	72
HSE	Traveller Health Unit		North Tipperary Traveller Project	72
IYJS	Youth Work Ireland	Garda Diversion	TAR Project	13
POBAL	Tipperary Co. Co.	Comhairle na nÓg	Tipperary Comhairle na nÓg	40
		Comhairle na nÓg	Tipperary Comhairle na nÓg Virtual AGM	82
TUSLA	TUSLA	Family Support Project	More Family Support Project	16 Families Over 45 through groups/talks etc
		Cashel Youth & Family Support Project	Cashel NYP	118
DSP	DSP - Activation & Family Support Fund	Youth Employment Initiative	YEI	27 Primary 10 Secondary
		Youth Participation	Junior Board, Snow White, Youth Consultation	164
DSP	POBAL	Youth Employment	ABILITY	79
HSE	HSE	Community Based Drugs Project	Mid Tipperary Drugs Initiative	32 individuals, 8 families 53 community contacts through training/ awareness programme
HSE	HSE	Substance Misuse Service South Tipperary	South Tipperary Family Therapy OST Project	56 96
TUSLA	TUSLA	C.C.A.	Waller's Lot - Cashel Traveller Youth Project	22 YP / 10 Families
Irish Aid	Irish Aid. Dept. of Foreign Affairs	Development Education	GLOCAL	422 YP 16 Projects 57 Staff & Volunteers
	Belong2	LGBT Support	Outstanding and Allies	18
Dept. of Children, Equality, Disability, Integration & Youth	ETB	YIC	Youth Information Centre	Queries: 863
Dept. of Justice	Community Integration Fund	Integration Project	Syrian Education Support	6 YP
Leargas	Leargas	Exchange	Rural Outreach	20 YP / 3 volunteers



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



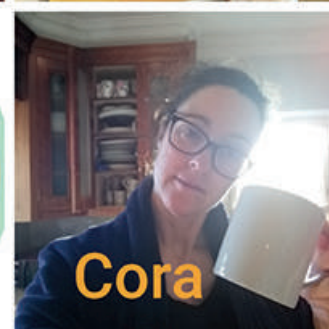
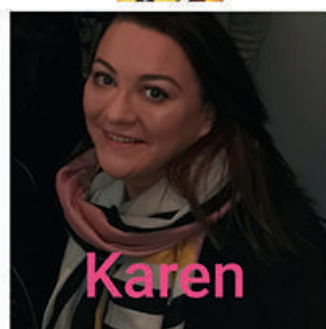
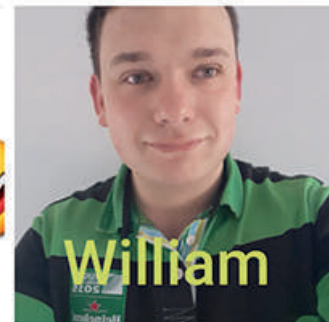


DIGITAL YOUTH WORK

2020 was a year like no other. Everything changed on the 12th of March. Everyone was sent home and told face to face group work was suspended for now. We adapted quickly, download zoom and looked at all the alternatives ways to engage with our young people online. A Covid19 Response team was formed, a survey was sent to our young people to access the needs to ensure correct interventions and supports could be put in place.

Social media was utilized to its full extent advertising a wide variety of information along with group work timetables and one to one support. There was also many quizzes and competitions for our young people to get involved in.

From training opportunities for staff to zoom bingo, zoom quizzes, study groups, games, programme based activities and employment supports soon we were



living in a virtual world. A massive well done to all our young people who engaged with us online as with you it none of this would have been possible.

AMBASSADOR ROLE

In 2020 as part of 30th years of the service the Eurodesk Ireland Network decided to set up a new role called Eurodesk Ambassador role so we could get former EVS (European Voluntary Service) youth to promote volunteering abroad, Natasha who travelled from Tipp town to Finland in Sept 2018 was successfully nominated to this national group from YIC Eurodesk Tipperary. While the development of the role during lockdown has been slow we hope this will be a role that helps promote mobility and youth to volunteer abroad when safe to do so. From more information on volunteering, working & studying abroad, contact Eurodesk/ Youth Information Tipperary.

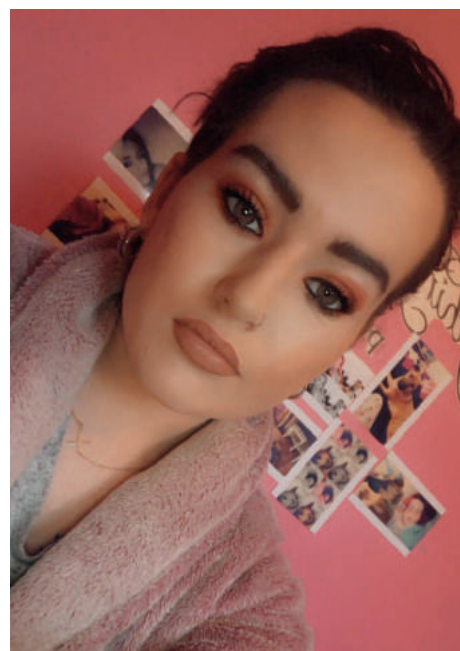
"Hi I'm Natasha Chloe from Tipperary town, being a Eurodesk ambassador has introduced me to some amazing people all over Ireland & allows me to share my EVS experience with others ! Hopefully I inspire other young people to travel."





YOUTH EMPLOYMENT INITIATIVE, TIPPERARY TOWN

There were some amazing accomplishments achieved by YEI participants in 2020, made all the more impressive considering the challenges of Covid 19 restrictions. Young people engaged in a broad range of training- from Beauty Care, Gel Nail Application and Cookery Skills to Driver Theory test preparation and Driving Lessons to Small Engine Repair, Health and Safety and Safe Pass Training. A number of participants progressed on to accredited training courses in Security and Dry-lining with the ETB. One participant completed QQI Level 5 Special Needs Assistant course with an e-college. Three participants took up places on community employment schemes. Three participants were supported to start Youth Employment Support schemes with local employers- two of which led to full time employment. A further three participants took up paid employment over the course of the year in call centres and the retail sector. A number of participants are due to commence training in Grounds-work Construction and Sports and Recreation in 2021. The project also provided one to one supports and advocacy for issues such as housing, homelessness, substance misuse, rights and entitlements and mental and physical well-being. Four participants availed of in-house counselling through the project.





WALLERS LOT - CASHEL TRAVELLER YOUTH PROJECT

This is a new project that began in July 2020, its focus was on working with young Travelers living in Wallers Lot halting site. The project worked with the TRTP, the local county council, social services committee and the JLO in identifying and addressing the needs of the young people and their families. Despite the ongoing Covid-19 pandemic and subsequent restrictions the project managed to support 21 young people through group work and 1 to 1 support services and support 8 families through food hampers. When the restrictions were eased the young people took part in various activities such as arts and crafts, team challenges, games and horse riding. Throughout the lockdowns the young people and families were supported through social media, messenger and weekly phone calls.



SPOTLIGHT- BUSY KIDS TIPPERARY TOWN COVID 19 RESPONSE

Busy Kids was an interagency initiative in Tipperary Town between Youth Work Ireland Tipperary and the Three Drives Family Resource Centre with support from the South Tipp Development Company through SICAP. The purpose of the project was to provide young families in disadvantaged communities with materials and resources which would better equip them to deal with social distancing and lockdown protocols. Over 40 packs were delivered around the town containing art materials, activity sheets, outdoor toys and educational puzzles and games. The pack also contained information about support services. As part of the project youth workers from the Tipperary Youth Project and YEI decorated streets and walk ways around Tipperary with inspirational chalk drawings and quotes and fun obstacle courses. This was a simple and effective way of bringing a small bit of fun and hope to the community at a challenging time.





TIPP TOWN YOUTH PROJECT

Year 2020 was a bit different year for us in Tipp Youth Project. Young people and youth workers were faced with many new challenges and had to adapt to new ways of staying in touch and working together. During the year we mastered zoom, online quizzes and playing online games. Over the summer we were exploring Tipperary Town by taking walks together up the Hills, using carpark across the road from youth service for outdoor activities and enjoyed horse riding classes.

In August we took part in "Benches of belonging" project and helped to transform benches in the Plan. In October our groups took part in "Let's get real" social media campaign, highlighting inequalities young people face in 2020. In line with the campaign one of our groups organised sitting in solidarity protest in Tipperary town and Cashel to raise awareness around young people facing homelessness.

Despite all the challenges in 2020, we can say that we had successful year and we did many exciting things together.





THE NORTH TIPP TRAVELLER YOUTH PROJECT

The North Tipp Traveller Youth Project worked with approx. 70 young people and their families in 2020. This was done through group work and 1 to 1 support services. The project also supported 11 families through food hampers and activity packs. Despite the global Covid 19 pandemic and subsequent restrictions the project had a very busy summer schedule for junior members of the project. Due to distance restrictions the project had to make use of local facilities such as the local band hall and local amenities that could be accessed without the use of busses. The junior members attended a 2 week horse riding program, pitch & putt session, 2 mural painting workshops, an urban planning workshop, had an obstacle course and engaged in arts & Crafts and science experiments. The young people thoroughly enjoyed these activities and developed an appreciation of their own communities.



YOUTH INFORMATION

In 2020 Youth Information/Eurodesk (YWIT) adapted to work remotely and became part of a national Chatlive service. This service allows youth to access information professionals daily from 4-8pm and in the first 8mths answered 2016 queries. www.youthworktipperary.ie/chat. In October, the annual Time to Move European campaign which informs young people about opportunities to work, study, train and volunteer in Europe took place and while we couldn't offer travel dates we did inform youth of the possibilities for travel. We adapted our EU quiz and ran via zoom. Between lockdowns we also enabled a Robert Nesirky to travel to Germany for a European Solidarity Corp project. We continue to support young people to access and gain information to help them make positive life choices from CAO & Susi applications to CV's in these uncertain times.

Highlight in 2020 YIC Tipp was the engagement with Chat Live in a time when youth needed additional information and support.





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. The club was supported by a primary school teacher and two Tús workers from the Syrian community. The club was also partnered with another initiative, Cool Chruinniú. This was an arts and crafts based program intended to promote creativity and appreciation of Syrian and Irish culture. The members of this group were integrated with the Thurles Afterschool's homework club for a six-week summer schedule to promote social inclusion. Some of these activities were a 3 week horse riding program, pitch & putt, arts & crafts and a games day.



TIPPERARY COMHAIRLE NA NÓG

Busy in 2020 adapting to online work and meetings, supporting BLM and mask wearing during as well as a survey on how young people were feeling during lockdown with some interesting results showing again the importance of mental health supports to Tipp youth. 40 members county wide engaged in relevant issues to giving youth a voice, which included consultations with CYSPC, Healthy Tipperary, and Tippcoco planners on a submission to the CDP for Tipperary, work mental health continued with Thurles members taking part in NTMH week and doing up packs which included their 5 ways to wellness bookmarker. Check out www.tippcomhairle.ie or on social media to follow the work.

Highlight was virtual AGM 2020 where we had 80 young people join via zoom and listen to our speakers Philly McMahon & Grace O Sullivan MEP on the day and give feedback via menti on our work and plans for the future. We also adapted for new members this year and welcomed 27 new members.





MID TIPP DRUGS INITIATIVE SPOTLIGHT BE SOBER BE SAFE CAMPAIGN

2020 saw an incredibly challenging year for young people across the country and county given the extraordinary times we now live in.

The Mid Tipperary Drugs Initiative was part of the Be Sober Be Safe steering group which in 2019 ran a campaign for young people receiving the Junior Cert results and encouraged them to celebrate in a sober and safe manner. The same format couldn't be used in 2020 as there were no results night and therefore no subsequent celebrations however after completing a survey with over 60 young people it was felt that summer was going to be a difficult time for young people due to a lack of opportunities with covid and therefore they may be more inclined to engage in substance misuse. It was decided that we would run the campaign again but with a broader focus. We ran a social media campaign and enlisted the help of the Cashel/Tipp sub group of Comhairle Na Nog to host this. The campaign ran for 7 weeks over the summer period and hosted events such as

a virtual bingo night, created awareness videos and created content for use across our social media platforms to help raise awareness of the dangers of substance misuse. Also we developed the "Be Sober Be Safe" Instagram and Facebook pages as platforms for the campaign. These were used to get the message out to the young people of Tipperary and further afield with the use of hashtags we got responses from all over the country. With the help of the comhairle subcommittee we designed and delivered informational videos providing tips and advice from young person to young person on the dangers of drink/drug use. They also created a safer night out video to get those who were out home safely. 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, be more interactive and delivered in person in 2021.



34
Posts



Be Sober Be Safe
Be Sober Be Safe Campaign Addressing Alcohol + Substance misuse over the Summer period among young people in Tipperary @tippcomhairle @ywitipperary





GLOCAL

In 2020 the Glocal project focused on encouraging and promoting YWIT new SDG Backpack resource which was designed to equip Youth Workers with the skills, knowledge and confidence to engage young people with the UN Sustainable Development Goals (SDGs) and how by achieving the 17 Goals we can help to make life fair for all people around the world and the planet itself. Training on the new YWIT SDG backpack was run at the start in 2020 in person and later in the online as the activities were adapted for use in our new online world. In 2020 over 300 young people engaged with activities from the SDG backpack activities in their projects or online via

Zoom.

Also in 2020 we also undertook an external evaluation to measure how far we've come with YWIT 'Glocal' project and to identify the success, impacts and gaps that this project has had and also identify the potential development of the project into the future. Helen Concannon was selected to conduct the external evaluation with the input from the main stakeholder of Glocal programme, which provide insightful and key for creating Glocal Project roadmap for 2021 to 2024.





FETHARD & KILLENAULE YOUTH PROJECT

In January 2020 Fethard and Killenaule Youth Project welcomed Karen Fahey, Tjasa Bracic & Shane Burke as the staff team. A very short few weeks passed before our project moved online. We were delighted to secure funding from SICAP to aid us in the provision of food drop to some of our families, along with this we completed the 'Cooking through Covid' badge app challenge with our young people. On return to our buildings we renovated both spaces in Fethard & Killenaule. We upcycled our flower boxes in Fethard. We were delighted to have been involved in the production of materials for the JBOM 'Let's Get Real Campaign' and we attended a sit out to raise awareness on homelessness with our friends from Tipp Town Youth Project. At Christmas we live streamed the Panto in our Killenaule building as a reward for our Junior group (Oh yes we did !!) We participated in many activities such as baking, sports, art & crafts, quizzes. We held many online activities such as 'Among us' tournaments, bingo, kahoot quizzes to name but a few! We are very much looking forward to returning to our projects in 2021 and implementing new groups and activities and welcoming new worker Jane Hayes to our team!

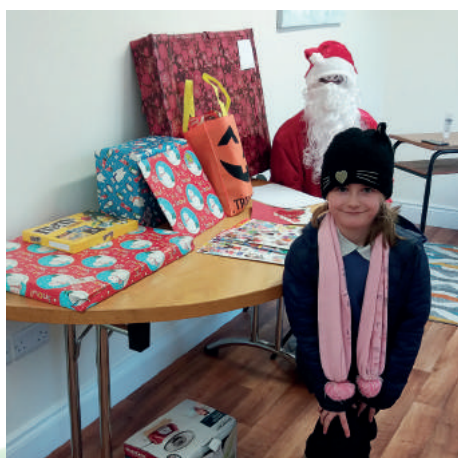




MORE FAMILY SPOTLIGHT

In 2020 the MORE family support project like all projects across the youth service had to adapt its service to best meet the needs of families and young people in Templemore. Despite all the challenges the pandemic brought to the project it has allowed us to try new ways of engaging people that will benefit the project going forward. We work in partnership with many agencies in the locality but covid saw the strength of these relationships grow. Out of these partnerships we collaborated to run 6 parenting workshops in total, 5 of these were ran online. It can often be difficult to get parents to engage in talks and workshops due to restraints such as childcare, transport, etc. The workshops that were ran online included two parenting workshops with Dr Eddie Murphy, two sessions with Art Therapist, Aisling Brennan and a final online parenting workshop by Zeeko in relation to internet safety. Many of the parents in attendance at these workshops completed an evaluation and the overwhelming response was that attending these workshops through zoom made them more accessible to parents and would be a desirable option for them going forward.

TLC Kidz group was ran twice in 2020 with a group of Primary school children and a group of secondary school children. This was another sign of the success of partnerships in 2020 with the MORE Family Support Project linking with Barnardos to facilitate these groups some of which took place online. The TLC KIDZ programme is an early intervention approach for children and young people who have experienced domestic violence and abuse. The programme aims to help children heal from the impact of domestic abuse, and to help mothers in understanding their child's experiences in order to support their recovery. Throughout the programme the wellbeing of children and mothers is promoted by validating their experiences, safety planning, social support, teaching appropriate expression of difficult emotions and improving communication between children and mothers. This is a valuable programme and it will continue to be rolled out in 2021 both in person and online depending on restrictions. The project will continue to nourish these partnerships next year which will in turn create better outcomes for families and young people involved.

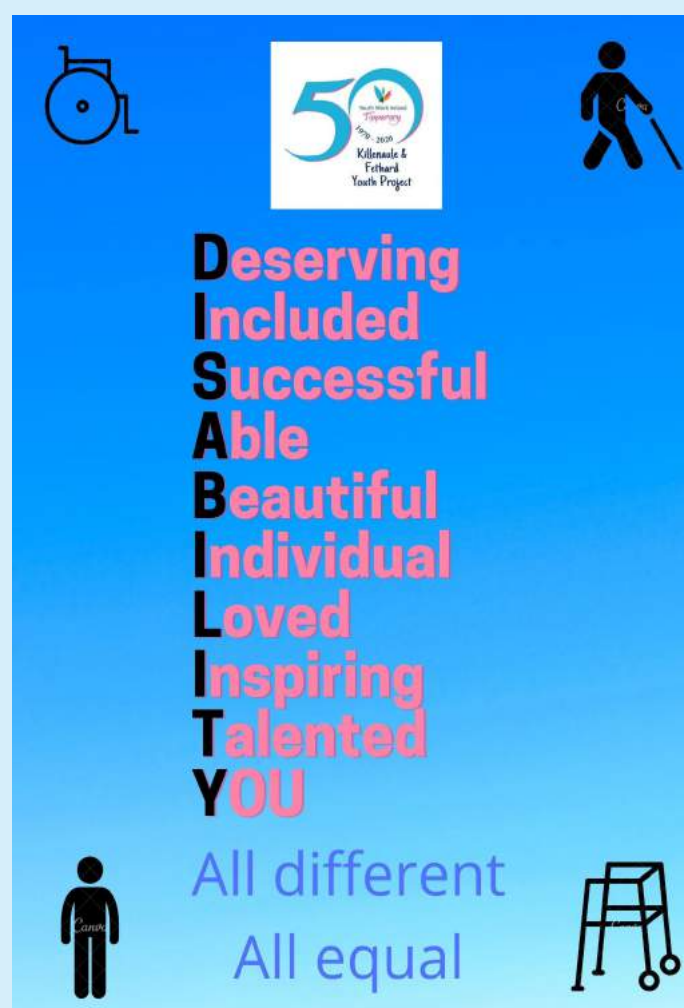
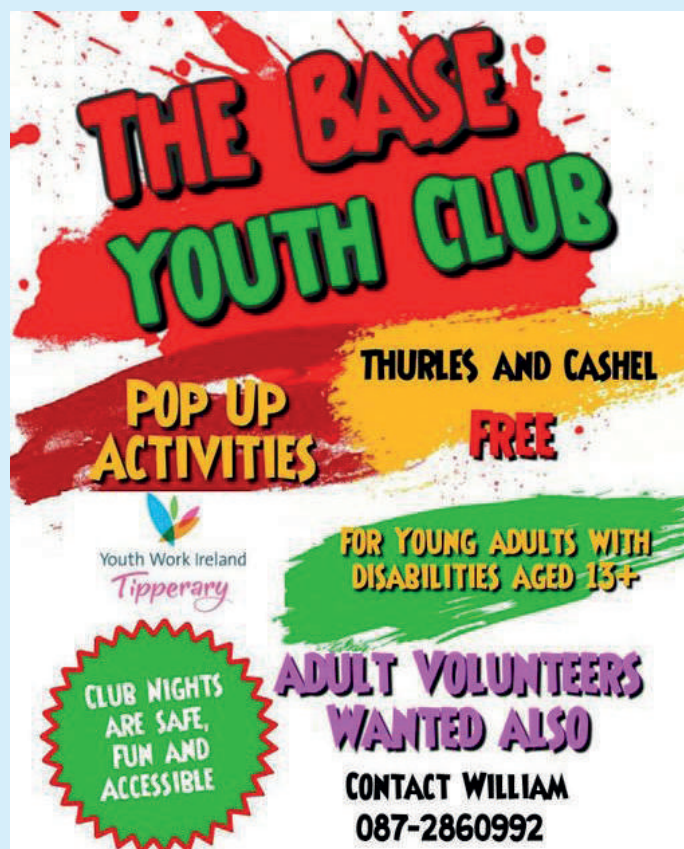


ABILITY PROGRAMME

The aim of the Ability Programme is to support young people from Co Tipperary with a diagnosed or a 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 enable them to participate fully in their communities. The main focus of work is to develop and implement interventions for young people (15-29) 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 YWI 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.

The Ability project 2020 was a very different project to the previous year due to the worldwide pandemic and engaging with young people on digital platforms due to remote working from home. The year came with many challenges but also some positive challenges that allowed us to think different about new ideas for the project and being creative in a digital space which was new to everyone. Through platforms like zoom it brought project participants together that would usually not work together due to locality. The project continued to work on education, training, employment and 21st century skills online. Online work included online trainings and developing an employment pack for participants. Groups such as mindfulness/exam group/SDG and ETB make up sessions continued that not only gained training for participants but also a social aspect for participants. A weekly blog by a participant outlined the challenges faced by young people with Autism in a pandemic. When restrictions lifted during the summer it was a breath of fresh air for staff and young people. Summer provisions took place in small group settings that involved a photography group/ leave no trace group and music session group. The Ability project also worked with the benches of belonging project in Tipperary town renovating and restoring old benches.





COMMUNITY EMPLOYMENT

Training was high on the list of spotlights that took place during the year for the Community Employment Scheme. This year, however, due to Covid 19 and its restrictions it meant that a lot of the training had to go online. A number of new youth work staff commenced during lockdown so one of the pieces of training we had to take online was youth work induction. We carried it out over a number of weeks with the focus being on: why do we do youth work, who are the parties involved, the theory behind youth work, the Youth Work Act, YWIT policies and procedures and finally the reality and practical side of youth work. The training had a number of interactive elements to keep everyone engaged and it also gave the learners an opportunity to meet some of the other members of the team and to put their zoom skills to the test!!



Welcome

Youth Worker Assistant
Induction Training

Role of a CE Participant/Volunteer/Student

- A supporting nature.
- Motivator, a coach, a tutor, and an advocate.
- **You are a guide.**
- To be part of a team
- Your purpose is not to shape a young person to your values, but to help them be everything they have potential to be.





STUDENT ENTERPRISE PROGRAMME (SEP)

The Student Enterprise Programme (SEP), an initiative run by the Network of Local Enterprise Offices, is Ireland's largest and most successful student enterprise programme with over 26,000 second level students participating each year. The Student Enterprise Programme kicked off 1st September 2020, with high hopes that it would entail physical interaction with both the students and teachers of secondary schools in County Tipperary. However, due to Covid and lockdown restrictions, this programme was administered and coordinated remotely, utilising online platforms, such as Zoom, Google Meet, telephonic discussions and email correspondence. There was huge interest in participating in the programme, with 19 schools initially signing up to partake, but unfortunately 2 schools chose to exit the programme, which left 17 schools submitting teams for the upcoming County Final, which takes place 19th March. Thus, the programme started with 1192 participants and 281 students businesses participating in the programme. However, through the selection process within the schools, the final number of partic-

ipants heading to the County Final are 135 students and 44 student businesses. Businesses currently being run by students in the County are varied, where anything from candles, face masks, gourmet popcorn and memory books are being created and sold throughout County Tipperary.





Youth Work Ireland Tipperary

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





OUTSTANDING LGBT+ PRIDE

2020 was a difficult time for all young people but most especially for those who identify as LGBT+ (lesbian, gay, bisexual, transgender). OutStanding is one of the groups within YWIT and is made up of LGBT+ young people and allies. It is a safe space where young people can be themselves, have a laugh, share stories and support each other.

We are all aware of how big Co Tipperary is and how isolated young people can feel, especially if they live in rural areas of the county. For LGBT+ young people this can have an even more detrimental effect on their mental health and wellbeing; because as well as being so isolated (with sometimes really poor internet services) this vulnerable group may also feel unaccepted for who they are by their family; unable or afraid to be their true selves. That is why OutStanding is such a vital service for these young people. The service picks up young people from around the county, brings them to a space where they can hang out, take part in programmes and be themselves. They then get dropped back home at the end of the day.

Providing this service would not be possible without the funding we receive from Healthy Ireland and the Department of Children and Youth Affairs (DCYA). We would also like to thank Tipperary CYPSC and Tipperary ETB for managing the funding. Without this funding we could not offer a county wide service to these young people.

As there were no live Pride parades this year we were able (due to funding and the lifting of restrictions) to celebrate Pride by going out to dinner with the group. The group also developed an educational video raising awareness around the issues they face on a daily basis as members of the LGBT+ community. The group also published a handy pocket sized booklet with details of all the LGBT+ groups in the county.

The group took part in online events with other groups around the county including the now must do zoom quiz. Supports continue to be given online and we are looking forward to getting back on the bus and channeling our inner Pricilla, Queen of the Desert!





THURLES SPOTLIGHT



Throughout the year of 2020 there were limited highlights due to lack of trips and events caused by Covid 19. The project worked hard to engage as many young people as possible and provide as much support as they could during these uncertain times. The highlight for Thurles Youth Project were the Christmas Dinners held during the week of the 14th of December until the 18th. The dinners were an ample opportunity for staff to commend the young people involved in the youth project for their commitment and resilience throughout the year. Every young person who engaged in the dinners received a Christmas dinner, dessert and selection box however most importantly received an opportunity to spend quality time with staff members and other friends in small groups and enjoy the Christmas spirit, all of which impacted hugely on their mental health in such a positive manner. This was an amazing way to finish off a difficult year for all involved. The resilience and positive attitude shown by all members was admirable. 67 young people engaged in the Christmas dinners.





RESETTLEMENT TEAM

The Resettlement Team has been fast establishing its roots in all of our towns across Tipperary. As a team we have enjoyed working together, and have been very rewarded to see the families settling in so well across Tipperary. At the end of 2020 we had 5 families in Tipperary Town and 4 families in Clonmel. The families have been welcomed positively and been busy with many activities involved in the daily life of resettling, such as settling into schools, afterschool clubs, learning English, accessing medical supports, working towards getting driving licences, and much more. In addition to these activities the men have taken part in Manual Handling training. This training took place in each town in November and December. The men enjoyed this training and look forward to accessing more training opportunities in 2021. We are very thankful to Moira Merrigan for supporting us to

access this opportunity. The young people in Tipperary Town have been wasting no time joining Youth Work Ireland Tipperary's Youth Groups. They were invited by Claire and Paul to join the benches of belonging project and also Lisa and Tjasa have formed two youth groups for our young people. We have very positive feedback on this group. Two young people have also joined Cohairle na nÓg. A women's group was supported by Befrienders in Tipperary Town and Clonmel, and during November and December face to face groups were held where a range of crafts were completed. These groups support social integration between local women in the towns and the Syrian women settling in the towns, and were much enjoyed by all. We look forward to welcoming more families in the coming year.







RURAL OUTREACH

2020 was certainly a year like no other for our Rural Outreach project with Clubs operating across East Limerick, North and South Tipperary. They included Cappawhite, Clonmore, Cullen, Drom & Inch, Holycross, Knocklong, Lattin, Oola, Pallasgreen, Templeberry and Upperchurch Drombane. In 2020 we were delighted to welcome our new clubs Portroe, Newport, Borrisokane and The Base (Thurles) to our mix of Junior and Senior Clubs. These clubs involve over 130 volunteers and over 400+ young people. The Rural Outreach workers were lucky to run a number of in person activities for clubs with a High 5 fun day in Cashel for our

Juniors and a team building trip to Go Quest (indoor adventure centre with escape room challenges) for seniors all sponsored by the Apple green fund. The move to online was embraced by clubs, families and young people to a variety of online events, care packs, craft sessions, Volunteer recognition gifts and a number of pop up events and supports to open when possible. Our zoomtastic volunteers continued to upskill and train in our Child Protection Awareness Programme and Induction training along with Games, Arts & Crafts, STEAM and Programme Planning workshop as a way of providing ongoing support.





NEW SERVICE TO YOUTH

First Online Irish Youth Chat Service Launched in April 2020

Four leading Irish youth organisations in 2020 launched a new unique online youth chat system called the Digital Youth Information Chat Service. The Youth Information Online chat service is the first of its kind in Ireland. Crosscare, SpunOut, YMCA and Youth Work Ireland who had long-planned this service have expedited the launch to support young people during Covid 19 lockdown. The Youth Information online chat service builds on a long standing partnership of professional Youth Information providers in Ireland and relies on the development of commitment to joined up working on communications, safeguarding, data protection, and youth information practice. The service is staffed by professional Youth Information Workers. The service is aimed at young people aged between 16 and 25, it is impartial, non-judgemental, reliable, and accurate. The initiative has the support of the Department of Children and Youth Affairs, it is impartial, non-judgemental, reliable, and accurate. This new service is a natural extension of what youth information workers do day to day but enhances this work by recognising both the importance of the online lives that young people lead and of course the pandemic/lockdown of 2020 which presented huge challenges for young people.



The system is live from 4pm to 8pm Monday till Friday. Young people can make queries outside of these times, which will generate a "ticket." Youth Information Workers then pick up and respond to outstanding ticket when they system next becomes active.

Youth Information Tipperary is part of this new service. In just 8 months of 2020 – 2016 were reached.

For access to this free service – www.youthworktipperary.ie/chat or <https://direct.lc.chat/10341532/>





CASHEL YOUTH PROJECT

The Cashel youth project endured a very different year of events due to COVID-19. It was a year of new challenges and experiences for both the young people engaging in the project, and also for staff. Due to government guidelines and restrictions, the project was operating in different levels of lockdown throughout the year. Engaging young people in different ways to suit both the young people and the restrictions. Staff worked tirelessly to identify as much possible outlets and amenities in the locality to engage the projects young people as travel was not an option.

From this a summer sports week was created for both junior and seniors. Which included a range of pro social activities such as Futgolf, Pitch and Putt,

Tennis, Badminton. The week of programs engaged over 20 young people throughout the week. Some of the juniors in particular really enjoyed this and as a result two young people decided to join larkspur park to become regular members and play more frequently. More importantly it gave the 6th class groups the opportunity to engage in some fun activities together as staff were conscious of the transition they faced with secondary school, but also gave staff the opportunity to identify any needs that may present,

Indeed it was a summer that the project and young people have never experienced. However, it was still very much enjoyed by all.





TEMPLEMORE YOUTH PROJECT



2020 was a difficult year for everyone involved in the project both young people and staff. This wasn't just for Templemore Youth Project but everyone due to Covid 19 – because of this the project was in and out of different levels and phases however staff and young people really came together and worked hard to make the most out of this difficult situation. It has been noted that the summer of 2020 was a highlight for all young people and staff involved. Workers worked extremely hard to provide an amazing summer plan full of fun and interactive outdoor activities and made the most out of the local amenities. Staff used their time efficiently and effectively and re-engaged all young people that could not be engaged online the previous months as they were a priority due to lack of contact, these groups included the older males along with all junior groups. Groups that engaged well over zoom were commended for their hard work and dedication to the project and the zoom groups and were re-engaged face to face outdoors also. The young people thoroughly enjoyed all of what was done

for them and engagement was extremely high on a weekly basis. All young people engaged in pitch and putt in the local town park in Templemore, Archery in a nearby forest, horse riding up the Devils Bit and horse riding in Ryan's Equestrian Centre Thurles, a sports day, a picnic day/take out evening and general outdoor gatherings in group settings where all our participants had the ability to meet with staff and other members and their friends in a safe and non-judgemental environment. This gave the young people an opportunity to spend quality time with one another while also seeking support from staff where needed. These activities really supported the members physical and mental health and kept morale and spirits high during such difficult and uncertain times.

During the months of July and August, Templemore Youth Project had close to 60 members engaging with the summer outdoor plan, with 122 contacts in June and 73 contacts in August. The summer of 2020 was undoubtedly a different summer to other years however was one to be remembered by all.





BOM - LET'S GET REAL ABOUT SOCIAL MEDIA CAMPAIGN

One of the JBOM's projects for 2020 was the designing and spearhead YWIT Let's Get Real About ... Social Media Campaign which aimed to highlight and raise awareness of the inequalities and injustices faced by young people in Tipperary, Ireland and Globally in 2020 which had a reach of over 120 young people, 41 staff across 16 projects got engaged in person with the campaign and a reach of 10,000 people through Youth Work Ireland Tipperary's various Social Media Platforms.

The Campaign focused on 7 different area of inequalities over the week long campaign; Disabilities, Gender Equality, Homelessness, LGBTQI+, Mental Health, Racism, Traveller Culture. The aim of the campaign was to help give a greater understanding of a variety of complex issues through facts, statistics and personal stories of the reality faced by far too many young people in in 2020. To encourage as many people as possible to play our part, to use

our power to create change and to pledge to take action that will positively impact our future in 2020 and beyond.

IN 2020
LET'S GET REAL
ABOUT



MENTAL
HEALTH

GENDER
EQUALITY

LGBTQI+

RACISM

TRAVELLER
CULTURE

DISABILITIES

HOMELESSNESS

YWIT 2020 SOCIAL MEDIA
CAMPAIGN DESIGNED &
RUN BY THE JUNIOR
BOARD OF MANAGEMENT

FUNDED BY IRISH AID



Youth Work Ireland Tipperary

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



BENCHES OF BELONGING

Tipperary Town Garda Youth Diversion Project (TAR Project) were very busy over the summer organising a project where the benches in 'The Plan' received a makeover. The project took place in conjunction with various other groups from the organisation, Light Up the Plan for Christmas, The Council and the West End Resident's Group. The main aim was to have a colourful space for the local community to enjoy.

This resulted in the creation of the 'Benches of Belonging' Project where groups of young people from the TAR Project, Tipperary Youth Project, The Ability Project and The Youth Employment Initiative engaged in planning and preparation sessions with a local Artist to come up with designs that represented themselves which were then painted onto eight existing park benches. 'Light up the Plan for Christmas' community group also joined the venture to paint the Bandstand and the resident's committee organised the replacement of a blossom tree that had been destroyed in a storm.



WORK TO LEARN PROGRAMME

The Work to Learn Programme ran again in 2020 with two placements up for grabs for the young people on the TAR Project. 2020 was a difficult year for the project to obtain work placements for the two young people. Regardless of this they got to work in preparation for their placements by preparing CV's, Opening Bank accounts, registering with Revenue.ie and filling out employee forms. From the start they were dedicated to ensuring that all work was completed before they commenced their placements and their work paid off with project workers securing placements for them. One of the participants secured a placement in an After school's club while the other was in a Mechanics. The two participants have shown real dedication and reports from their placements indicate that from day one they have been an asset to the teams they have joined. One placement was cut short due to Covid restrictions but this does not take from the fantastic experience the young person received while there.





HEALTH PROMOTION

In 2020 health promotion also adapted but continued with staff focused on digital health and youth work online to combat isolation and give new opportunities for social engaged & health with quizzes, bingo, challenges etc. added to the weekly check-in with young people. Covid health and reminding young people to stay safe was also a constant health message in 2020 including wearing masks. We had a lot of physical health challenges and outdoor activities involving youth during their lockdown. Health promotion committee continued its work and preparing for the renewal of the Gold award due in 2021, they also welcomed new

members Jay & Bridin as youth reps with a professional interest in the health field from college. We engaged with NYCI in a workshop called "how are you in the work" which targeted how staff were in this changed working environment.

Highlight in 2020 for Health promotion was to look at digital health as a new emerging area in health promotion also new ways of getting youth to engage with outdoor projects going forward. The value that the pandemic has put on health and wellbeing is seen by health promotion committee as an opportunity going forward.



MIND BODY SOUL (HEALTH & WELLBEING PROGRAMME)

Under the banner of health, we received funding from Healthy Tipperary to look at enhanced work in the area of health which due to the pandemic has been slightly delayed but has allowed work such as within the Ability project online support for exam students and also speakers on topics around school's transition. We were able to increase our one to one support to allow one to one time with stressed students at key points in 2020. Members of Ability project also did 3 weeks of mindfulness

techniques including journaling and identifying and tackling stress. First aid was provided to youth club volunteers and staff. Online Zumba was completed by a girls group in Fethard as well as some additional support for the Syrian group in health awareness and rights.

Highlight – would be having additional funds to plan health related projects not normally covered and that can reach wider into the community.



YOUTH OUTREACH & FAMILY SUPPORT PROJECT

2020 is a year that will stand out in all our memories for a long time to come. New ways of working were adapted and people tried to find different ways to stay connected. The Youth Outreach and Family Support Project was no different. Drug and Alcohol use right across society increased and more and more people sought support.

With the development of St Michaels Unit into COVID support services, a new purpose built structure was developed on the grounds of St Luke's

hospital specifically for the Substance Misuse Service, with the required safety precautions put in place to allow face to face appointments to carry on.

The use of tactile and symbolism in engaging young people has continued to prove very successful, enabling young people to make sense of their lives and feelings, particularly for those who would have difficulty in naming and understanding their emotions.





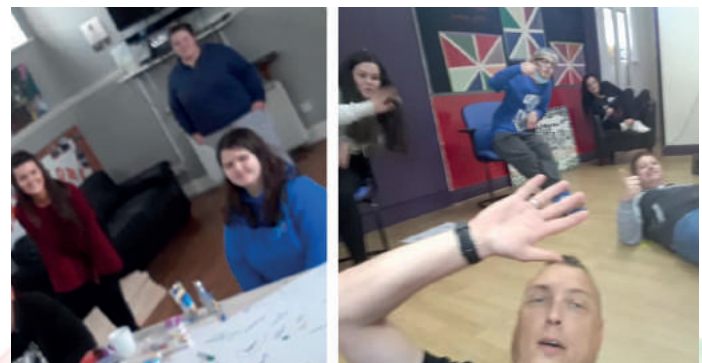
JUNIOR BOARD OF MANAGEMENT

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 18 members, and a minimum of 12 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 2020, the JBOM particularly focused on three key areas of work – Supporting your mental health through Global Pandemic, Youth Participation, Equality for all through the Sustainable Development Goals which saw them spearhead their Let's Get Real About ... Social Media Campaign which aim to highlight and raise awareness of the inequalities and injustices faced by young people in Tipperary, Ireland and Globally in 2020.

2020 JBOM MEMBERS

- **Cashel NYP**
Holly Delaney & Aaron Ryan replaced in September 2020 by Abbey Delaney & Sunny Monaghan
- **Fethard**
Leanne McGarry Croke & Tamara Doyle
- **Glocal Project**
Aisling Maloney & Kayleigh Martin
- **Killenaule YP**
Nathan Lawlor & Curtis Darcy
- **NTTP**
Kaitlyn Ryan & Sophie Delaney
- **Rural**
Mark O'Mahoney & Cliona Hourigan
- **Templemore**
Jonah Ryan & Elaine Tierney
- **Thurles YP**
Calvin Stokes & Louise Ferncombe
- **Tipp CNN –**
Shannon Sweeney & Cillian O'Connor
- **Tipp Town YP**
Sophie Quinlan & Abbie O'Dwyer



PLANS FOR THE FUTURE

Due to the Covid 19 pandemic we had to extend our 2015-2020 strategic plan into 2021, this means our plans for 2021 will be formed from this strategic plan. In 2021 we will commence work on our new strategic plan for 2022-2027, all stakeholders of the organisation will be involved in the formulation of this plan and as always youth participation will be at the heart of our plans. 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 youth work! 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.



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 €1,697,794 (2019 - €1,745,215) of grants from government and other co-funders, €11,150 (2019 - €3,864) from rents & charges, €3,625 (2019 - €3,180) from training incomes and €70 (2019 - €170) from deposit interest. The income of the company has decreased by €39,790

EXPENDITURE

Total expenditure amounted to €1,765,819 (2019 - €1,785,016). 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 €1,057,341 (2019 - €1,052,610) and liabilities of €391,307 (2019 - €333,396). The net assets of the company have decreased by €(53,180).

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 2020

PROJECT	EVIDENCE	AREA OF HEALTH
Tipp YP	Internet Safety workshop Outdoor groupwork & activities Life facts video series in 2020 Getting real project with JBOM	Social Physical health Social skills/health Social health Physical health
LGBTQ*	Outstanding Youth Group for LGBTQ & allies.	Sexual health, Emotional & Social health
Junior BOM	SDG awareness and project (lets get real about 2020) Random acts of kindness	Emotional health Social & Emotional health
Ability	Workshop and supports for social interaction, skills development, training eg safe pass, creative writing, mindfulness & journaling. CV writing	Social & Emotional
Littleton YP	Group activities Horse riding trip. Cooking workshop	Emotional Physical
Thurles YP	Healthy cooking . Horse Riding & soccer	Physical
RURAL	Online quizzes, bingo and activities Child protection & leadership training Cooking masterclasses Clubs day in Cashel Activity Badges online during lockdown	Emotional & Social Physical health Physical & Emotional health
Cashel YP	Wellness workshop Photographic workshop	Emotional
Family Support Temp- lemore	Interagency links for Family support	All areas of health
Tipp CNN	Positive Relationships Poster & Mental health work (Bookmarker) in Thurles Black lives Matter – poster Surveys with peers on Climate action and Mental health during lockdown	Social & Emotional/Mental health
Youth Info	Committee skills training (CNN) CV & job seeking (weekly jobs flyer) Europass CV Cyber safety workshop Info Chat national service launched new in 2020	Social Emotional/social
Templemore YP	Music and song writing workshop Scrape booking Horse Riding	Emotional Physical/emotional
MTDI	BE SOBER/Be SAFE 2020 One to one support	Physical /Emotional
TAR project	One to one support. Outdoor activities	Social/Emotional. Physical health
ORG	Staff workshops. Personal Development of Staff AWARENESS & Policies across the region on Covid safety and work External supervision policy	Social/Emotional/Physical
Killenaule/ Fethard	Horse riding/Zumba Link to counselling for teens Quizzes	Physical Emotional Social
ALL PROJECTs	Digital youth work during Covid Activity Badges online during lockdown	Emotional/social health and in-depth support Physical health
Syrian Youth Work	Homework club and socialising workshops, cooking	Social/Emotional
Resettlement project	Language classes. Welcome meetings in Community Personal support. Housing/rights and entitlements	Social/Emotional health
Employment work	Working on healthy eating Budgeting and Rights awareness work Counselling sessions	Physical & Social Emotional/Mental health
Staff	Staff training days Support for skills and social development COVID training and policies "How are you in the work" workshop with NYCI. Supervision session (internal & external)	Social Emotional Emotional/social
Strengthening communities	Members of Suicide Prevention committee – South East/Midwest Members of Healthy Tipperary Tipperary CYSPP subcommittees NorthTipp Mental health week committee Links to Jigsaw Tipperary Other committees locally & regional & national	
HP Committee	Meetings. Updated membership of committee . Plans for 2021 renewal	



STAFF

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Pauline Cummins Strappe	CNN & Youth Info / Mind, Body & Soul
Moirá Merrigan	Tipperary YEI
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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 / Acting CEO
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Nade Briek	Tipperary Resettlement Project
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Karen Fahey	FKYP
Shane Burke	FKYP/ Cashel YP / MTDI
Cate O Connor	Rural/ Glocal/ Youth Participation
Anthony Esmonde	CE Scheme admin
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Alice Mulcaire	Thurles YIC
Sarah Cooke	Thurles YIC
Catherine McGrath	Thurles YIC
Ahmad Ali	Finance Dept
Siobhan Maher	NTTRY
Margaret Kavanagh	Templemore YP
Callum Feehan	Templemore FSP
Dolores Lanigan	Finance Dept
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Patricia Carew	Tipperary Info
Maeliosa Doherty	Tipperary YIC
Chloe Quinn	Tipperary YIC
Dean Bullivant	Tipperary YIC
Barry Quigley	Tipperary YIC
James O'Neill	Cashel NYP
Johanna St. John	Rural Outreach Project
Michelle Locke	FKYP
Aoife Maher	FKYP
Danielle Bullivant	Tipperary YP
Mary Kate Moore	Thurles YP



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

