

# ANNUAL REPORT

2021



Youth Work Ireland

*Tipperary*

**Youth Work Ireland Tipperary**

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



# DIRECTOR'S REPORT

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## CHAIRPERSON'S STATEMENT

Welcome to the 2021 Chairpersons report and with it comes a very optimistic outlook for 2022 and 2023. So many great things have kicked off since and during the apocalypse and it is important to flag everyone in the organisations efforts during what has been such unprecedented times and thank them for their optimism, resilience, and flexibility in recent times.

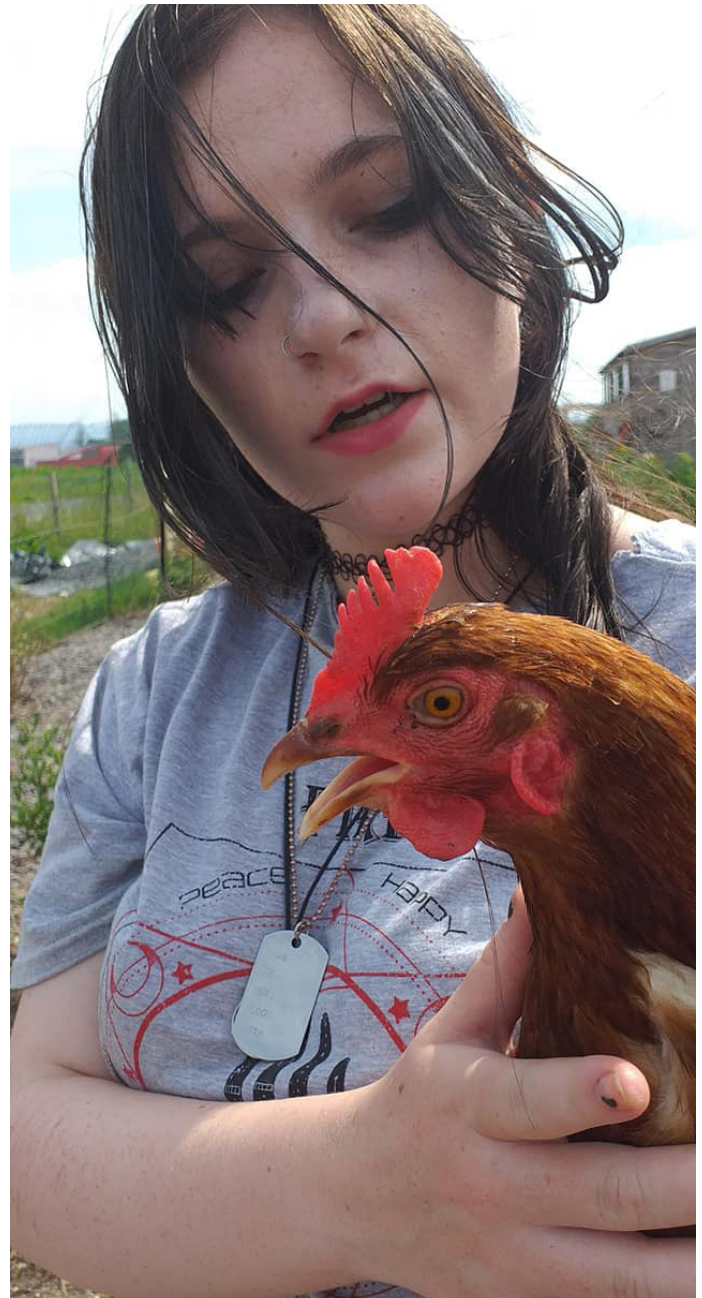
There are so many phenomenal achievements to highlight, however, the key moments over the year include, our Level 8 graduates from Maynooth, the Roma Project, the toolkit and its national success, the challenges that came with the Re-settlement program and the skillsets that were encompassed by the team that we unfortunately had to bid adieu to, Stephanie, Radwan, Mohammad and Salah.

The change in leadership has also illustrated our flexibility and amiability within the organisation, Donal had big shoes to fill with Cora temporarily stepping aside from her role, we have all seen two different leadership approaches and the exemplary culture of the organisation has enabled a smooth transition as Donal pilots the team with new exciting ventures. These changes have continued with the board as we welcomed new members during the year.

Looking forward to continued success in 2022 and 2023!

*Carmel O'Dwyer*

**Carmel O'Dwyer**  
Chairperson  
On behalf of the Board



# COMPANY DETAILS

## Name of Charity:

Tipperary Regional Youth Service CLG

Tipperary Credit Union Limited

Credit Union House

Emmet Street,

Tipperary Town

## 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 2020

Darren Ryan

Sheila McCarthy- Treasurer

Ashling Sheehan Boyle

Declan Burgess (Resigned 2 Feb 2021)

Fergus Moriarty

Vivienne O Connor

Carmel O'Dwyer- Chairperson

James Blake

Katie Carr

Marie Prior

Christine Ryan

Ciaran Kennedy (Appointed 10 Sept. 21)

## Secretary

Josephine Shortt

## CEO

Donal Kelly

## 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

### 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 9 times, including the AGM, in 2021. 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

- Sheila McCarthy
- Fergus Moriarty
- Carmel O'Dwyer
- Christine Ryan

### HR & SAFEGUARDING COMMITTEE:

In 2021 the HR subcommittee met 9 times, normally after the monthly Board meeting.

### MEMBERSHIP:

- Darren Ryan
- Ashling Sheehan Boyle
- Ciaran Kennedy
- Carmel O'Dwyer
- Marie Prior

### Project Development Committee:

The subcommittee didn't meet in 2021 due to Covid19 restrictions but will hope to recommence meetings in 2022.

### 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 2021 we saw the continued work of the Resettlement project across the county. We had the introduction of the Roma Health project as a part time pilot project at the start of the year, which became a

full time project by the end of 2021 due to the hard work of the project worker and this project will continue into 2022. We saw in 2021 the continuation of the specific inclusion projects that ran in 2020 such as the traveller specific youth projects, the Ability project, Syrian homework Project, the LGBT outstanding group and the resettlement project but all of our Projects 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 2021, 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.

YWIT worked closely with staff, funders and the Board throughout 2021 to ensure issues around funding were resolved. YWIT utilised extra funding streams created by funders to address the financial strain caused by Covid 19.





## 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
- 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. 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, etc. were developed in 2021. All of these were made available to all staff and they were supported to implement them.

### 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 times of restrictions 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 2021, 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 2021 YWIT continued to implement an online interview 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 Management structure. Peer support 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. 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 and staff have also received online training on how to use the online platforms.

### 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 get explored.



## COMPANY DETAILS CONTINUED

### 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 times of restrictions at the start of 2021 due to Covid 19.

### 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.







# 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.

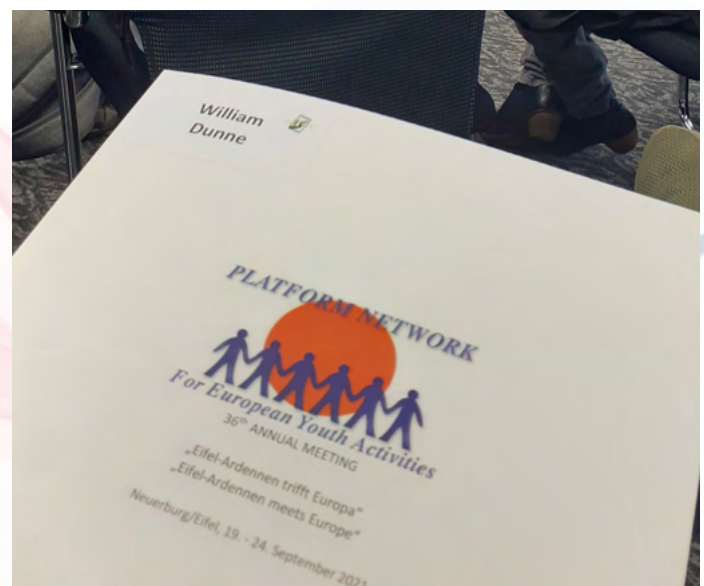
#### OUR FIVE KEY GOALS:

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 2021 – 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 2021 we had over 100 volunteers working with our organisation.

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

### 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

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

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, MTDI, Resettlement Project, YEI, More Family Support Project and the Roma Health Project.

**Youth Work Ireland Tipperary**

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





## PROJECTS 2021

FUNDER NAME	ADMINISTERING BODY	TYPE OF PROJECT	NAME OF ALL PROJECTS
HSE	Traveller Health Unit		North Tipperary Traveller Project
IYJS	Youth Work Ireland	Garda Diversion	TAR Project
Department of Children, Equality, Disability, Integration & Youth	ETB	UBU Your Place, Your Space	Tipperary Youth Project Rural Outreach Fethard Killenaule Templemore/ Thurles YP North Tipperary Traveller Project Rural Outreach
		YIC	Youth Information Centre
	Tipperary Co. Co.	Comhairle na nÓg	Tipperary Comhairle na nÓg
TUSLA	TUSLA	Family Support Project	More Family Support Project Templemore
		Cashel Youth & Family Support Project	Cashel NYP
DSP	DSP - Activation & Family Support Fund	Youth Employment Initiative	YEI
Department of Employment & Social Protection - Community Employment Scheme	Dept. of Employment & Social Protection	Community Employment	Community Employment
DSP	POBAL	Youth Employment	ABILITY
HSE	HSE	Community Based Drugs Project	Mid Tipperary Drugs Initiative
HSE	HSE	Health Project	Roma Health Project
HSE	HSE	Substance Misuse Service South Tipperary	South Tipperary Family Therapy OST Project
TUSLA	TUSLA	C.C.A.	Waller's Lot - Cashel Traveller Youth Project
Irish Aid	Irish Aid. Dept. of Foreign Affairs	Development Education	GLOCAL
Department of Health	Tipperary Co. Co.	LGBT Support	Outstanding and Allies
Department of Health	ETB	LGBT Support	Outstanding and Allies
Community Foundation of Ireland	Community Foundation of Ireland	Integration Project	Syrian Homework Project
Leargas	Leargas	Exchange	Rural Outreach
Department of Health Healthy Ireland	Tipperary Co. Co.	Health Project	Mond, Body and Soul
Department of Justice Asylum Migration and Integration Fund 2014-2020	Tipperary Co. Co.	Resettlement Project	Refugee Resettlement Project







## COMHAIRLE NA NÓG · YOUNG VOICE – LOCAL ISSUES

A large portion of 2021 work involved serving as a youth voice during the formation of the Tipperary County Development Plan we were able to highlight the values and wants of young people in Tipperary, as well as the importance of youth-friendly public spaces highlighted by the pandemic and our survey results.

2021 we continued working online with just a few in person activities such as world mental health day in Templemore park which was a highlight with Circus Skills on a sunny day promoting connections and fun. We also had our virtual wellness badges during 2021 to help young people with self-care during lockdowns.

As always, we at Comhairle na nÓg spent time working closely with Adult decision makers, more so in 2021 when we couldn't meet in person.

This included

- Tipperary County Council & planning department – Submission to County Development plan
- North Tipperary Mental health committee – link continue with this group and Comhairle event in Templemore Town Park promoting positive health linked with Gratitude Tree activity in 2021.
- Children & Young people services committee – Tipperary – we have a member and our Coordinator on this committee who attended online meetings throughout 2021
- Tipperary Town Task Force (survey of youth needs) – members met to discuss this survey and helped with the promotion of same to other young people.







- Tipperary ETB – two members sit on the Youth Committee
- New Jigsaw service in Thurles – Comhairle members in Thurles met with staff from Jigsaw to explore the local needs and discuss the findings from Comhairle survey in the county.

We also had a zoom meeting with Martin Browne TD who invited us to chat about our work in 2021. Consultations were held at national level with local members from our Comhairle engaging with

- Sports Ireland
- Youth Advisory committee for Youth Climate Assembly
- Irish Aid consultations
- Rural Youth Assembly where we got a member Caleb Ryan elected for the next 2yrs
- Future for Europe consultations
- UNCRC consultations
- Dail na Nog consultations & selection of our new national executive member for 2022/23 term

2021 AGM was the 2nd online AGM which we did from Clonmel across the county and were we had 98 young people join us on the day. Election of new members was done by selection zoom after the day as well as co-options in geographical areas. We hope to have a live AGM in 2022.

**Tipperary Comhairle na nÓg**

- **68.59%** felt between a moderate to a great deal of negative impact to being in lockdown
- **43%** said the restrictions were very difficult to deal with
- **44.5%** feel negative about their future plans,
- **33.9%** don't know how to feel about the future with only 6% feeling positive
- **39.2%** didn't connect with young groups/clubs during lockdown

@TIPPCOMHAIRLE ON ALL PLATFORMS



**Tipperary Comhairle na nÓg**

- **66.6%** couldn't avail of mental health services or support during lockdown
- **78.9%** are not confident about employment or opportunities in the future
- **92.9%** feel that decision makers should consult with young people post Covid-19.

It is important to note we didn't ask about Education as other surveys were being circulated, however, we received a number of concerns on how young people have negative feelings towards the future and are worried about education and future opportunities.

@TIPPCOMHAIRLE ON ALL PLATFORMS





## EUROPEAN PROJECTS 2021

Youth Work Ireland Tipperary strives to make ourselves on the best Youth Service in the county. We have since 2009 placed huge effort to expanding our projects across Europe. In that time, we have run a number of successful European projects these included bilateral KA1 Youth Exchanges to Sweden in 2011, Greece in 2015, 2018 & 2019, Italy in 2015 & 2019, Croatia in 2016. Along with these project we have held KA1 European Seminars throughout the last number of years. In 2014 we held the Work Winner Seminar along with Learning to Fly funded by Leargas, in 2017 we held a seminar for Volunteering today, Gaming Conference and also Integration and Migration. In 2018 we held a Games Design Seminar. In 2016 we commenced a KA2 project around gaming with partners from Ireland, Greece and the UK. We currently in 2021/2022 have a KA2 project underway with our partners in Greece, Ireland and Italy. This snap shot shows our commitment to European Programming and its standing at a national level among policy makers and youth work professionals.



2021 was strange year for YWIT European Youth Work as many projects had to be postponed due to Covid19 and travel restrictions, however that didn't stop us and we had many achievements throughout the year including:

*Follow us on social media to keep up to date Facebook & Instagram @YWIT\_learningtofly*



### Project Highlights

We were delighted to be able to send three of our wonderful volunteers Roisin Ryan – The Base Youth Club Thurles, Eleanor Kinane & Marie Kinane – Lattin Cullen Junior Youth Club off to Austria to participate in a Youth Worker Mobility named “Humour is Serious Business”.

Application submitted and approved for Youth Exchange with our Rural Outreach Project Youth Exchange ‘High Five’.

Staff member William Dunne attended the Platform Network in Luxembourg.

Staff member Karen Fahey began the Level 8 Certificate in European Project Management in Maynooth University with Leargas Ireland.

The kick off meeting for KA2 took place in November.

Funding allocated for Sexual Health and Consent Seminar with Leargas Ireland.





## YOUTH EMPLOYMENT INITIATIVE, TIPPERARY TOWN



22 young people engaged with the YEI in 2021. The project 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. Participants engaged in a broad range of training opportunities such as Barbering Skills training, Social Farming, Security Practices, Health and Safety Training as well as Driving Lessons. There was a great deal of progression from the project, with participants

advancing to further education and training with VTOS in Sports and Recreation and Business, ETB courses in Pre-apprenticeship skills, Dry-lining and Construction Grounds-work and Animal Grooming in W.I.T. A number of young people also progressed into employment, one young person undertook a WPEP placement with a veterinary clinic. One young person was offered full-time employment in a local pharmacy upon completion of a WPEP. A number of young people started jobs in local retail outlets and in the service industry.







## WALLERS LOT - TRAVELLER YOUTH PROJECT

The Wallers Lot project works with young Travellers and their families in Cashel, with a particular focus on families living in the Wallers Lot Halting site. The key aim of the project is to encourage and support young travellers in terms of their attitudes to themselves, school and the wider community. We provide this programme in a coherent, open and professional manner, and place young travellers at its core. The project has a particular focus on potential early school leavers and provides homework clubs and Literacy supports to address this issue. It also runs various social and personal development programs that will equip young people to make positive decisions in their lives. The Project operates on a Monday and Thursday as well as participating in Regional events and activities on weekends. The project runs a homework club, two junior activity groups,

two senior activity groups, and numerous 1 to 1 pieces of work mainly focussed on literacy support. It is funded through the Túsla CCA program and is run by Catherine Donaghy, a part time youth worker with the support of 1 CE worker Jim o'Neill. In 2021 the project worked with approximately 34 young people and supported 12 families.



### Project Highlights

The project ran a very successful inclusive integrated summer schedule with the junior groups joining together with the Cashel Neighbourhood Youth Project and the senior groups joining with the North Tipp Traveller youth project. Activities included pony trekking, cinema trips, Splash world, Arts & Crafts, Empowerment workshops, pitch & put, go karting and trips to Tramore.

The parents were delighted that their children were given opportunities that they would otherwise not have had. The 1 to 1 support was also highly praised by parents as some of the participants were not doing well in school but had connected with the workers and were showing signs of progress. The project has developed close relationships with the young people and their families and has received very positive feedback. The young people love coming in and the parents are delighted that the young people are happy and have a safe fun place to go.

This project began as a 6 month pilot project in July 2020 and was since extended. It has developed great working relationships with various external agencies such as Wallers Lot Family support worker, Wallers Lot project worker, Tipperary County Council, Juvenile Liaison Officer, Social Services Council and St. Vincent de Paul





## TIPP TOWN YOUTH PROJECT

The Tipp Town Youth Project runs from our building, 17 Bank Place, Tipperary Town. Like everyone else, 2021 was a difficult year for projects. From January to April we conducted much of our sessions online through zoom and keeping in contact with our young people using all available social media platforms. Towards the end of April we all started to venture outside to meet up, using any and all available safe spaces. We visited housing estates, took walks in one of Tipp towns most popular green areas, The Hills. When summer arrived we strived to do much of our work outside as the weather allowed. Throughout Spring and Summer, we were very sporty, meeting up in Astro turf pitch in Canon Hayes Sports Complex, the Three Drives Basketball Courts, Glenview Square Astros Turf and various oth-

er green areas around town. When things got back to "normal" the project were facilitating 12 groups over four days per week, with 15 young people able to access one to one supports. The project supported 76 young people. There were many other one off programme to compliment the regular timetable.



### WE HAD MANY HIGHLIGHTS IN 2021. THE MOST MEMORABLE ARE:

**Peer Education:** Before we started working in person a group of our senior members got together with Cate to put together a SDG workshop. They met over zoom and worked out a plan suitable for our junior members. It was our first session working face to face and we took over The Plan ( a green community space in Tipp town).

**Taking over Spaces:** If covid19 taught us anything it was the fact that there are very few safe spaces for young people to hang out in Tipp Town. To that end our young people decide to take over an abandoned car park (with the owner's permission) and turn it into the own safe hang out space. While converting the space the young people decided to bring the issue of no safe spaces to the attention of the powers that be and got 500+ signatures on a petition. They presented the petition to local councillors and executives in the hope that they will listen to young people and give them the space they need. In October, 15 young people from the project were lucky to work with three professional artists and as they took over another space, this time a vacant shop on main street. They created a cool space where they felt free to express themselves through art.

**Doon Social Farm:** This was a great experience for both our junior and senior members. Many of them loved being one with nature. They had the opportunity to collect eggs, plant vegetables and visit a 100+ year old working glasshouse. Summer Programme: Our summer programme this year focussed very much on being outside. The junior summer camp was hectic with much of our time spent in the sports complex being put through our paces by Danny and Conor.

**Shine a Light on Homelessness:** 15 young people and 4 staff slept out (in our newly acquired outdoor space) to raise awareness around homelessness. This is an issue our members feel passionate about. Bear in mind this was November and it was cold with a capital "C". One young person said *"at the start it was a bit of fun but now I can see how hard this is for someone. It's mad and really so sad to think that people sleep out in this cold every night."*





## THE NORTH TIPP TRAVELLER YOUTH PROJECT

The North Tipp Traveller Youth Project is a part time youth project that works with young travellers aged 10 to 18, in Thurles and Littleton. The project operates Tuesday, Wednesday and Friday as well as participating in Regional events and activities on weekends. The project runs three homework clubs, 3 senior activity groups, a sixth class group as well as occasional one to one sessions as required. The core aim of the North Tipp Traveller Youth Project is the social, personal and educational development of young people through participation in social and personal education programs that increase their awareness of issues that affect their everyday lives. This allows young people to have a greater capacity to make positive informed choices that will enhance their physical, emotional and mental health. The provision of homework clubs and educational supports are key in addressing the issue of early school leaving. The project also provides opportunities for young people to engage in activities during school holidays such as the Easter and Summer Activity programs. The project worked with approximately 60 young people in 2021. The project was run by Catherine Donaghy, a part time youth worker with the support of 1 CE worker- Helena Spiakowska and 2 volunteers- Aggie Maloney and Paud Gleeson.







## Project Highlights

- The project has had another busy year- despite Covid-19 restrictions for the first four months. (The first 4 months groups were conducted online) During lock down the project supported young people and families through weekly check ins and through the provision of food hampers and activity packs until the project could meet the young people face to face in May.
- The young people had the opportunity to engage in a wide range of activities such as arts program- textiles, model animation, ceramics and circus training skills, positive body image program, healthy minds program, CYPSC young peoples survey, fashion program, cultural awareness session, cooking sessions, Time to Move Week, SNAP mental health awareness program, Seasonal arts & Crafts, Steam program, SDG workshops and personal safety workshops such as Halloween safety and stranger danger.
- A key achievement for the project was its involvement in an awareness campaign. Members of the project participated in the social media campaign " Lets get real about..." in promoting awareness about important issues affecting young people such as mental health, homelessness and Traveller culture. Members also took part in the "Whats the photo story campaign". This piece of work focussed on young peoples lived reality due to their ethnicity. The senior girls told their stories openly and honestly and these stories were recorded in the programs education resource pack as a finished product.



## YOUTH INFORMATION

In 2021 Youth Information/Eurodesk (YWIT) adapted to work remotely and as part of a national Chatlive service were able to answer queries despite lockdowns etc. This service allows youth to access information professionals daily from 4-8pm and in the first 8months answered 2016 queries. [www.youthworktipperary.ie/chat](http://www.youthworktipperary.ie/chat). Top themes/ issues in Youth Information in Tipperary are in the categories – 1st Education (financial supports outside of SUSI seem to be an issue for students), 2nd Employment rights and covid payments , 3rd Travel abroad and travel during gap year. We continued to support young people to access and gain information to help them make positive life choices from CAO & Susi applications and CV's in these uncertain times. Three student council training days took place in 2021 with 49 students in total trained up.

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 young people of the possibilities for travel. We adapted our EU quiz and ran it through zoom. Time to Move campaign activities – 51 young people took part in live events.

A Highlight for the project in 2021 was the engagement young people had with Chat Live in a time when young people needed the additional information and support. Sometimes young people just needed a chat about how they were coping with the covid crisis and its fallout as well as the normal queries and stresses young people have. The Chat service had 3546 queries in total throughout 2021. The 2nd highlight was getting back to meeting young people in person and reopening our offices.







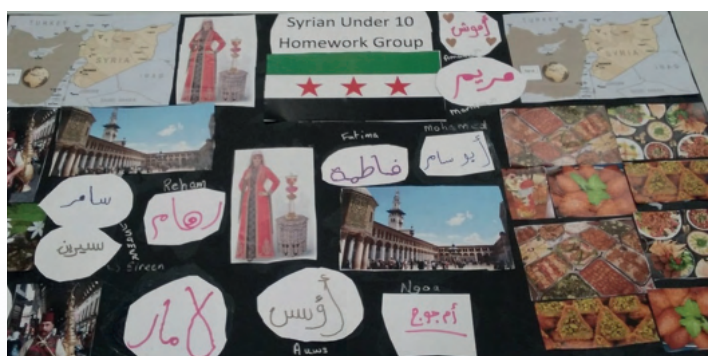
## SYRIAN HOMEWORK CLUB

The Young people returned in July 2021 to a fun filled summer camp where they participated in horse riding and outdoor fun and games. They also learned how to make a vegetable garden and about thinking about how they could improve their planet.

The Under 10 group participating in the STEAM workshop, they made scribble bots and an air suspension machine. This gave the young people the opportunity to be digitally creative and to develop new skills. They had a great sense of achievement when the item they made worked for them. The young people also participated in creating a picture board, highlighting their culture with pictures of Syrian Food and traditional clothes. With help from the two Syrian workers, they wrote all their names in Arabic and the storyboard was then presented for their parents to see. The group loved doing arts and crafts so at Halloween they wanted to make decorations to decorate the room. They had never played Irish traditional Halloween games and had fun learning new games to play with their own families.

The Syrian Ladies had six lessons of Zumba, which they enjoyed together as a group.

In September a 1:1 took place with a 6th year student with grinds in Math and Chemistry for preparation for her Leaving cert exam.







## MID TIPPERARY DRUGS INITIATIVE

The Mid Tipp Drugs Initiative is a community based project funded by the HSE and administered by Youth Work Ireland Tipperary. The aim of the Project is to create a positive community response to substance misuse by working with individuals, their families and communities in a person centred, holistic and respectful manner.

The start of 2021 saw the project working remotely again for a period of time. However, during this time, a lot of support was required with the substance misuse team in Clonmel to do Methadone deliveries for clients unable to attend due to covid or other illness. We continued to support clients remotely and then we gradually transitioned back into face to face work on a full time bases over the summer period. Drop in clinics were held in our own

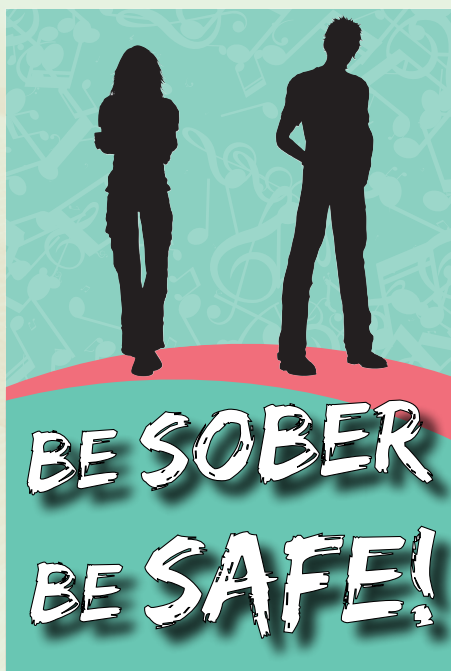
venues and also in places such as local hostels that were supporting some of our homeless clients. The project supported 22 clients on an individual basis throughout the year, 4 clients were supported to attend training in the ETB and one client was supported into employment.

The community addiction studies programme was ran towards the end of the year in 2021 with reduced numbers due to covid 19 restrictions with 10 participating signing up to the programme that ran in Cashel town this year.

The project also continued to support the running of the annual Be Sober Be Safe campaign 2021. We also ran some information sessions and group work pieces with youth projects and other community groups.

### ACTIVITIES RAN IN 2021:

- One to one support
- Brief Intervention
- Methadone drops
- Family support
- Referral service
- Information talks
- Drop in clinics
- Group work
- Harm reduction
- Youth work
- Community Addiction studies







## MORE FAMILY SUPPORT PROJECT

The MORE Family Support Project is a Tusla funded community based support service for parents, families, young people and individuals who require support if experiencing difficulties in coping with particular issues and challenges affecting their lives. It is a private and confidential free support service that operates out of the Youth Work Ireland Tipperary premises in the Old Court House, Bank Street in Templemore. The project responds to referrals made by agencies such as the Social Work Department, Gardaí, Schools and also by individuals and families who wish to self-refer. Our service is delivered in the form of one to one and group work with young people, parents and individuals. In addition, we provide a range of community groups and classes with funding through the ETB as well as parenting programmes, talks & workshops on various topics. Our interagency approach, including the use of Meitheals, ensures our service users are receiving a wrap-around person centred service.

By summer 2021 our adult groups were revved up and rearing to go after a long and arduous covid-19 spell. To overcome restrictions our Men's group decided to embark on the outdoor activity of both making and decorating wooden planter boxes from scratch. Equally to allow our families and young people to engage we embarked on a summer of

out-door activities such as our 'Walk & Talk' in the park and our kids Outdoor Summer Art Workshops. More amusingly our young people got baking and creating outdoors in our 'Templemore Bake Off' with a blind taste testing and prize for the tastiest cupcakes. We supported 10 young people in a one to one capacity and 15 families engaged with the project for specific support. We also co-facilitated the 12-week TLC kidz programme in conjunction with Barnardo's. As the year trotted along and our lives became more 'normal' our ladies Arts & Craft group got busy with their paint brushes and crafty hands. They completed a 6 week mixed media art class with amazing results and if that weren't enough they then got stuck in and produced some beautiful wreaths just in time for Christmas. By this stage the men's group embraced an 8-week long wood carving course with outstanding results. On completion, after chipping away laboriously for 8 weeks they all went home with beautiful wooden carvings of their chosen woodland animal. After all this activity it was then time to relax a little with our now nearly resident yoga teacher Sanyam! The men's group and Templemore's active retirement group settled in to a 6-week long chair yoga course. It was a time of gentle exercise and reflection after a period of isolation and challenges.







## Life Outside the School Box

Free Parent Peer Support Group for parents of children of any age experiencing anxiety around school issues



**When:** Thursday, March 3<sup>rd</sup>, 7.30pm  
**Where:** Youth Work Ireland Tipperary, Old Courthouse, Bank St, Templemore  
 For further info contact Mary Geoghegan Family Support Worker 087 2642203







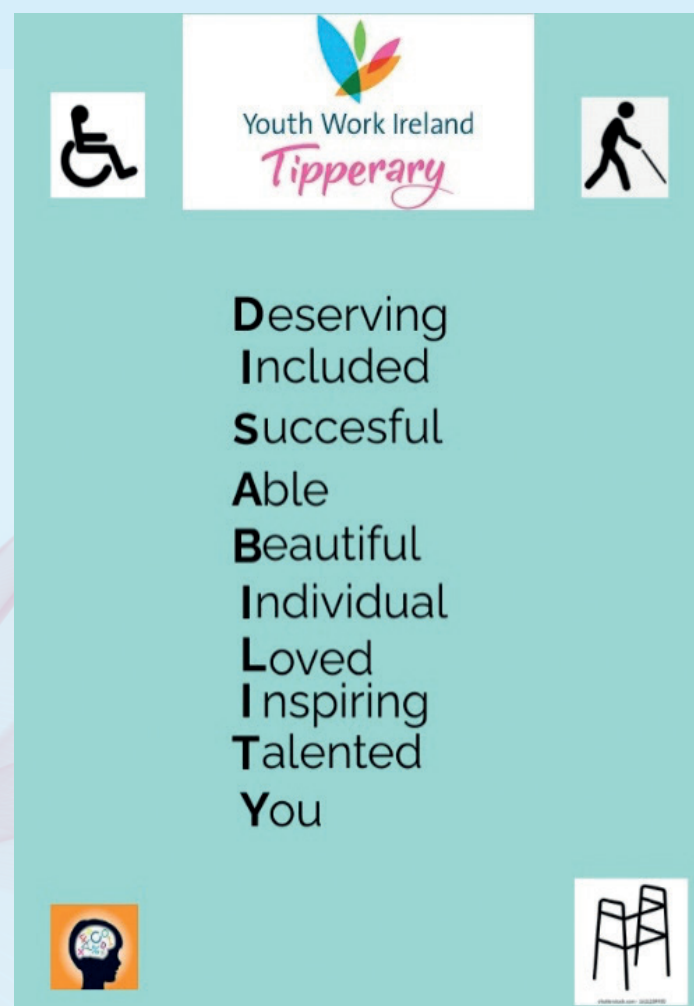
## ABILITY PROGRAMME



for organisations working with young people with disabilities, in preparation for the possibility of hosting a conference in Tipperary. Two representatives of the Ability Base Club also had the opportunity to travel to a training event called "Humour is a Serious Business" in Austria for the week.

September saw the beginning of our new "Ability Work Winner" programme. The focus was on transferring relevant participants from The Ability Programme to the new project and creating awareness about the project with relevant services. The Ability Work Winner programme works with young people aged between 16 – 25 years old that have a disability.

Novice forklift training, first aid responder training and manual handling took place and a number of participants started their driver theory tests and progressed to driving lessons to enable them to get their driving licence which in turn gets young people more independent and helps them gain more confidence and increases their ability to access training and jobs outside of their locality.



The Ability Programme works with young people aged between 15 - 29 years old and who have; a learning disability, physical disability, diagnosed disability or hidden disability and are interested in getting support around training, education or employment. We help to find suitable education, training and employment. It also encourages them to take part in community life. The central approach to the project is placing the young person at the centre of all decision making about themselves, their life and their choice.

The programme saw a number of our young people gain employment, ranging from 5-40 hours. The Base Youth Club which runs every Wednesday in our Thurles building is growing every week with more young people attending all the time. Ability staff also attended a European online networking event



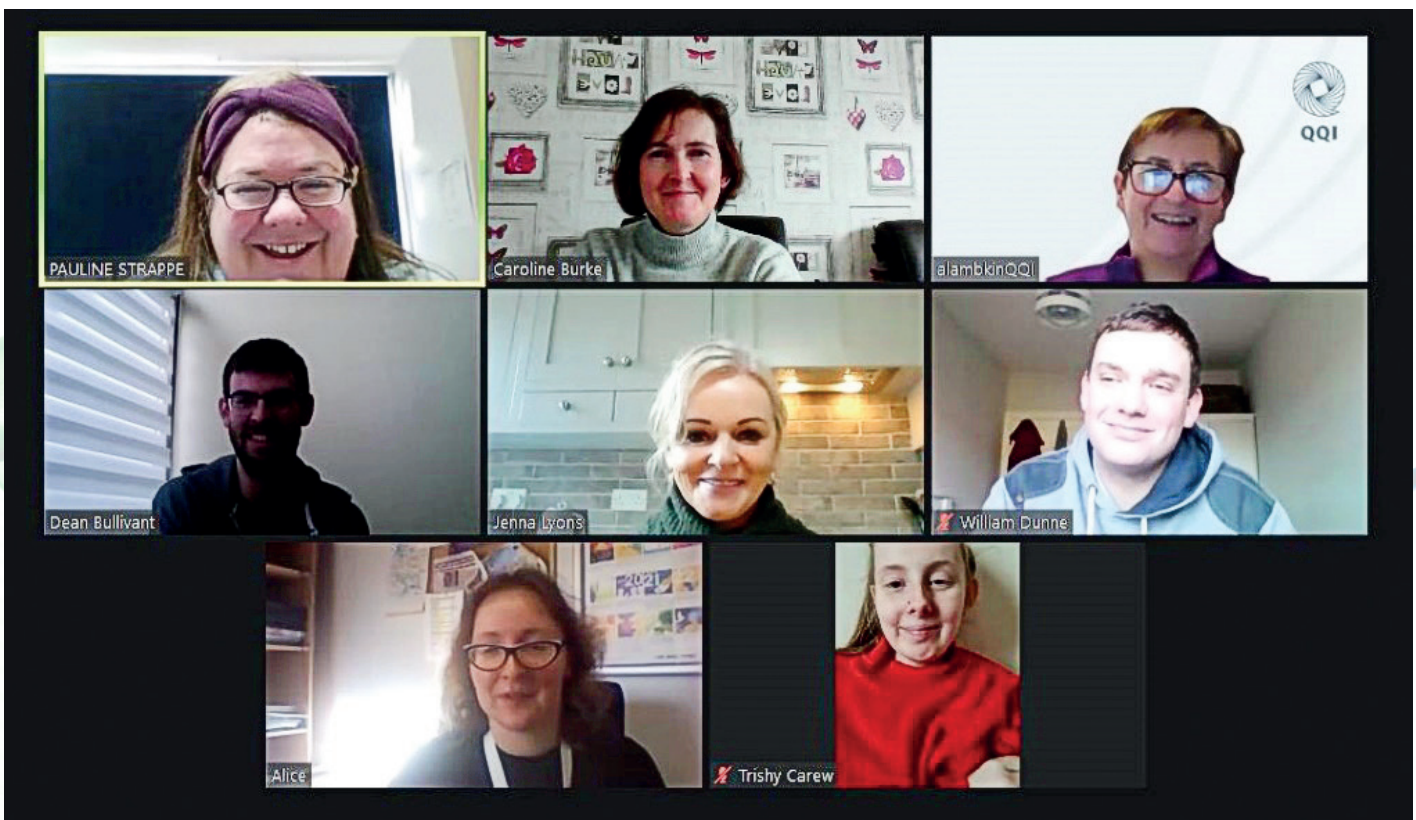


## COMMUNITY EMPLOYMENT

The extensive focus on participant progression along with the nature of the work, impact positively to participants availing of opportunities to re-enter the work force or further education. In particular, participants gain in group work skills, communication skills, and social skills all of which are transferable to other employment opportunities. Participants further gained administrative skills, the ability to plan and evaluate activities, and the ability to work in partnership with adult volunteers and other organisations.

Training was high on the list of spotlights that took place during the year for the Community Employment Scheme. This year, due to Covid 19 restrictions yet again, it meant that the majority of training had to go online. One piece of intensive online training which two of the participant's and the CE Supervisor took part in was a Level 8 Course in Digital Creativity in Youth Work, which was accredited by Maynooth University, in partnership with Kinia. This was a yearlong course and provided the learners with the skills to co-create and design a digital learning strategy that is relevant to the environment of YWI Tipperary, by incorporating the voice of both youth workers and young people. We learnt how to embed digital fluency into our youth projects and across the wider service, whilst implementing a dig-

ital learning plan within the organisation. Learners also developed an increased awareness into blended learning approaches and how creative applications within a youth work setting, will enhance our work going forward.







## RESETTLEMENT PROJECT

The Irish Refugee Protection Programme (IRPP) was established by Government Decision on 10 September 2015 as a direct response to the humanitarian crisis that developed in Southern Europe as a consequence of mass migration from areas of conflict in the Middle East and Africa.

Under the IRPP the Resettlement Programmes for Refugees in numerous counties across Ireland are implemented by local councils and various community/development agencies.

In the case of this Syrian Resettlement Programme YWIT was the implementing partner for the programme in Tipperary.

YWIT is the first Youth Organisation in the country to be chosen as the implementing partner for a resettlement programme. The programme is due to finish in February 2022 and it has been an extraordinary journey and experience for the organisation as well as the participants.

On completion of this project we will have resettled a total of 45 families and 226 individuals into communities in Tipperary.

The Syrian communities will continue to engage with YWITs projects long after this programme has gone. The entire experience has left an indelible mark.



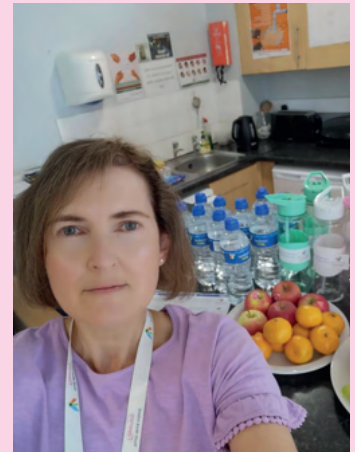
A TOTAL NUMBER OF 45 FAMILIES 226 INDIVIDUALS RESETTLED			
Age cohorts by area			
Clonmel	Nenagh	Tipperary Town	Templemore
16 families	12 families	12 families	5 families
+25 yrs : 23	+25 yrs : 16	+25 yrs : 21	+25 yrs : 10
18-24 yrs : 10	18-24 yrs : 8	18-24 yrs : 9	18-24 yrs : 1
13-17 yrs : 6	13-17 yrs : 4	13-17 yrs : 10	13-17 yrs : 5
10-12 yrs : 8	10-12 yrs : 5	10-12 yrs : 5	10-12 yrs : 3
5-9 yrs : 9	5-9 yrs : 14	5-9 yrs : 7	5-9 yrs : 7
0-4 yrs : 10	0-4 yrs : 12	0-4 yrs : 6	0-4 yrs : 4
+3 newborns	+7 newborns	+2 newborns	+1 newborns
Total individuals 69	Total individuals 66	Total individuals 60	Total individuals 31





## STAFF STEPS CHALLENGE

In June 2021, as part of a Health & Wellbeing in the Workplace course with LIT, Caroline, our CE Supervisor, was required to conduct a 21-day workplace intervention and decided to get staff involved in a steps challenge. The whole ethos behind her intervention was to 'get staff moving' and promote health and wellbeing in the workplace. Staff were required to walk every day, with the goal being to increase their physical fitness levels and also to reach a certain number of steps as a team, if possible. This distance of 406.9km / 508,750 steps was based on the area under which Youth Work Ireland Tipperary operate from; so from Nenagh in the North to Carrick on Suir in the South, with places such as Cashel, Littleton, and Cahir in between. Along with the fitness aspect of the steps challenge, the Badge Craft application was also utilised. This is an online tool where you can carry out different set tasks and share your photos online as proof of completion. Staff signed up to this application and completed a number of different activities, which catered for the wellbeing aspect of the intervention. This included getting staff to drink more water, eat more fruit and vegetables, enjoy some me time or take a picture of themselves walking with family, friends or pets, etc. In total 32 members of the management and staff team took part, and everyone was feeling very positive after the experience!







## THE OUTSTANDING LGBTI+ ALLIES PROJECT

The OutStanding LGBTI+ Allies Project had a busy 2021. The project supported 42 young people who identified as Lesbian, Gay, Bisexual, Transgender throughout the year. As well as starting new LGBTI+ groups in Tipp Town, Thurles and Templemore, with the funding from Healthy Ireland the project was able to fund county wide meet ups. This involved hiring a bus and picking up young people from around the county, heading to a central point to hang out for a couple of hours and then back home on the bus. This happened twice monthly as funding and covid19 restrictions allowed. Many of the young people who engage in the OutStanding project live in isolated areas of the county with little or no transport to where centres are situated. Some the standout moments for 2021 were:

**THE SOURCE PRIDE EVENT:** On the 23rd July groups gathered from around the county to celebrate Pride. We all took part in some Pride workshops, were treated to some lovely food and enjoyed live music. It was a brilliant day where young people had the opportunity to express what Pride means to them. There was also plenty of time to just hang out and chill.

**JUICE BOX PODCAST:** The Tipperary OutStanding group recorded their first episode of a new podcast titled "Juice Box". The episode was an introductory piece aimed at introducing people to the LGBTI+ language, explaining pronouns and why they are so important to the community.

**CHRISTMAS CRACKERS:** To finish 2021 the group got together with young people from Roscrea, Nenagh and Waterford to celebrate a great year. The event was hosted in Crokes Athletic Club in Thurles and was attended by 46 young people. It was a great night filled with fun and the opportunity for young people to meet up with like-minded young people and hang out in a safe environment.







## THURLES YOUTH PROJECT



Thurles Youth Project has experienced both a number of challenges and opportunities throughout 2021 however overall it was a busy and successful year. Due to Covid 19 the Thurles Youth Project worked online from January to June, staff completed quizzes, movie nights, baking and games online, however this only catered for a certain cohort of young people as not all had access to stable internet and laptops/computers, the young people who slipped through the cracks of online work were contacted through phone calls and texts to ensure lines of communication remained open. Both staff and young people were excited to be back face to face during the summer for outdoor work. Staff worked hard and completed detached work to make sure their visibility was seen within the community again as numbers had decreased due to the lockdown. Staff engaged young people in many positive pro-social activities to support both their mental and physical health such as sports, arts and crafts, games, horse riding, and engaged young people in positive conversations about issues arising for them especially as Covid and the lockdown had taken its toll on many young people and their families and lives. The summer finished with an amalgamated trip for both juniors and seniors in Thurles and Templemore to Tayto Park in Co. Meath.

The hard work staff put in throughout the summer allowed relationships to be built and to engage new and existing young people in the project for the upcoming academic year. From September groups started to become more consistent and engagement was strong with the Thurles Youth Project,

at this point many young people started to talk more openly about any issues they were facing as relationships had been rebuilt and trust was very strong. Some of the issues Thurles Youth Project had to face with young people included mental health, substance misuse, sexuality and identity, bullying, family circumstances, friend's dynamics changing, consent, struggles within education or employment, struggles with literacy and healthy relationships, to name a few, staff offered very consistent group time slots to support the young people and also 1-2-1 support for those who required this. Staff linked in with many interagencies within the Thurles area to keep lines of communication strong and links for referrals and also used local amenities when providing extra-curricular activities. Thurles Youth Project focused on keeping groups at a max of 12 to ensure quality work is being completed with the young people. This allowed for prosocial behaviour and positive peer interactions to be encouraged. Thurles has continued to engage a wide variety of young people and has continued to promote diversity within the project. Staff also engaged young people in a go karting trip and shopping, a mini night watch and cinema trips and ended the year on an extreme high with Christmas dinners for all young people engaging, this was very enjoyable and very positive for both staff and young people. Thurles has moved from strength to strength with more young people engaging weekly. Staff hope to continue this hard work into 2022.





## TEMPLEMORE YOUTH PROJECT

Templemore Youth Project operates from the Old Courthouse, Bank Street, Templemore. It targets young people aged between 10 and 24 years.

In 2021 the project opened five days per week, facilitating approximately 14 groups per week, including: Junior Mixed, Autism & Dyspraxia Group, Junior and Senior Study, LGBT+ Group, Youth Reach, two Older Boys Groups, Young Seniors, Senior Traveller Group, Senior Mixed, Little Mix Group, Syrian Mixed Group, Junior Girls, Lunchtime Drop in, and some detached work along with one to one supports during the year.

Due to Covid restrictions it was only possible for groups to meet online for the first part of the year. Groups that engaged online were Little Mix,

Autism & Dyspraxia, Senior Mixed, LGBT+ and Young Seniors.

Activities offered to young people online included: Zumba, Circus Skills, a Magic Show, Glocal Game Changers, Cooking Skills, and joint sessions with Seniors from Thurles Youth Project. One to one supports were also offered online.

Following the lifting of restrictions groups were able to meet face to face again and enjoyed activities such as: Outdoor Group Sessions, Glocal Activities, an Art Project, Gardening, Dancing, Music Sessions, Tayto Park in the Summer, a Halloween Party, a Mini-Nightwatch, Photostory 2, and Christmas Dinners.



### PROJECT HIGHLIGHTS:

In relation to the online activities provided, the Cooking and the Circus Skills were the highlights for the young people. The cooking sessions for example, gave the young people the opportunity to enjoy a hands-on activity while learning new skills, building up their confidence, having a laugh with their friends, and enjoy the taste of a homemade meal. Besides, the Chef tailored the menus for future college students who were going to face cooking by themselves for the first time in their lives. This programme resulted in a trip to Tipp Town over the summer where the young people got to meet Loic, the Chef, see his kitchen, and experience his cooking!

The Templemore Youth Project's representation grew greatly across various committees and groups over the year of 2021. Some young people continued to actively participate in the organisational Junior Board of Management, three young people were elected onto Comhairle Na Nog, three young people took part in the Trocaire Game Changers project, some young people got involved in the Photostory 2 Project, and a number of young people signed up to a European exchange to Italy.

Another highlight for the Templemore Youth Project was its location. A great variety of outdoor activities are easily accessible from Templemore. This allowed the youth project to offer a diverse summer programme to all young people, despite the Covid situation. The young people got to enjoy pitch & putt, hiking in nature, horse-riding, and archery.





## FETHARD & KILLENAULE YOUTH PROJECT

As a result of the Covid 19 Pandemic the year of 2021 continued to bring with it many challenges for the Fethard and Killenaule Youth Project, and changed the way youth work was delivered. Nevertheless, this is not to underestimate the amount of quality youth work interventions that took place throughout this time. During Covid young people engaged in a games design workshop online. Youth Workers delivered a 4 week Transition Programme in Killenaule and Fethard. This was really beneficial as it enhanced relationships and connections with the Youth Project during a time where young people felt very isolated and disconnected.

The Programme focused on preparing young people for the transition from Primary School to Secondary School.

It highlighted and explored challenges and opportunities they may face. Additionally, some young people participated in a six-week Soccer Programme, Facilitated by Youth Workers and a qualified FAI Coach. Other workshops took place in Kickboxing, Barbering, Animation, Stop Motion and Driver Theory.

Youth work interventions took place in the form of 1:1 support and group work where youth were supported in the following areas: education, exam and employment support, Relationships and Sexual Health, Resilience and Mental Wellbeing, Family Support, Parenting Support, Substance Misuse and Peer Relations. Furthermore, during 2021 a lot of advocacy work took place. Youth work staff liaised with the following relevant agencies to make this happen; local schools and training centres, school's completion workers, Barnardos, TUSLA, Community Mothers, ETB, Millennium Resource Centre and Gardaí.

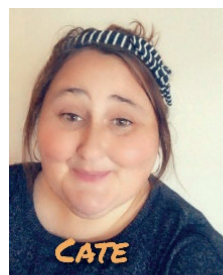




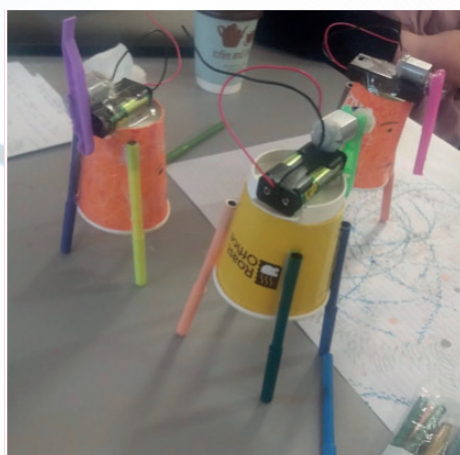


## RURAL OUTREACH

The Rural Outreach Project supports volunteer-led youth clubs in rural areas across Co. Tipperary and East Limerick. The project is a two worker project with one full time staff and one part time staff. Typical youth clubs are Junior and Senior Youth Clubs that operate at different times and days across our region in the community by volunteers. A junior club is for those in primary school aged 10+ and senior club is 1st year upwards. Clubs affiliated annually, take out club insurance and are provided with a calendar of events, training and activities. They also receive ongoing support from the Rural Outreach team around the day-to-day running of clubs ranging from Club Visits, Funding and finance support, vetting and training, administration and the delivery of a variety of programmes to meet the needs of there clubs. The Rural Outreach Team also support special interest clubs focusing on supporting those with mild-moderate disabilities and new community clubs. Club development is an ongoing piece to the role of the outreach team with new clubs, recruitment and publication of resources to support the establishment and running of clubs to ensure transparency and good governance.



*Borrisokane Youth Club enjoy circus skills with Cloughjordan circus club, day trip to Lough Derg and a taster session at Comhairle na nOg.*



*Stem packs and projects for clubs both online and in person*

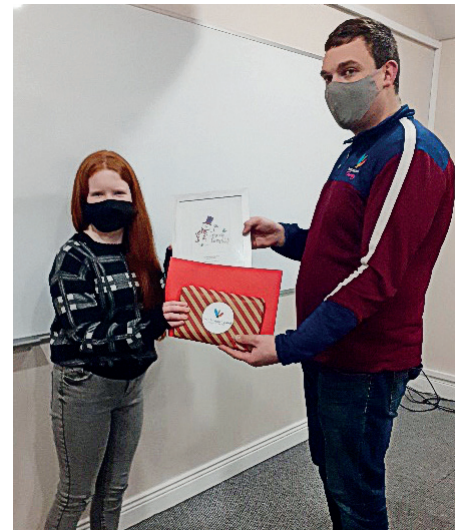




Volunteer Appreciation Dinners 2021



Winners in Youth Work Irelands design a Christmas card competition



**Youth Club**

**ZOOM ONLINE EVENTS**

"LETS DANCE" ZUMBA WITH FIT FUSION WITH CHRISTINE	5TH MARCH
"ROCKET YOGA" WITH SHELLEY	12TH MARCH
YWIIT RURAL BINGO IS BACK	19TH MARCH
FROM BEAN TO CHOCOLATE BAR QUIZ NIGHT	26TH APRIL

BOOK WITH BRONWYN 086-0663777

## A USER GUIDE TO ZOOM



For



Devised by Tipperary ETE - Lifelong Learning Department in conjunction with Youth Work Ireland - Tipperary



Clonmore hold a registration night and reopen

## Target Group:

Young people, aged 10 – 24 years in rural areas across Co. Tipperary and East Limerick. Young people wishing to join will need to complete a registration form. Volunteers supporting the running of clubs need to be 18 years and upwards and are required to complete volunteer induction training, child protection training and also undertake Garda vetting. Young people are also encouraged to take on Junior Leadership roles as they age up through their club.

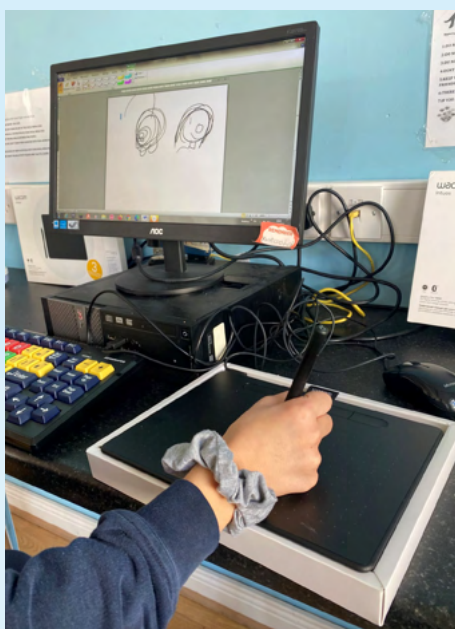




## CASHEL YOUTH AND FAMILY SUPPORT PROJECT

This project offers group work, one to one work and family support to young people aged 10-24 years of age in Cashel and the surrounding area. A variety of groups run on a weekly basis and a drop in is ran once a week. The project offers one to one supports in relation to issues such as school, future career, family issues, mental health, driver theory, etc. Group work offers a variety of informal education programmes based around the needs of the groups. The start of 2021 saw the introduction of a new Youth and family support worker to the Cashel project and despite starting work during tight covid restrictions the worker engaged young people

online for the first few months of the years and as the summer drew nearer the project started to re-introduce some outside group work activities. The summer saw a jam packed programme for young people to engage in and by the end of summer all groups were starting to return. By the end of 2021 we had groups back in full swing and were working indoors. Young people enjoyed the variety of programmes available during the Halloween which included workshops, discos, trips, etc. and we finished up for Christmas with all groups getting into the spirit of things with games, activities, events with a Christmas theme. We look forward to plans for 2022.







### PROJECT HIGHLIGHTS:

For the Cashel youth project, it was the young people's continuous engagement in the project despite all of the interruptions of staff changes and covid restrictions.

In 2021 having the young people return to a face to face programme at the start of the summer after months of being online was a huge highlight for us and allowed us to explore activities in an outdoor setting which all the young people enjoyed.

Halloween saw the young people creating characters for the window projections that were displayed on the youth project windows over the Halloween period which received very positive feedback from the town. The young people were very proud of their work and the fact that it was on display for people outside of the project to see.







## YOUTH DIVERSION PROJECT

As with other projects in the organization 2021 were directly affected by restrictions due to Covid 19 and in particular with the first quarter of the year. The project worked hard to maintain contact with virtually all of its participants during this time through phone calls and activities using online means. One to one work, home visits and family support increased dramatically with project workers making a conscious effort to increase this throughout lockdown. This was done through home visits and having young people come in on set days and

times for one to ones. This has aided project workers in increasing the quality of one to one work that is delivered to the young people on the project and built on the relationships between project workers and the families overall.

The amount of group work increased once restrictions allowed with the project organising outdoor events where young people could come together in small numbers and to ensure that they were keeping active. Some of these activities included Soccer, Tennis, Basketball and circuit training.



### PROJECT HIGHLIGHTS:

The TAR Project also co-ordinated a project that received a Garda Youth Award which its young people took part in in 2020. This project looked to increase the young people's civic pride and they collaborated with various other projects to achieve this. The other project involved were The Ability project, Youth Project, Youth Employment Project and the Re-settlement Project.

The project views the relationship between the young people and the Guards as one that is important to the ongoing success of the project. Workers always look for ways in which to break down barriers between them and commenced and completed a project in 2021.

The small group of young people came up with questions that they would like to ask members of AGS and interviewed 4 members of AGS and allowed these to also ask them questions about their lives. This was a very successful project for both the young people that took part and also the Guards. The project changed the type of conversation that the young people may normally have with AGS. It also allowed a change in power to between them allowing the young people to ask questions which is something that they would not normally do. It was a very worthwhile project and one that will hopefully be emulated again in the future.









## GLOCAL 2021

Over the 12 months of 2021, the Glocal project focused on engaging young people across the organisation in connecting them with the local and global influences that impact their lives and those of their communities. This was achieved by using development education methodologies to support young people to have an increased awareness and deeper understanding of key issues, both locally and globally, in relation to justice, equality and inclusion. In connecting the issues with the UN Sustainable Development Goals it also provided the young people with a platform for action. The 300+ young people engaged, 70+ staff and volunteers from the Youth Work Ireland Tipperary

team engaged with the Glocal project across various initiative such as youth worker training, SDG related activities for young people, Youth Lead SDG related game design workshops, Youth lead Development Education events and the two-week Youth Led YWIT Social Media Campaign called Cop On to Climate Change in November 2021. The key highlight of the 2021 was the focus on development of a Global Youth Work Roadmap which integrated across the whole organisation having been informed by theory and developed from experience and backed was by our key stakeholders the Young People, the Youth Workers, Volunteers, Staff and Board of Directors.







## ROMA HEALTH PROJECT

Roma experience significant inequalities and marginalization in Ireland and across the EU due to their exclusion from mainstream society. A Roma Health Project is a dedicated initiative to tackle Roma health inequalities. It is based on a dual approach to Roma health, involving targeted initiatives and mainstreaming activities. Such a dual approach ensures there is no danger of segregation, while enhancing access to, participation in, and outcomes from health and other services available to the general public.

We started our task of setting up such a project in early 2021, in the middle of the Covid Pandemic. This was an onerous task - Roma were not engaged in our youth work service or most other services in the County and we understood they were a hard to reach group. At the inception of the project the number of Roma identified by the HSE stood at 37, by December 2021, 158 Roma people were identified in Co. Tipperary with 78 people actively engaged in receiving supports and information, 45 Roma people were supported in accessing



medical cards, GP's and additional health services. All of this was made possible by working to a common shared set of values, being clear and focused in our work approach, reaching out and proactively linking with the Roma Community. The dedication and commitment of the Project Worker, the Lead Group and the Steering Group, all of whom we are working in partnership to improve the health of Roma in Tipperary.

## YOUTH OUTREACH & FAMILY SUPPORT PROJECT

The start of the year saw us having to still make adaptations to our work due to covid 19 restrictions but by the summer of 2021 we were back to our normal way of working. The project engaged young people through appointments in the substance misuse service on the grounds of St. Luke's hospital and also through outreach work in Cashel and Tipperary Town for clients with transport issues. We provide a safe, warm, welcoming space for young people so that they feel comfortable when engaging in the

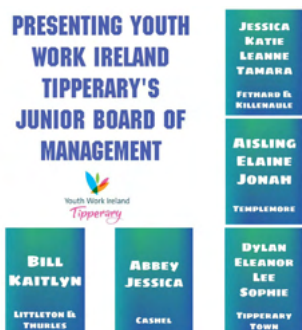
project. It is important for us to use tactile items and symbolism when trying to engage the young people as this has proven to be very successful as often lots of paperwork can be a trigger to young people to disengage. With the use of these type of tools we are enabling young people to make sense of 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 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 2021 the JBOM particularly focused on their work around raising awareness of Climate Change, Climate Justice and SDG 13 Climate Action. The Junior Board lead on designing and running YWIT third Youth-led Campaign called 'Cop On to Climate Change' in November 2021. The Cop On to Climate Change campaign was planned to highlight the

reality of climate change and to create a call to action while the 26th UN Climate Change Conference of the Parties (COP26) was happening in Glasgow. The campaign included daily posts across YWIT social media channels, in person workshop with over 60 young people across various youth projects and clubs. Plus 9 members of the Junior Board travelled to Dublin to take part in the COP 26 Global Day of Action March. Coverage from this campaign included interview with the Virgin Media News team live at the Global Day of Action March, Tipp FM New team and local Tipperary newspapers.

The Junior Board also supported Youth Work Ireland with the launch of their Sustainable Fashion Resource pack, to support youth-led actions for more conscious consumption of fashion by working with 'We The People Media Company' for the launch photoshoot plus speaking with journalists for both radio and newspaper coverage locally and nationally about Fast Fashion highlight harmful impacts on the planet, Climate Justice and Climate Action.





## 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 €1,834,051 (2020 - €1,666,019) of grants from government and other co-funders, €11,764 (2020 - €11,150) from rents & charges, €3,729 (2020 - €3,625) from training incomes, €6,742 (2020 - €8,214) from Fundraising, €13,230 (2020 - €17,637) Maternity/Illness benefit, €11,779 (2020 - €0), Insurance Claim and €63 (2020 - €70) from deposit interest.

### EXPENDITURE

Total expenditure amounted to €1,874,920 (2020 - €1,765,819). This includes depreciation of €26,767 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 authorised by the Board.

### FINANCIAL RESULTS

At the end of the financial year the company has assets of €1,128,458 (2020 - €1,057,341) and liabilities of €455,986 (2020 - €391,307). The net assets of the company have increased by (€33,205)

### 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.

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### 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 developed a strategic plan, which will allow for the diversification of funding and activities. 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. Reputational 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.

### 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 28th April, 2022 and signed on its behalf by

Carmel O'Dwyer  
Chairperson

Sheila McCarthy  
Treasurer





# HEALTH PROMOTION 2021

PROJECT	EVIDENCE	AREA OF HEALTH
Tipp YP	Outdoor group work & activities Getting real project with JBOM Peer project – sleep out for social justice	Social , Physical health Social skills/health , Social health Physical health
LGBTQ*	Outstanding Youth Group for LGBTQ & allies.	Sexual health, Emotional & Social 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. SDG workshop	Emotional Physical
Junior BOM	Cop on to climate change project- peer project	Planetary health Social & Emotional health
Thurles YP	Healthy cooking . Horse Riding & soccer	Physical
RURAL	Online quizzes, bingo and activities. Growing project . Child protection & leadership training Cooking masterclasses Activity Badges online during lockdown	Emotional & Social Planetary health Physical health Physical & Emotional health
Cashel YP	Wellness workshop	Emotional
Family Support Templemore	Interagency links for Family support and Walk & Talk program	All areas of health
Tipp CNN	Positive Relationships Poster & Mental health work (Bookmarker) in Thurles BADGE CRAFT PROJECT FOR MENTAL HEALTH AND EVENT FOR WORLD MENTAL HEALTH IN TEMPLEMORE PARK 10/10/21	Social & Emotional/mental health PEER PROJECT FOR MH with Tipp Comhairle
Youth Info	Committee skills training (CNN). CV & job seeking (weekly jobs flyer) Europass CV Cyber safety workshop. Info Chat national service figures for engagement 2021	Social Emotional/social
Templemore YP	Music and song writing workshop Scrape booking. Horse Riding	Emotional Physical/emotional
MTDI	One to one support Addiction studies course in Cashel 2021	Physical /Emotional Community link
TAR project	One to one support. Outdoor activities Bird box activities 2021 Visit to Doon social Farm	Social/Emotional Physical health Planetary health
ORG	Staff workshops. Staff walking for wellness 2021. Mindfulness workshop How are you in the work with NYCI workshop with Louise. Personal Development of Staff AWARENESS & Policies across the region on Covid safety and work (new digital policy & guidelines for remote/zoom work). External supervision policy	Social/Emotional/Physical
Killenaule/ Fethard	Boxing/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) Staff walking for wellness programme (Caroline) Staff doing Digital Youth work with Maynooth 21/22	Social Emotional Emotional/social Physical health Digital health
Strengthening communities	Members of Suicide Prevention committee – South East/Midwest Members of Healthy Tipperary Tipperary CYSPEC subcommittees NorthTipp Mental health week committee Links to Jigsaw Tipperary Committees local/regional & national	
HP Committee	Meetings. Updated membership of committee Plans for 2021 renewal and new plan for HP in line with new Strategic plan	





# STAFF

<b>TIPPERARY, 17 BANK PLACE, TIPPERARY TOWN. PHONE: (062) 52604 FAX: (062) 33406</b>	
Pauline Cummins Strappe	CNN & Youth Info / Mind, Body & Soul
Moirá Merrigan	Tipperary YEI
Claire Turner	TAR
Paul Darcy	TAR
Lisa McGrath	Tipp YP/ Belong2 / LGBT
Tjasia Bracik	Tipp YP/ FK YP
Andrea O'Regan	Ability Project
Donal Kelly	CEO
Stephanie O Callaghan	Tipperary Resettlement Project / More Family Support
Nade Briek	Tipperary Resettlement Project
Radwan Abouhajar	Tipperary Resettlement Project
Mohammad Ghozlan	Tipperary Resettlement Project
Salah Haddad	Tipperary Resettlement Project
<b>OLD COURT HOUSE, MAIN STREET, TEMPLEMORE, CO. TIPPERARY. PHONE: (0504) 56641 FAX: (0504) 32336</b>	
Dearbhla Hall	Templemore Thurles YP
Sara Leahy	More Family Support Project
Mary Geoghegan	More Family Support Project
Lindsay Cleary	Tipperary Resettlement Project
Fayiz Alsani	Tipperary Resettlement Project
Lucie Clement	Templemore Thurles YP
<b>CROKE STREET, THURLES, CO. TIPPERARY. PHONE: (0504) 23426, FAX: (0504) 23854</b>	
Caroline Burke	CE Supervisor
Josephine Shortt	Finance Dept. Manager
Laura Ryan	Finance
June Stapleton	Finance Dept
William Dunne	Rural Outreach / Info
Tommy Dorney	Ability Project
Bronwyn April	Student Enterprise Programme
<b>FCA BUILDING, SLIEVENAMAN ROAD, THURLES, CO. TIPPERARY PHONE: (0504) 57016</b>	
Catherine Donaghy	CCA/NTTYP
Dearbhla Hall	Thurles Templemore YP
Johnny Kavanagh	Thurles Templemore YP
Siobhan Maher	Syrian Homework Club
Amy O'Donoghue	Thurles YP
<b>HOGAN SQUARE, CASHEL, CO. TIPPERARY. PHONE: (062) 62824</b>	
Carmel O'Neill	Youth Outreach & Family Support Project (Substance Misuse)
Shauna Gleeson	Cashel NYP
Catherine Doyle	MTDI
Shane Burke	MTDI
<b>KILLENAULE, ETB BUILDING, MAIN STREET, KILLENAULE, CO. TIPPERARY PHONE: (052) 9157699</b>	
<b>FETHARD, MAIN STREET, FETHARD, CO. TIPPERARY PHONE: (052) 6131615</b>	
Karen Fahey	FKYP
Jane Hayes	FKYP
Cate O Connor	Rural/ Glocal/ Youth Participation
<b>SUPPORT STAFF CE / TUS/ RSS STAFF</b>	
Chloe Quinn	Tipp Yp
Danielle Bullivant	Tipp Yp
Dean Bullivan	Youth Info Tipp
Patricia Carew	Youth Info Tipp
Maeliosa Doherty	Youth Info Tipp
Dave Maher	Youth Info Tipp
James O'Neill	Cashel Nyp
Sandra Griffin	Cashel Nyp
Michelle Lock	F&K Yp
Aoife Maher	F&K Yp
Anthony Esmonde	Admin. Support Thurles
Catherine McGrath	Youth Info Thurles
Alice Mulcaire	Youth Info Thurles
Sarah Cooke	Youth Info Thurles
Philomena O'Meara	Youth Info Thurles
Mary Kate Moore	Thurles Yp
Helena Spiakowska	North Tipp Traveller Yp
Johanna St. John	Rural / Glocal
Callum Feehan	More Fsp
Margaret Kavanagh	Templemore Yp
Henry Gavin	Templemore 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.



Youth Work Ireland  
*Tipperary*

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

