

ANNUAL REPORT

2022



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

I am thrilled to have this opportunity to present the highlights of yet another prosperous year within organisation.

As the Chairperson, it fills me with pride to reflect on our accomplishments over the past 12 months and take the time to realise the potential of the next 12 and beyond.

One of our most significant achievements was the revival of our international youth exchange programs, despite the challenges posed by the ongoing pandemic.

We auspiciously orchestrated six youth exchanges, offering our young people invaluable experiences for personal growth.

Additionally, we initiated the "Creative Places" project, which brings the arts into the heart of Tipperary Town.

This community-based arts program enriches our cultural fabric and empowers our young artists. I want to extend sincere gratitude to our stakeholders, partners, and funders for their unwavering support during these challenging times.

To our dedicated staff, volunteers, and participants, your patience and creativity have been invaluable. I'd like to acknowledge the leadership of, Donal Kelly, Clare Turner, Catherine Doyle, and Josephine Shortt, as well as our ever supportive Board.

As we look ahead to the coming year, we remain committed to empowering young people and making a positive impact in our community.

Challenges like rising energy costs and the housing crisis only strengthen our resolve.

In conclusion, it has been another unprecedented, phenomenal year for the organisation and we should all be proud of our progress and even further potential. With your continued support and the passion of our incredible team, Youth Work Ireland Tipperary will continue to be a beacon of hope and opportunity for our youth.

Thank you for being part of our exciting journey.

Warm regards,

Carmel O'Dwyer

Carmel O'Dwyer

Carmel O'Dwyer

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 (Resigned 2022)

Sheila McCarthy- Treasurer

(Registered 15 June 2022)

Ashling Sheehan Boyle

(Registered 13 October 2022)

Fergus Moriarty

Vivienne O Connor - Treasurer

Carmel O'Dwyer- Chairperson

James Blake

Marie Prior (Registered 13 October 2022)

Christine Ryan

Diane Maher (Appointed 16 February 2022)

Ciaran Kennedy

Danielle Gayson (Appointed 16 February 2022)

CEO

Donal Kelly

Secretary

Josephine Shortt

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

We have a voluntary board of directors made up 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, we endeavor to have 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 organization and to ensure that youth participation is a key element of our work. Members are active members of some element of Tipperary Regional Youth Services, representing the projects and youth clubs. Appointments 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.

Governance

The Board Youth Work Ireland Tipperary met 6 times in 2022. 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



COMPANY DETAILS CONTINUED

Finance, Audit, General Purpose and Risk Committee

The FAGPR Subcommittee upholds a number of key roles including keeping the financial management of Youth Work Ireland Tipperary under review and monitoring risk and governance. The FAGPR consists of the Chair of the Board, the Treasurer of the Board, one other board member (who acts as Chair of the committee) with the CEO and Financial Manager in attendance. The FAGPR met 6 times in 2022 and meets monthly before the board meeting and at other times as required.

MEMBERSHIP 2022

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

HR & SAFEGUARDING COMMITTEE

In 2022 the HR and Safeguarding Committee met 3 times, normally after the monthly meeting.

MEMBERSHIP 2022

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

Project Development Committee:

This subcommittee met twice in 2022 with new remit for Dan Breen House development and base Youth Club.

MEMBERSHIP:

- Josh Blake
- Carmel O Dwyer
- Diane Maher
- Sheila McCarthy





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 2022 the Resettlement project came to a conclusion with families referred to relevant services where continued support was required. We had the introduction of the Roma Health project as a part time pilot project which became a

full time project by the end of 2021 due to the hard work of the project worker. This project continues to go from strength to strength in 2022 with an

added project, The Roma Health and accommodation project being added to the organisation. We saw in 2022 the continuation of the specific inclusion projects that ran in 2021 such as the traveller specific youth project, the Ability project, Syrian homework Project, the LGBT outstanding group and the resettlement project with all of our Projects having inclusion and equality at their heart along with 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 a separate Safeguarding Risk Assessment was developed.

FINANCE KEY RISKS:

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

Plans for mitigating these risks centre around continuing to work with funders to monitor funding and requirements, and future plans. YWI Tipperary also continually applies for additional funding particularly around programmes and new funding streams that are relevant to the needs of our young people. We have strict financial management reporting procedures to the Board of YWI Tipperary and follow an annual budget and cash flow forecast. We are also working with funders to ensure that funding is released to us in a timely manner. YWIT worked closely with staff, funders and the Board throughout 2022 to ensure issues around funding were resolved.

COMPLIANCE KEY RISKS:

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



COMPANY DETAILS CONTINUED

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. All of these are made available to all staff and 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 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 basis 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 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.

GOVERNANCE KEY RISKS:

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

YWI Tipperary comply with the Governance Code as well as individual funder requirements. YWI Tipperary have fully committed to SORP. Policies and procedures are continually reviewed and updated and communicated to staff and board.



COMPANY DETAILS CONTINUED

EXTERNAL KEY RISKS:

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

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.

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 2022 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 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.



THINKING OF STUDYING IN ANOTHER EU COUNTRY?

Guest Speaker: GAY FOUCH
BALLYKISTEEN HOTEL
7PM SHARP
26TH OCT
2022

live your dream.

BOOK IN ADVANCE WITH YOUTH INFORMATION
E-MAIL: PAULINE.STRAPPE@YOUTHWORKTIPPERARY.IE
CALL: 062 - 52604

Teach for the Stars!

NEVER GIVE UP

TIME TO MOVE

EUROPEAN YEAR OF YOUTH

YOUTH WORK IRELAND TIPPERARY



Garda Rodion Bessonov

TIPPERARY TOWN STATION

WHAT DO YOU DO IN YOUR SPARE TIME?

"In my spare time I like outdoor stuff so swimming, running, kayaking, boats and that kind of thing. I have a Martial Arts background. I did Tae-kwon-do for a long time, kickboxing, MMA, Muay Thai so I try keep up with that. But there is so much going on some times some weeks that you won't get in any training and other weeks you might get a bit."

WHY DO/DON'T YOU CARRY A GUN?

"I actually have a really big background in firearms. I have courses done. I've rifles, pistols and that so I do actually have a background in firearms. Don't have one on the job, don't think Tipp town needs members to carry guns. There is not alot in regards to serious crime going on. Now there are a small amount of members that do have that and I think that that is more than enough"

Did you fall out with friends when you became a gard?

"So through college you kind of loose a lot of old friends and friends from college are all around the world now so I have a small knit community of friends and they don't mind me being a 'Gard'. They are all themselves involved as either HSE workers, Civil Defence, things like that so we are all in the same grouping really"

Why do you stop young people on the street?

"I don't have much experience stopping young people but the State gave us powers to proactively look for crime and not always reactionary. Unfortunately yes, I understand, young people might take offence to that, its not nice but its more of an annoyance than us targeting young people"

Do you stereotype young people?

"I don't stereotype and I'd hate to think if I do. A lot of young people take offence when Guards show up and say 'lads will ye move on', but you have to remember its sometimes not what ye are doing it's what is happening beside you or down the road from you or who knows what is going on so we definitely don't feel that we stereotype"

VIYJS Irish Youth Justice Service

European Union European Social Fund Investing in jobs and skills

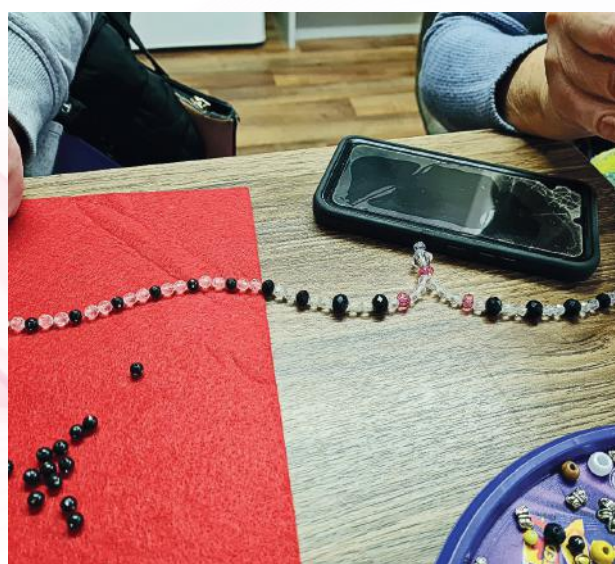
Youth Work Ireland Tipperary

Garda Síochána



PROJECTS 2022

FUNDER NAME	ADMINISTERING BODY	TYPE OF PROJECT	NAME OF 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 Youth Information Centre
	Tipperary Co. Co.	Comhairle na nÓg	Tipperary Comhairle na nÓg
TUSLA	TUSLA	Family Support Project	More Family Support Project
		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	Mind, Body and Soul





GOLD FOR YOUTH WORK IRELAND TIPPERARY



World health day on 7th April 2022 was a very exciting day in YWIT as they were presented with a new plaque for their health promotion work. This is the 3rd renewal of the Gold Standard award by National Youth Council of Ireland in recognition of work over the past 3 years (2018-2020) in the area of health with young people across Tipperary.

The presentation was held in Croke St, Thurles appropriately on World health day. The award is based on the dimensions of health i.e. Social, sexual, mental/emotional, spiritual, physical and planetary. There are 12 criterion of assessment from HP policies, Role of the HP committee, Youth Health strategy, Youth Participation, Peer health promotion initiatives by young people, Organisation Health policies, Training plans in the area of health for staff, volunteers and management, Models of good practice, Inter agency collaboration & community links, promoting equality & inclusion, workplace health & safety, Safeguarding and child protection.

The event was kicked off by our MC for the evening Jack Ryan (member of Youth Mental health subgroup in Thurles) by asking Kevin to let us know about the renewal he had just assessed. Kevin O Driscoll of NYCI praised the HP Committee for their work in driving the HP agenda and supporting work being done within YWIT. He commented on how having a HP committee of dedicated volunteers including young people to support Pauline as the Health promoter was very admirable and quite unique. He also says the evidence folders were full of great initiatives and good practice in the area of Health Promotion.

Kevin then presented the new Gold Award plaque

to Joanne with a fist pump. Joanne McCormack (Chairperson of the HP Committee) said it was great to be part of this very active committee even during Covid when they met online. She feels HP is really important to keep in focus as health impacts every one and promoting good health habits and supports is vital to people taking care of themselves. On a personal level working in Hospice care it gives a balance and is very rewarding to be involved in this side of health and wellbeing.

Viv O' Connor (BOM rep) spoke of how she was delighted to be on this committee on behalf of the board and how she felt Health is part of everything and she feels that having HP as an integral part of work is beneficial to all young people and communities we work with.

Kaitlyn Ryan (young person & chair of the Mental health subgroup in Thurles) spoke about the virtual wellness badges they created last year during covid to give young people a chance to do tasks towards their wellbeing on their phones which might create good habits for their mental health going forward e.g. going for a walk or keeping a journal. Kaitlyn then relaunched the badges so that more young people can use the code to access them and take part in 2022.

Caroline Burke (CE supervisor) spoke of how staff wellness has become part of the work culture and reminding staff to mind themselves so that they can create good health habits in the work. Last year's staff wellness challenge was very positive and allowed staff & volunteers to connect in teams and take part even in the covid times.

Aishling Sheehan Boyle (ongoing Chairperson of



BOM) spoke of how over the years she has seen how having HP ingrained in our youth work and being advocates for youth health has impacts both within the community and at interagency level, ultimately bringing new services and funding opportunities for youth health into our area. She complimented the HP committee on their commitment to this area of our work and wished them well for the next cycle. Final few words were from Pauline Strappe (Health promoter on staff team) she thanked the volunteer committee who are such a support to this work and a great sounding board for new ideas. All staff have health promotion work as part of their overall work plan but its great to have a dedicated group with this as their key focus.

Jack finished the formal side of the event with an invitation to have some Cake to celebrate. Youth work Ireland Tipperary through its interagency work and core values have Youth Health as a priority

within its work with young people in Tipperary. On the night we highlighted some work of the past few years including our work during Covid which included moving to Digital youth work and engagement with young people on line which included new policies on digital health and wellbeing and supporting young people on zoom and online platforms.

The award accredits us for the next new 3-year cycle for health promotion which has already begun and gives us an opportunity to plan the HP work in a focused way, we see this work as something that can be developed future in the future as we react to the needs of young people and young adults in Tipperary and support the staff and volunteers working with them. The HP committee are excited to work on a new HP plan for the next few years and are planning a meeting in May.





COMHAIRLE NA NÓG · YOUNG VOICE – LOCAL ISSUES

As always, we at Comhairle na nÓg spent time working closely with adult decision makers, and this continued in 2022 as we got back to normal working.

- Tipperary County Council invited the Nenagh members to meet with the full management team and in the very first meeting of its kind Kaitlyn, Natasha and Eve had amazing access to this group to discuss linkage by young people to all elements of council planning and policy going forward.
- Tipperary Mental Health Committee – links continued with this group and Comhairle attended events and engaged in social media around positive mental health. This event was postponed due to bad weather.
- Children & Young People Services Committee Tipperary – we continued to have a member and our Coordinator on this committee was involved in consultations around the new CYPSC plan.
- 3 members sit on the Health Promotion Committee of Youth Work Ireland Tipperary and were involved in the work to get the gold award, renewed in 2022.
- Tipperary ETB – two members sit on the Youth Committee.
- Our national executive member Jack Ryan got back to attending meetings in Person.
- Kaitlyn Kennedy attended a Seanad Eireann event in Dublin and Caleb Ryan attended meetings as our delegate to the Rural Youth Assembly.
- A piece of research on “Stakeholders Engagement” was completed by former member Bridin Murphy, on behalf of Tipperary Comhairle. This research highlighted the great links we have with decision making agencies in Tipperary and improvements that need to happen with elected politicians, especially those at national level.



HIGHLIGHTS 2022

A significant highlight in 2022 was our in-person AGM, which was held in the newly named TUS campus, in Thurles (formally LIT). The day had a great atmosphere with a party mirror and live workshops from the Glocal project and Health promotion NYCI on “The Importance of Youth Health”. Both workshops reminded youth of their rights in terms of health and wellbeing, in the world we live. The Dean of the college Seamus Hoyne was on hand to welcome the delegates and then after lunch elections were held for new members. All in all, it was great to be back live and mixing delegates from all around the county and we look forward to doing it again next year.



YOUTH EMPLOYMENT INITIATIVE, TIPPERARY TOWN



Throughout 2022, the YEI supported 20 primary participants in terms of supports and progression to training and employment. The Project also assisted a further 26 young people, providing advice and information on a range of areas relevant to this cohort.

- 9 young people secured employment in a range of areas including the service industry, a local food production factory and in the healthcare sector.
- 11 young people moved on to full time education/ training in Healthcare, Sports and Recreation, Business, Construction and Beauty (use of capitals ??)
- 13 young people benefitted from short term training opportunities in Animal Care, Safe Pass, Manual Handling, Working at a Height, Abrasive Wheels, Administration Skills.
- 3 young people were supported to do their Driver Theory Test
- 2 young people accessed driving lessons through the Project
- 2 young people participated in the Community Mural Project
- 3 young people availed of counselling sessions
- 5 young people supported through links to family support projects and activities

Housing and homelessness were key issues this year, with 15 young people accessing supports in this area through the Project. They were supported with information around tenancy rights and responsibilities, accessing social housing supports and communicating with services. The project worker plays an active role in advocacy through the Housing Policy Committee through the County Council.



ERASMUS + PROJECTS 2022

Back in February 2022 Karen Hallinan was in the full throes of Cert in European Project Management. During this time, she was also organising a KA2, multi-partner European Exchange. The first leg of the project was a Chef & Youth Worker Training Course which was held over two days in Ballymacarbry. Chef's and youth workers from Ireland, Greece and Italy attended and designed a programme for the Summer Exchange Programme. The theme of the project was around sustainable foods and encouraging people to source locally grown foods. The group visited Cloughjordan Eco Village and spoke to workers there around their policies and best practice.

The programme was structured so that a group of YWIT young people would travel to Italy to explore sustainable foods and cooking in their culture and another group would fly to Greece to explore same there. The project would then finish with a food fair here in Tipperary.

In April 16 young people and 4 staff set off to Naples, where they had a ball. They took part in team building activities, shared culture and of course were treated to great local Italian food!

In June a different 14 young people landed in Florina, Greece. Again, it was an amazing experience for both youth workers and young people. The group visited a bear sanctuary, which had a huge impact on them. They also got to experience some beautiful food and Florina's infamous red pepper!



In July, a third group of young people also travelled to Florina in Greece. These young people represented youth clubs in the county and the title of this exchange was High 5 – 5 Ways to Wellbeing! The programme was built around sharing ways that both Greeks and Irish people look after their mental health and wellbeing.

August 15th saw the return leg of the High 5 Project where, 15 Greek young people and leaders travelled to Ireland to explore Tipperary, our culture, food and the ways we look after our physical and mental health.

Later in August our Greek and Italian friends returned to Tipperary to host a food fair in Tipperary Town. Local families and friends were invited on both nights to experience both Greek and Italian food and both nights were a roaring success.

Our final exchange of 2022 took place in Thurles, in September. We welcomed participants from Greece, Italy, Estonia and Lithuania. The participants looked at how we can ensure that people with disabilities have access to employment opportunities.

So, as you can all see, 2022 was a very busy year for YWIT in relation to European YouthExchangesand Seminars.

We hope to be as busy in 2023!





TIPP TOWN YOUTH PROJECT

The Tipperary Town Youth Project runs from our building, 17 Bank Place, Tipperary Town. 2022 was a very busy year for the Project as it was the first year since Covid that we have been able to resume all the activities and programmes we would have run in previous years. This year, from January to March, we worked on getting all our groups back up and running properly and planning for the year ahead. It was brilliant to see so many of our young people coming back and new young people coming through our doors and engaging with us after a tough two years of restrictions and reduced numbers. We took part in a European Exchange Project which involved two youth exchanges. One group travelled to Italy in April and the other to Greece in June of this year. The exchange focussed on sustainable cooking and using locally sourced products in that

cooking. These trips were a huge success and all the young people gained valuable experiences and engaged with other young people from Italy and Greece as well as making new friends from different projects around the county. After these two youth exchanges we went straight into planning for our LGBT Pride Week. This was a fantastic week with our LGBT young people who planned a "Pride Space Launch" on the 8th of July in our youth building. Straight after this we went into our summer programme. This was one of the busiest summers, we've had in the Youth Project. The programme included our junior summer camp and senior summer programme which featured a lot of outdoor sports and activities, finishing up with our senior annual trip. In 2022, the Tipperary Town Youth Project engaged 94 young people and had 3489 contacts.



WE HAD MANY HIGHLIGHTS IN 2022.

The most memorable are:

- **2022 Youth Exchanges**

12 young people from across our youth groups were involved in this exchange programme. They travelled to Italy and Greece to discuss sustainable foods and using food products grown locally in meals they prepare. It was an amazing opportunity for our young people as many of them had never travelled outside the country before.

- **LGBT Pride Week**

Our LGBTI+ youth group hosted Tipperary Town's first Pride event this year. They worked really hard and created a very memorable event. They worked with young people from around the county and two local artists on the exhibition and community event in the Plan.

- **Junior Summer Camp**

15 young people took part in our Annual Junior Summer Camp. It was a very busy and hot week. It was fantastic weather and the young people had great fun getting out in the sun every day. The week finished with a trip to Tayto Park.

- **Senior Summer Programme**

Again the weather was amazing. The young people took part in soccer, tennis, boot camp, basketball and lots of other outdoor activities. The senior programme finished with a trip to UL activity centre in Killaloe.





DIGITAL CREATIVITY GRADUATION

Youth Work Ireland Tipperary had a special graduation day with 19 members of staff graduating with a Level 8 Certificate from Maynooth University in Digital Creativity in Youth Settings. The certificate is designed for youth workers and educators who wish to develop their skills in the emerging field of digital creativity in youth settings, using technology as a tool to enhance learning activities for young people. The curriculum for the course was surrounded around several different competencies and included Digital Media and Audio production, STEM, Maker and Computer Science, Emerging technologies and Applied Projects amongst others. Due to the COVID pandemic restrictions the programme had to be adapted to an online environment. The programme ran mainly online from March to December 2021 with a final showcase event and graduation held in person on Tuesday the 26th of July 2022.

The course resulted in 19 unique and diverse projects being produced with young people throughout the organisation and were exhibited in the form of posters on the day. Dr Hilary Tierney and Aidan Farrelly presented the certificates in July, with representation from Kinia and South Tipperary Development Company, who all played a pivotal part in ensuring that the course came to fruition.





YOUTH INFORMATION

In 2022 Youth Information was a busy place with outreach to schools and groups back to normal, we had Youth participation talks in Ursuline and CBS Thurles with 136 students in total.

We had an Info stand at Comhairle AGM with 98 secondary students in attendance. We did training days for Student councils in Colaiste Dunlasaigh in Cahir & St Ailbe's in Tipp town, Mock Interviews in Templemore, Classtalks in St. Ailbe's, Our Lady's in Templemore & St Mary's in Newport. We also did workshops on request to youth clubs in Oola, Cappawhite & Lattin and Cashel Youth project.

We continued our work as part of the national Info Chat live service going from strength to strength with young people all across Tipperary and the country using the service.

www.youthworktipperary.ie/chat.

Top 5 Query Topics on the chat as follows:

- 1: Education 24%
- 2: Social Protection 14%
- 3: Life & General 9%
- 4: Sexual Health 8%
- 5: Employment 8%

In the offices we continued to support young people to access and gain information to help them make positive life choices from CAO information & Susi applications to CV's and the new Europass CV to gain employment.

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 we had European Quizzes & time



to move events in Cashel, Tipp town, Cappawhite, Pallasgreen, Lattin & Killenaule with 119 young people & 19 adults involved. We held an event about studying in other EU countries with EUNICAS where options were explored. A member of the Info team in Tipperary also got to travel and do some training as a Youth Ambassador to Barcelona in 2022.

HIGHLIGHT in 2022

YIC Tipp was the Coordinator was chosen to take part in the ERYICA training of Trainers programme which commenced in Sept and involved weekly eLearning and peer work with other trainers across Europe. This course will strengthen the service we have with plans to apply for the European Quality Mark for our Information service in 2023. YIC Coordinator also completed the Special Certificate in Youth Mental health with NUIG as part of our health promotion support work and to aid the increasing numbers of youth that are presenting with queries in relation to stress and anxiety.





SYRIAN EDUCATIONAL SUPPORT GROUP

The Syrian Educational Support Group started back in January 2022 with 4 groups: Under 10 Educational Support, 1st Year Educational Support, Ladies Group and a 1:1 Tutor for young people in 5th and 6th Year. Each group received support with their homework and afterschool activities which provided them with both challenging and enjoyable experiences and gave the young people confidence to complete their homework. When their homework was completed, the young people participated in after school activities such as arts and crafts, baking, playing games and jewellery making. Educational games such as bingo and crosswords were used to help with numerical and literacy skills. The Ladies group were happy to meet with their peers, cook traditional food, and practice their English. The Syrian Ladies Group participated in English grinds to help them to integrate into Irish society and gain confidence when speaking English. Groups returned in September where the Under 10 Group grew in numbers and some of the older young people formed a 10–13-Year-Old Group to get help with homework, as they needed more 1:1 time. The 1st year Group became a Senior Educational Support Group where they had a quiet space to study and get support with their homework. Two young people from 5th and 6th year had grinds in maths and chemistry.



PROJECT HIGHLIGHTS

During the months of July and August a summer camp ran for all the groups to do activities like team building games and athletics. Young people enjoyed doing arts and crafts outdoors and indoors. At the end of the summer programme, there was a family day trip to Foto Wildlife Park arranged. With the assistance of a translator, the families had a guided tour of the park and learned about wildlife. They also enjoyed a picnic in the park with their families. The bus journey home was full of the young people singing English and Arabic songs. They really enjoyed the time spent together with other families from their community and when they returned halal food had been organised for them to take home. The Irish community supported this trip by giving discounts on bus prices and entrance fees to Foto. This trip has encouraged the families to travel other parts of Ireland and visit some of the historic sights nationally. The Ladies Group and their mothers also went on a trip to Limerick to do shopping and went to a Lake where they enjoy a picnic together and time away from their busy lives. This gave the ladies a chance to connect with other women in their community in a fun environment.



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.

2022 saw the Project returning to full face to engage in work with no limiting restrictions during the year. The Project continued to provide most of its supports through one to one support work but saw the introduction of some group-based activities in addition to the introduction of court outreach in Cashel. We also ran some information sessions and group work pieces with youth projects and other community groups. There was a huge increase in referrals from certain agencies such as probation in 2022.

ACTIVITIES RAN IN 2022:

- One to one support
- Brief Interventions
- Family support Referral service
- Information talks
- Drop in clinics
- Group work
- Harm reduction
- Youth work
- Programme delivery
- Outreach Work

PROJECT HIGHLIGHTS

• Woman's group

2022 saw the introduction of a women's group for women attending the OST clinic in Clonmel. This group focused on positive social interactions and was very activities based. There was a total of 5 participants with 3 consistently attending weekly. Activities completed in 2022 by the group included arts and crafts, baking, music, "What's the photo story" where individuals had the opportunity to create their own individual photo story. Towards the end of the year we had some hours with a tutor from the ETB helping the group create some pieces of jewellery.

• Court Outreach

There was also the introduction of the court outreach, in Cashel, which took place twice a month, every month, since its introduction in May. This allowed us to promote the supports the Project can provide and offered some opportunities for brief interventions to take place.

• Youth reach alcohol awareness programme

An alcohol awareness programme was run with Youth Reach in Cappawhite over 6 weeks and finished up with them coming to the youth service as part of their summer programme to look at alcohol and getting home safely. This opportunity saw the use of VR headsets to highlight some of the consequences of drink driving or walking home drunk. The group also created some multimedia pieces as part of their schoolwork, based on the information they received through the Alcohol Awareness Programme.





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 specific 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 in addition to 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.

2022 saw the Project flourish even further in terms of the vast amount of community work done with various groups in our town of Templemore. Coffee mornings were held with the Roma Community; workshops and regular meet ups were arranged with the women from the Syrian Community and several events and trips were organised for the families from the Ukraine. These included outings

to Tramore during the summer and Kilkenny for Christmas shopping as well as an event to mark Independence Day in Ukraine. This was attended by over 40 people in our premises who were treated to Ukrainian music and beautiful traditional food. Additionally, members of the community and of the Active Retirement Group took part in ETB funded classes such as Art in the Park, Mindfulness, Positive Psychology, How to Effectively Use your Smartphone and two separate Chair Yoga classes with 9-15 adults attending each class.

Furthermore, the long-standing Men's Group saw their membership grow with 13 males regularly attending on a weekly basis. They crafted their skills in Woodwork, Horticulture, Art and Ukulele lessons as well as going on a trip to Dublin to Collins Barracks and the EPIC Museum.

Other mentionable activities completed by the Project was the organising of a "Wellbeing Café" to mark Mental Health Awareness Week in conjunction with NTDC with 27 people attending. Also, four Creative Art Therapy Workshops were held for primary school children. Project staff facilitated two separate TLC Kidz Programmes as well as the 14 week Strengthening Families Programme.

In addition to all of that, 21 families and 4 individuals were in receipt of a service throughout 2022.





TESCO COMMUNITY FUND FILMING

The organisation was delighted to be approached by Tesco Community Fund to take part in filming at our centre in Tipperary town. This opportunity was to showcase what we do as a Youth organisation and what it is that the community fund supports. It was a treat for the young people to observe the way in which filming takes place first hand and to be a part of it. They were also delighted to meet Hector o Heochagain who came to meet the young people on the day, play a bit of pool and speak to the workers and the CEO Donal Kelly on "all things Youth Work" and "the Transformative Effect That Youth Work can have on Young People's Lives". The Senior Boys Group cooked some burgers for all the young people and filming crew alike with loads of laughs throughout. It was a day to remember for all who took part and one which will not be forgotten any time soon!





ABILITY PROGRAMME

The Ability Programme works with young people with additional needs, aged between 16 and 25 years old, in Tipperary.

The Ability Programme helps them to improve their skills, to find suitable education, training and employment. The Ability Programme supports the young people to feel more confident and independent in a supportive, bespoke, and individualised programme.

The additional needs our young people have range from learning difficulties like dyslexia and dyspraxia, and mental health needs such as anxiety to depression.



Some have a diagnosis of autism, ADHD, or a physical disability. We help young people to find suitable education, training and employment.

We also encourage 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. As part of an Erasmus+ project we saw five of our young people and one of our Ability staff members travel to Florina in Greece on a European exchange programme. We had our participants attend training on personal development, interview preparation and life skills. Several young people completed manual handling, the Safe Pass Programme and first aid training

with others doing specific courses like voice coaching and forklift training. A lot of young people completed the driver theory programme and practical driving test, which has led to some gaining employment. Overall, this has built their confidence and self-esteem.

The Ability programme hosted an Erasmus+ project in Tipperary called "Employment in Disability Best Practice Across Europe". This opportunity saw several European partners who work with young people with additional needs and employment activation programmes join us, from Greece, Italy, Estonia and Lithuania for a week to discuss and share best practice. This was a great success for YWIT and future European projects to develop.





COMMUNITY EMPLOYMENT

The objective of our Community Employment Scheme is “to provide the participants with the knowledge, skills, and attitudes, which will support their transition to work, whilst nurturing their contribution to the organisation’s work in promoting and providing quality youth work programmes”. Our current CE Scheme has seventeen participants and is administered by Employment Programmes and the Department of Social Protection, in Limerick City. The scheme is dispersed around the county in the towns of Tipperary, Cashel, Thurles, Templemore, Littleton, Fethard and Killenaule, with outreach workshops and training being offered to schools and communities in the region and at remote locations, by our information and outreach staff.

The training and development received by our CE staff in 2022 was comprehensive and varied and reflects the commitment of the organisation to supporting staff as the core resource in our work. Two of our participants graduated from Maynooth University with a Level 8 In Digital Creativity in Youth Work Settings. Two other participants progressed to third level education to pursue Level 8 Hons Degree in Social Care Work with the Technological University of Shannon. Another participant has returned to UCC to study part- time for a Diploma In Youth & Community Work. Other training that took place during the year included:

- Health & Safety
- QQI Level 5 First Aid Response
- Children’s First Child Protection Training
- QQI Level 5 Manual & Computerised Payroll
- Street Art & Photography in Youth Work Settings
- Start Your Own Business



PROJECT HIGHLIGHT

There was a great deal of progression into employment this year from the scheme. Three of our participants that exited the scheme were successful in securing employment internally within Youth Work Ireland Tipperary. They are now employed as Community Youth Workers in Tipperary Youth Project, Thurles Youth Project, and Templemore Youth Project respectively.





NTTYP ANNUAL PROGRESS 2022

The project works to provide youth work services and programmes to young travellers in North Tipperary, particularly in Thurles and Littleton.

Littleton is a rural isolated area with few facilities or services. Thurles has better facilities but they are often cost prohibitive for the young people that we work with. It is funded through the UBU funding stream (over 10's) and the HSE (under 10's) It is an integrated project so it welcomes young people from other communities living in the areas. The ethos of the project is social inclusion, equality and respect for all service users. The project aims to support young travellers to access supports in an integrated and inclusive manner that promotes these values. The project has a particular focus on early school leaving and the provision of educational supports. The project also actively works to challenge negative stereotypes and combat discrimination, both of which the young people have experienced. The project has been in existence for almost 22 years and in that time, has been working with young travellers in the North Tipperary area to provide information on educational supports, personal development supports and generally striving to addressing the general issues facing young travellers and their families. The project has delivered programs such as healthy life choices, personal safety, homework support, personal development, positive mental health, physical exercise & nutrition programs and seasonal activities at Easter, Summer, Halloween and Christmas. The project was run on a part time basis by Catherine Donaghy with the support of assistant youth worker Helena Spiakowska. The project worked with approximately 45 young people and 12 families. It is co funded by the UBU scheme and the HSE. The UBU scheme

funds young people over 10 and the under 10s is funded by the HSE.



PROJECT HIGHLIGHT

TA particular highlight for the project in 2022 was the Littleton senior girl's participation in the development of the "What's the photo story" educational resource pack. The original version of this resource focussed on the journey of the young people from Syria who resettled in Tipperary, while this version focussed on young people from minority groups who engaged in Youth Work Ireland Tipperary. Groups of young people from various projects across Youth Work Ireland Tipperary took part. This was run over a number of months with Youth Work Ireland Tipperary's Glocal worker facilitating the workshops. It involved young people telling their stories through the medium of stories, imagery and creativity. The photos and stories were linked to a human right and/or a SDG that meant something to the young person. Issues addressed included: identity and belonging, diversity and respect, inclusion and exclusion and celebrating cultural diversity. The young people then attended the launch at the Anner hotel bringing with them family members for encouragement and support. Two members showed great courage in standing up and addressing the audience to tell them about their lived experiences. The project is very proud of them! Another highlight was our amazing six week summer schedule where the project linked in with Wallers Lot Traveller youth project.





CREATIVE PLACES TIPPERARY TOWN

The Youth Work Ireland Tipperary team, in Tipperary Town is the lead partner on a new Arts Council initiative aimed at getting more people involved in arts activities. The project has been funded for three years and is being run as part of the larger partnership group, the Tipperary Town Revitalisation Task Force.

The Creative Places project mission is to:

Support and develop artists and creative practitioners to collaborate with those who live and work in Tipperary Town to explore identity, bring vibrancy to the place and high quality arts opportunities to the people.

A project coordinator, Leisa Gray, has been working as part of the YWIT team since November 2022 and is setting up activities and targeted projects involving people of all ages. YWIT is central to plans involving artists collaborating with young people and staff to make new art about the things that matter to them.

Collaborative plans at YWIT Tipperary Town include:

- A resident artist during a 10-week summer programme in 2023
- Staff skill development
- Year of Skills mentoring opportunities for young people with artists
- A resident artist to explore the theme of "Our Spiritual Health"
- Young Curators Programme



Creative Places Tipperary Town
is part of the national Creative Places programme developed and funded by the Arts Council.

PROJECT HIGHLIGHTS

Young people and adults who attend a range of groups in YWIT Tipperary Town made artworks for an exhibition that involved 140+ people in total, including 30 young people from Cappawhite Youth Project. People were invited to create a picture or other artwork on the theme of "Winter Into Spring". The responses were imaginative and showed a great appetite for making things. The exhibition was displayed in a number of shop windows for St. Patrick's Day, including the YWIT window. The YWIT contributions included sculpture, poetry and lots of beautiful pictures.





PRIDE FESTIVAL TIPPERARY TOWN

In Youth Work Ireland Tipperary's (YWIT) fifty-year history this was the first time we hosted a Gay Pride Event. Why now, you might ask. In 2015, Ireland became the first country in the world to change our law by consent, to allow people in same sex relationships have the same marriage rights as their heterosexual peers. This sent out a message to the LGBTI+ community, especially to those young people struggling with their identity, that it's ok to be gay. It's ok to be you. While we patted ourselves on the back for being so open, so diverse, things did not change for many people who identify a LGBTI+.

The Outstanding LGBTI+ Allies youth group, which is based across the county believed that it was time to raise LGBTI+ awareness within their local communities. They felt that more visibility and awareness will lead to a more accepting, under standing and safe space for all young people to live in. Young people from Tipperary Town, Templemore and Thurles got together to plan this amazing event.

The group worked with two artists, Nathalie Elbaba and Andy Spearpoint to turn our office on Main Street into a "Pride Exhibition". The exhibition detailed the fight for LGBTI+ rights from the 1970's to today. The group also designed an art installation called simply "The Closet." The group also developed a "soundscape" that played on a continuous loop.

As well as the exhibition the group hosted a community picnic in the Plan. They were supported by the residents of the area and the Light up the Plan Group. People brought home made food for the



picnic for everyone to share. Finally, at 4pm everyone joined together as a community choir to sing in solidarity. The song chosen was Cyndi Lauper's "True Colours". Shops in the town were approached to fly Pride flags for the weekend of the festival. It was amazing to see the sea of colours on Main Street. A street that you would not previously have found even one flag! We were able to run these events thanks to the Tipperary Arts Office who administered the Tipperary Festivals and Events Grant Scheme 2022. The young people have really enjoyed working with the artists who came on board to support us, again with funding through the Tipperary Arts Office. It was an amazing opportunity to work with professional artists who supported the young people to explore mediums of art they would not normally have the chance to.





THURLES YOUTH PROJECT



Thurles Youth Project operates from the FCA Hall on the Slievenamon Road every Monday, Wednesday and Friday, and from the 4 Estates Community House every Tuesday and Thursday. The Project targets all cohorts of young people from the ages of 10 to 24 years. During the year, the Project engaged over 100 young people within a range of 14 different groups. The Project supports young people through group work, detached work, interagency work and one to one support depending on needs and issues arising. The Project has grown and expanded during the year as Covid rules and regulations came to an ease. Currently operating is an Educational support group in both the FCA Hall and 4 Estates Community House, Junior Boys Group, Junior Girls Group, 4 Estates Junior Mixed Group, 1st Year Group, 2nd Year Group, 3rd Year Group, Senior Mixed Group, Senior Boys Group, Senior Girls Group, LGBTIQ+ Group, NEET'S Group, Lunch Time Drop-In Group and Thurles Community Training College Group. The Project was extremely busy with all the above groups, drop – ins and trips during the breaks. There were many amazing opportunities given to young people that engaged with Thurles Youth Project and staff members also including an exchange to Greece. The Project worked closely with Limerick Institute of Technology to give students amazing opportunities to come on board for their placements and worked so well with their amalgamated project in Templemore. Thurles Youth Project during 2022 had a lead worker, a full-time worker and a part-time worker along with amazing volunteers to help when the project was busy and under pressure. The Thurles Youth Project has gone from strength to strength during the year of 2022 providing a high standard of service to the young people engaging and a great team environment to the staff involved also.

PROJECT HIGHLIGHTS

2022 was an extremely successful year for Thurles Youth Project. The year was filled with amazing opportunities for our young people and staff. The year began slowly with staff working extremely hard to re-engage young people after Covid lockdowns. Staff reached out to local schools to promote the Project during lunch breaks, linked in with agencies to promote referrals and re-establish strong relationships. Staff also carried out a huge amount of street work and detached work. This really helped raise awareness for the Project with our groups becoming larger and busier and new groups being established. There were many amazing trips during the breaks and holidays. Staff linked in with facilitators to provide many interesting workshops such as circus skills, pottery and animation. There was a huge opportunity for four young people and a staff member to travel to Greece on a youth exchange. They experienced different cultures and values with other Greek and Italian young people. It was an amazing opportunity which was thoroughly enjoyed by everyone involved.

The Project received funding from the HSE for young people from the travelling community to engage in upskilling and training for employment opportunities. 12 traveller males completed their Safe Pass, manual handling and forklifting training and four members completed the site dumper course with many members from this target group obtaining employment. There were workshops completed by junior traveller members which promoted education and pro-social opportunities. Thurles Community Training College engaged in a consultation with INOU to explore barriers to employment and why young people find it difficult to gain employment.

The year ended with all members engaging in Christmas dinners with the staff members, students and volunteers. 2022 was a very successful and positive year for Thurles Youth Project, our young people and staff members.





TEMPLEMORE YOUTH PROJECT

The Templemore Youth Project operates from the Old Courthouse, in Templemore, and it targets young people aged between 10 and 24 years old. The Project was opened five days a week in 2022, welcoming 15 groups per week on average, and involving 156 young people overall throughout the year. The groups included: Junior groups (10 to 13yrs) , Senior groups (14 to 17yrs), Study groups, an LGBT+ Group, two Youth Reach groups, an Older Boys Group, a Little Mix Group, a Syrian Mixed Group, a Youth Committee, Dungeons and Dragons groups, and some detached work along with one to one supports during the year. The year 2022 was

the first full year back to experience face-to-face contact since Covid. This gave the Youth Project an opportunity to rebuild larger groups (such as Junior Mixed), drop-ins, and trips away. The young people participated in healthy cooking and baking activities, games, various arts and crafts, consultations regarding trips and programmes, a “Five Ways to Wellbeing” programme, ceramics workshops, gardening sessions, circus skills workshops, Glocal workshops, Photostory 2 workshops, animation sessions, an Indian fashion session, a bucket collection, and for some even an exchange to Italy!



PROJECT HIGHLIGHTS

The Templemore Youth Project enjoyed an excellent year due to the lifting of restrictions, allowing full participation for all young people involved. Senior members got to participate in a Youth Exchange Programme, which saw four young people from the Templemore Youth Project spend a week in Naples, engaging with other youth groups from Italy and Greece. Our Senior Drop-In has provided a wonderful platform for young people to engage, with the group putting forward members for Comhairle na nÓg, the Junior Board of Management, and organising the Project's Youth Committee. The Project also introduced Junior and Senior Dungeons & Dragons groups, which drew great interest, and has seen a fantastic display of creativity, imagination, and teamwork. On a more practical note, the Project also collaborated with three local schools to introduce a 6th Class Transition Programme to assist our junior members with the transition from Primary to Secondary school. We also collaborated with Saint Sheelan's College to support their Youth Reach Programme. This group completed our 'Five Steps to Wellness' and enjoyed a trip Kiltorcan Raceway for an afternoon of go-karting. Most importantly, a full programme of activities and excursions was enjoyed by all, including trips to, Tayto Park, Tramore, Nightmare Realm, Dublin Pride Parade, as well as activities such as, archery, pitch and putt, sports days and other local events. Our year concluded with all our members and staff enjoying Christmas Dinner together.



FETHARD & KILLENAULE YOUTH PROJECT

The Fethard and Killenaule Youth Project is a co-located project between the towns of Fethard and Killenaule. In Killenaule, the Youth Project operates from the ETB Building and in Fethard the Project operates from the Tirry Centre, the Community Hall and more recently the Community House. The Project targets all cohorts of young people from the ages of 10 to 24 years. The Project supports young people through group work, detached work, interagency work and one to one work, depending on needs and issues arising. The Project has grown and expanded during the year as Covid rules and regulations came to an ease. The Killenaule groups that were consistently offered during 2022 include, 6th Class Mixed, 1st Year Girls, 1st Year Boys, 2nd Year Girls, Seniors Group, Lunch Time Drop in and Homework Support Club. In Fethard, there was a 5th Class group, 6th class group, 1st Year group, 14+ Boys group, Senior Boys Group, 18+ group, Junior Drop In and Senior Drop In.

The Project was extremely busy with all the above groups, drop – ins and trips during the breaks. In 2022, The Fethard and Killenaule Youth Project had

a lead worker, two part time workers and a worker from the Community Employment Scheme. Staff also liaised with local organisations such as the Schools Completion Co-ordinators, the Education and Welfare Officer, Tusla, Barnardos, An Garda Síochána and local sports teams and clubs. Young people have reported that they enjoy participating in the Project and have learned a lot from there groups. They continue to engage positively with staff and the Project provides a safe space for learning and personal development for all young people that attend.



PROJECT HIGHLIGHTS

2022 was filled with amazing opportunities for our young people and staff members. The year began slowly with staff working extremely hard to re-engage young people after Covid and numerous lockdowns. This really helped raise awareness for the Project and the work we do and our groups began to become larger and busier with new groups being established.

The addition of a new part time youth worker and a Community Employment Scheme worker meant the Project could operate six days per week and provide additional groups.

There were many amazing trips during the Easter and Summer holidays. Staff linked in with facilitators to provide many amazing workshops such as circus skills, baking skills and mocktail making. Young people had the opportunity to go on trips to Kilkenny Adventure Centre, Clonea Adventures, Activate and Cashel Pitch and Putt and participate in activities such as go karting, bubble soccer and team building.

Young people engaged with a project run transition program for 6th class transitioning into 1st year during the summer. Groups engaged well with workshops on online safety, anti-bullying and mindfulness and meditation. The year ended with a Christmas trip to Winterval for the seniors and a Christmas party for the juniors.

Everyone reported thoroughly enjoying these events. Overall, 2022 was a very busy and exciting year for the Fethard and Killenaule Youth Project, our young people and staff members. The Project saw a huge amount of growth, in young person engagement and this hopes to be continued in 2023.





WALLERS LOT YOUTH PROJECT



This project was set up in July 2020 to address the needs of young Travellers and their families in Cashel with a particular focus on young people living in the Wallers Lot halting site. The project liaised with other services such as Wallers Lot Family support worker, Wallers Lot project worker. St. Vincent de Paul, Primary and secondary schools. It also made referrals of young people to other services such as the Cashel Family support project. The project has worked with approximately 41 young people and their families over the last year. The project ran two senior girl's groups, two junior mixed activity groups, a homework support group (meeting twice weekly,) a young ladies group and also worked with eight young people on an individual basis addressing various issues and providing 1 to 1 literacy support. Some of the programmes

delivered include: personal safety workshops, healthy minds sessions, healthy cooking, positive body image, STEAM workshops, vaping awareness and anti-bullying programs. It also provided various activity trips at Easter, Summer and Christmas. 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 where they feel they not only belong but are wanted and appreciated. The project was run on a part time basis by Catherine Donaghy, supported by two support staff Jim O'Neill and Samantha Reilley. The project worked with approx. 41 young people, 11 families and was funded through Túsla.





PROJECT HIGHLIGHTS

A highlight of the project was a very successful integrated summer schedule for both senior and junior groups. The junior and senior summer schedules were completed with the project working with approximately 37 young people. The junior schedule consisted of a trip to Splash world (In conjunction with the North Tipp Traveller youth project), a cinema trip to Thurles, a swimming trip to Thurles, an Arts & crafts day, a BBQ day and a circus skills sports day (In conjunction with the Cashel Neighbourhood youth project). The senior summer schedule was split in two parts. The young people who were previously receiving 1 to 1 literacy support joined together as a group and availed of activities such as a pool tournament, a BBQ day, a cinema trip, a swimming session, a horse riding trip and a trip to Tayto park. The senior girls and first years joined together and attended the summer program in conjunction with the North Tipp Traveller Youth project. Activities included a trip to Tramore amusement park, a trip to Ul water park in Clare, a trip to Tayto Park in Meath, a trip to Aqua splash in Waterford, a BBQ day and a trip to Dromineer aqua park. Both projects worked very well together and young people formed new friendships while availing of various fun exciting activities. Thank you to Léargas for funding these activities through their European Year of Youth program.





GLOCAL 2022



Over the 12 months of 2022, 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 and 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 2022.

The key highlight of 2022 was the focus on development of a Global Youth Work Roadmap. This was integrated across the whole organisation having been informed by theory, developed from experience and backed by our key stakeholders; the Young People, Youth Workers, Volunteers, Staff and Board of Directors.





PHOTOSTORY LAUNCH



On the 26th of May 2022, in the Anner Hotel, Thurles, we were delighted to launch our "What's the Photostory" - A teaching resource for youth workers. This resource aims to build connections, understanding and empathy between the storyteller and the reader 'and an exhibition of the young people photos and stories.

The Photostory resource includes photos and stories from 22 brave young people engaged in YWIT, from a variety of backgrounds including; Young People living in Direct Provision, Young People from Syrian families resettled in Tipperary through the refugee resettlement programme, Young Irish Travellers and LGBT Young People who are part of YWI's OUTstanding project.

This resource was developed to help unpack issues around identity, inclusion, diversity and equality with a key focus on building connection and encouraging empathy and understanding

between the story tellers (who have faced some form of discrimination during their lifetime) and the audience.

The launch gave us a powerful platform to showcase the young people's work over a six-month period and to have their efforts celebrated by all in attendance. This included the young people's families, friends, Tipperary Town Youth Project, Thurles and Templemore Youth project, North Tipperary Traveller Youth Project, Borrisokane YWIT Youth Club. Representation was also made from key organisations such as Irish Aid, National Youth Council of Ireland (NYCI), Youth Work Ireland, Technological University of Shannon (TUS) campus, in Thurles, HSE and Tipperary Comhairle na nÓg.

Finally, the photostory resource and launch was kindly funded by Irish Aid as part of our Glocal project.





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. 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 young people in primary school aged 10+ and senior club is for young people from first 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 their clubs. The Rural Outreach Team also support special interest clubs, focusing on supporting those with mild to moderate disabilities and new community clubs. Club development is an ongoing role for the Outreach Team with new clubs, recruitment and publication of resources to support their establishment and to ensure good governance. Volunteers supporting the running of clubs must be 18 years and upwards and are required to complete volunteer induction training, child protection training and undertake Garda vetting as part of the recruitment process. Young people are also encouraged to take on Junior Leadership roles as they age up through their club.





PROJECT HIGHLIGHTS

2022 proved to be a busy year for the Rural Outreach Project with clubs re opening and looking to do a range of activities as they were closed for a long period due to Covid 19 restrictions. Workshops that took place throughout the year for clubs were as follows, a Drumming Workshop, Well Being Workshop, European Club Quiz & Circus Skills Workshop. During the Easter period an Easter Egg hunt took place for junior clubs and a Cypher Challenge for senior clubs, with over 100+ young people taking part, along with volunteers. During the summer period a junior trip to Killaloe Adventure Centre and a senior trip to Tayto Park with 50+ young people/volunteers was organised by rural staff. Other notable events that took place in 2022 were First Aid Training for volunteers, Volunteer Appreciation Dinners and Future Leaders Training (FLIP) (for young people interested in becoming junior leaders). The Greece Exchange also took place in 2022 which gave young people from our clubs the opportunity to visit Greece and create memories and new experiences. Additionally, work was carried out to recruit new volunteers, to assist our established clubs with organising trips, finance and grant applications.



CASHEL YOUTH PROJECT & FAMILY SUPPORT PROJECT

Cashel Youth Project offers group work activities to young people aged 10-18 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. Group work offers a variety of informal education programmes based around the needs of the groups. The project offers supports in relation to issues such as education, self-esteem and confidence, life skills, future career, family issues, mental health, driver theory, to name a few of the supports.

2022 was a great year for Cashel Youth Project which saw the numbers of young people grow and their level of engagement increase. During 2022 the youth project was open for 14 hours per week, where we facilitated an average 7 groups, which included a mixed 5th class group, 6th Class Girls' groups, 6th Class Boys' groups, Scoil Chormaic Support Group, 1st Years Group, Mixed Seniors Group and Older Seniors Drop In. Cashel Youth Project had the privilege to work with and support 70 plus young people over the year.



Our highlights included

- The opportunity for the young people to take part in a wide range of activities from teambuilding and communication activities, Lego, STEAM and cooking challenges, DJ, photography and green screen skills workshops, tie dying and fast fashion and SDG related workshop and Fair Trade, Christmas & Christmas, Time to Move and Movies, Cartoon & Characters Quizzes.
- 2 of our seniors were involved in attending Future Leader Training in February and 5 of the seniors were involved in Glocal Leadership Training in October and November 2022. The Seniors then went on to delivered One World Week activities with young people in 5th and 6th Class.
- Thanks to Léargas and European Year of Youth Micro Grants Scheme Cashel Youth Project was able to run a fantastic Wellbeing Summer Programme. The "5 ways to Well-being" activities which focused around Connection, Being Active, Taking Notice, Keep Learning and Giving and the activities included a beach trip, photography challenge, local treasurer hunt challenge, swimming, traditional sport day, splatball and obstacle course fun, in Kilkenny Adventure Centre, Escape Room Challenges, Circus Skills and Photo story workshops, creating "Positivity Rocks" and then we placed them around the town of Cashel.
- Other exciting trips during the year included go karting, bowling, cinema outings, a day at Tayto Park, CDYS Mitchelstown Youth Project's haunted house experience, roller skating, SPRAOI Wicked Woods Walk and, finally, a Christmas Disco to wrap up the year.





The Cashel Family Support Project is a part time Tusla funded project working with young people aged 10-24 years of age, their families and the community, to promote their personal and social development. This is done through group work and one to one support for young people and parents, to address various issues and challenges such as mental health, communication, self-esteem, social welfare, education etc.

Each young person/family has their own plan which is based on the individual/group specific needs. Support is offered to parents and young people as a whole, working towards better outcomes for young people and helping them reach their full potential. Referrals are received through parents, self-referral, TUSLA, schools, internal referrals and other services in the community. The project engages in the Meitheal process with families when necessary and delivers a monthly Parent Hub Drop-in service through South Tipperary Parent Hub.

In 2022 the Cashel Youth and Family Support Project became two projects – Cashel Youth Project and Cashel Family Support Project. With this came the introduction of a new family support worker in May '22. Initially the project focused on building relationships within the community linking in with local schools, Gardai, Tusla, family resource centres and other projects/services in the locality. The project worker partnered up with Tipperary Rural Traveller Project for 4 weeks to support the group with food preparation for the Children's Programme within Cashel Library. Towards the

end of the year the project worker also supported the 6th Class Boys' Youth group on a weekly basis, which was a great opportunity to get to know the young people. The project supported 4 young people in a one-to-one capacity and 6 families engaged with the project for support. Parent Hub Drop-in service was held monthly providing parents with a space to call in for information on services, parenting advice and parenting support.



SOUTH TIPPERARY PARENT HUB

Drop In Parenting Advice and Support

Dates: May 10 th 2022	September 27 th 2022
June 7 th 2022	October 25 th 2022
July 5 th 2022	November 22 nd 2022
August 2 nd & 30 th 2022	December 20 th 2022

Time: 11am-2pm

Venue: Youth Work Ireland Tipperary,
Hogan Sq. Cashel, Co. Tipperary

Text or Whatsapp: 087-1241231

Email: southtipp.parentshub@barnardos.ie

Facebook: <https://fb.me/southtipperaryparenthub>

TUSLA
An tSeirbhís Níodhach
Leasúcháin agus Tacaíochta
Chúil agus Teaghlach

Youth Work Ireland
Tipperary



YOUTH DIVERSION PROJECT

Tipperary Youth Diversion Project supports youth development and seeks to divert young people from the ages of 12-17 who are involved in, or at risk of becoming involved in antisocial behaviour and crime. The Project facilitates personal development and promotes civic pride and responsibility.

The Project works in partnership with the Irish Youth Justice Service and is funded by the Government of Ireland and the European Social Fund. This funding ensures that the one to one and group work supports that the young people receive are delivered to a high standard with effective interventions to challenge and divert them away from anti-social and criminal behaviour.

The Project has organised a variety of activities and trips to suit everyone's interests and introduce new possible interests for them moving forward. Some of the trips that took place in 2022 were bowling, land and water activities, in Killaloe and ice-skating and dinner in Limerick. Some of the activities offered were, boot camp, soccer, handball, basketball and tennis, to name a few.

The Project also offered them the opportunity to take part in various workshops/short training that took place over the year. Some of these included Animal Care/Grooming, Manual Handling, Abrasive Wheels, Working from a Height, Safe Pass and Theory test practice.





YOUTH OUTREACH & FAMILY SUPPORT PROJECT

The Project returned to normal working in 2022 with less needed for methadone drops and work taking place face to face. The Project engaged young people through appointments in the Substance Misuse Service, on the grounds of St. Luke's Hospital and through outreach work in Cashel and Tipperary Town, for clients with transportation 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. This project has now become a HSE project and is not managed through the youth service since September 2020. However, young people can still avail of the service through substance misuse Clonmel.



GARDA YOUTH AWARDS 2022

The Garda Youth Diversion Project has again been lucky to pick up a Garda Youth Award in 2022 for a project that a small group of young people took part in. The group set out to interview four members of an Garda Síochána and create profile posters of each of them. They also were asked questions themselves and profile posters of each young person who took part were also created.

Throughout the process of this project the young people created the questions that were to be asked, set up a Dictaphone to record the interviews, took pictures of each other and the Gardaí and designed the posters that are now taking pride of place in the stair-well of the Tipperary building.

The young people showed dedication to their Project and brought their own strengths to it as well as learning new skills such as using a digital camera, Dictaphone and a computer programme to design the posters. Their work most certainly paid off as it resulted in them being delighted to have received the Youth Award!





OUTSTANDING LGBTI+ ALLIES – TIPPERARY

2022 was a great year for our young LGBTI+ community. As an organisation we engaged with 40 young people who identified as Lesbian, Gay, Bisexual, Transgender, Intersex, Non-Binary etc. The young people attended groups in Tipperary, Templemore, Thurles and our county wide monthly meet up.

The groups got together during the year to apply for funding to host a Youth Pride Festival in Tipperary Town. It was the first time ever that Pride was celebrated in the town.

The funding allowed for the young people to meet up together as a bigger group more regularly than

usual. This was the best outcome of the whole project, according to the young people. When we asked the young people for feedback another thing that made them happy was seeing all the Pride flags displayed in the shops as they walked through town.

It is important that this group of young people feel included and represented. For many of our LGBTI+ young people they do not see themselves represented in posters in school, adverts, school workbooks, talks & discussions, sport etc. They need to see this representation to ensure that they feel accepted and included.



Youth Work Ireland Tipperary

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





ROMA HEALTH PROJECT

The Tipperary Roma Health Project commenced in early 2021, initially as a six-month pilot, to meet the health needs of the Roma community in County Tipperary arising from the COVID-19 pandemic.

The Project has continued beyond the pilot phase and the intention was to put the Project on a more permanent footing to continue beyond 2022.

The Project works towards achieving equality of health outcomes for the Roma community through: building health literacy; improving access and/or developing health service pathways; supporting access to health information and addressing adverse social determinants of health faced by the Roma community. There were county wide community events which were organised twice in 2022, and brought Roma families from different towns to the one place to celebrate:

- Tipperary Roma Family Day on the 9th of June, 2022 – 95 people attending

- Saint Nicholas Day on the 5th of December, 2022 – 80 people attending

Tipperary Roma Family Day- 02/06/2023

The event was organised in June, 2022. It was the first time that event for Roma Families took the place in Co. Tipperary.



The families were invited to enjoy art, music, food, dancing and games in Cahir House Hotel, Co. Tipperary.

Families from Tipperary Town, Golden, Cashel, Thurles, Templemore and Roscrea came to enjoy the event. The transport was provided.

Saint Nicholas Day- 05/12/2022

It is a traditional celebration in countries such as Slovak Republic, Romania and known by Bulgarian people. Saint Nicolas brings gifts to children praising them for their good behaviour over the past year. Saint Nicolas day was celebrated in Thurles, Co. Tipperary and attended by children from Tipperary Town, Golden, Cashel, Thurles, Templemore and Roscrea. The bus was provided to the families.





JUNIOR MINISTER JAMES BROWN VISITS THE PROJECT



The Tipperary Youth Diversion Project were delighted to welcome Minister James Brown who is the Minister of State at the Department of Justice and Equality, with responsibility for Law Reform. Also present on the day were members of the projects steering group and members of An Garda Síochána to discuss the way in which the project works and future plans for it moving forward. This was an amazing opportunity for the project to highlight the great work that the young people from the

town have completed and some of the projects that they have worked hard on, during their time on the project. It was also an opportunity to highlight the support that the steering group provide on an ongoing basis. Additionally, it was an example of how positive relationships and interagency work can aide in shaping a project that is fully committed to ensuring that its participants receive the support they need.

JUNIOR FUN DAY

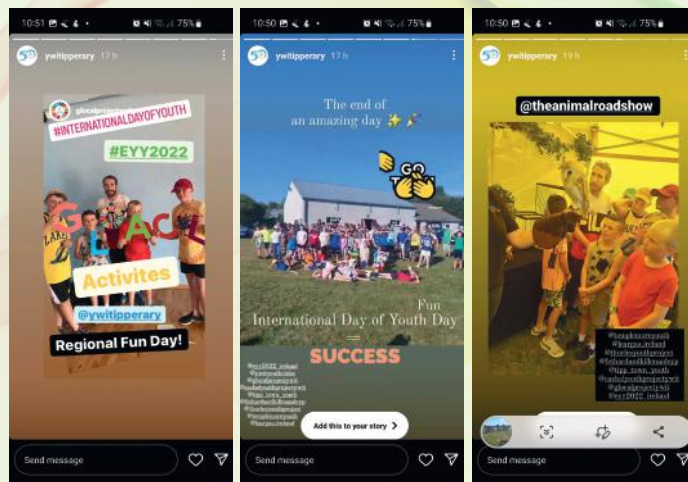
This year we decided to “old school” and host a Junior Fun Day. So, on International Youth Day (August 12th) we hosted 97 young people in Thurles Crokes Athletics Club. The day was about celebrating “being young and being you”. Young people split into small groups so they could mix with friends, old and new. In their groups they got to experience “back to basic” games e.g. egg and spoon race, 3 legged race, sack race, a fun obstacle course and water games.

Our friends, the mobile zoo, brought along a range of small animals and gave young people hints and tips on how to look after pets. Cate ran workshops where young people learned more about the Sustainable Development Goals (SDG’s). Food was provided on the day and there was a break-out area with board games, giant games and a chill out space.

The young people came from all youth projects and clubs in County Tipperary. It was a fantastic day, with the sun splitting the stones! We must have

gone through at least a bucket of sun-cream, litres of water and of course to top it all off everyone got treated to ice cream!

The day was made possible thanks to the micro grants given out through Leargas to celebrate the European Year of Youth.





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 €1,990,175 (2021 - €1,854,023) of grants from government and other co-funders, €15,124 (2021 - €11,764) from rents & charges, €5,607 (2021 - €3,729) from training incomes, and €0 (2021 - €63) from deposit interest.

EXPENDITURE

Total expenditure amounted to €1,986,557 (2021 - €1,874,920). Expenditure limits are set and reviewed periodically at which CEO and project staff with budgetary responsibility may authorise spending in line with budgets. There is a higher limit to which the Chief Executive may authorise spending and a further limit, which must be authorised by the Board.

FINANCIAL RESULTS

At the end of the financial year the company has assets of €1,210,579 (2021 - €1,128,458) and liabilities of €513,758 (2021 - €455,986). The net assets of the company have increased by (€24,349)

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.

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 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.

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 27th April, 2023 and signed on its behalf by

Carmel O'Dwyer
Chairperson

Vivienne O'Connor
Treasurer



HEALTH PROMOTION 2022

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	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 figures for engagement 2022	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 2022	Physical /Emotional Community link
TAR project	One to one support. Outdoor activities Bird box activities 2022 Visit to Doon social Farm	Social/Emotional Physical health Planetary health
ORG	Staff workshops. Staff walking for wellness 2022. Mindfulness workshop How are you in the work with NYCI workshop with Louise. Personal Development of Staff AWARE-NESS & 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 22	Social Emotional Emotional/social Physical health Digital health
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 Committees local/regional & national	
HP Committee	Meetings. Updated membership of committee	
Roma Health Project	Works towards the equality of health outcomes for the Roma Community through health literacy, improving and supporting access to health information and addressing adverse social determinates of health faced by the Roma community	Social & Physical Emotional Mental Health
Roma Accommodation and Health Project	Advocates and works with members of the Roma community to achieve equality of outcomes in regards to accommodation	Social & Physical Emotional Mental Health
Creative Places	A new Arts Council initiative aimed at getting more people involved in arts activities in Tipperary town.	Social & Physical Emotional Mental Health



TIPPERARY, 17 BANK PLACE, TIPPERARY TOWN. PHONE: (062) 52604 FAX: (062) 33406	
Pauline Cummins Strappe	CNN & Youth Info / Mind, Body & Soul
Moirá Merrigan	Tipperary YEI
Claire Turner	TAR
Paul Darcy/Katie Rafferty	TAR
Lisa McGrath	Tipp YP/ Belong2 / LGBT
Chloe Quinn	Tipp YP
Andrea O'Regan	Ability Project
Donal Kelly	CEO
Tjasa Bracic	Tipperary YP/F&K YP
James O'Neill	
Stephen Quinn	Rural outreach
Leisa Gray	Creative Spaces
Stephanie O Callaghan	Tipperary Resettlement Project / More Family Support
Radwan Abouhajar	Tipperary Resettlement Project
Mohammad Ghozlan	Tipperary Resettlement Project
Salah Haddad	Tipperary Resettlement Project
OLD COURT HOUSE, MAIN STREET, TEMPLEMORE, CO. TIPPERARY. PHONE: (0504) 56641 FAX: (0504) 32336	
Dearbhla Hall	Templemore Thurles YP
Sara Leahy	More Family Support Project
Mary Geoghegan	More Family Support Project
Daniela Dunne	Templemore Thurles YP
Henry Gavin	Templemore Thurles YP
Lucie Clement	Templemore Thurles YP
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Josephine Shortt	Finance Dept. Manager
Laura Ryan	Ability
Joelle Mahoney	Ability
Emma Walsh Enright	Ability
William Dunne	Rural Outreach
Tommy Dorney	Ability Project
Dolores Lanigan	Finance Dept.
June Stapleton	Finance Dept.
Gina Aura Miyagawa	Roma Health and Accommodation Project
FCA BUILDING, SLIEVENAMAN ROAD, THURLES, CO. TIPPERARY PHONE: (0504) 57016	
Catherine Donaghy	CCA/NTTYP
Dearbhla Hall	Thurles Templemore YP
Mary Kate Moore	Thurles Templemore YP
Siobhan Maher	Syrian Homework Club
Amy O'Donoghue	Thurles YP
HOGAN SQUARE, CASHEL, CO. TIPPERARY. PHONE: (062) 62824	
Carmel O'Neill	Youth Outreach & Family Support Project (Substance Misuse)
Shauna Gleeson/ Cate O'Connor	Cashel NYP/Glocal
Amanda Farrell	Cashel Family Support
Catherine Doyle	MTDI
Dolories Allen	MTDI
Shane Burke	Homeless Outreach Project
Sandra Lakaciauskaite	Roma Health Project
KILLENAULE, ETB BUILDING, MAIN STREET, KILLENAULE, CO. TIPPERARY PHONE: (052) 9157699	
FETHARD, MAIN STREET, FETHARD, CO. TIPPERARY PHONE: (052) 6131615	
Karen Fahey	FKYP
Jane Hayes	FKYP
Niamh O'Reilly	FKYP
SUPPORT STAFF CE / TUS/ RSS STAFF	
Chloe Quinn	Tipp Yp
Danielle Bullivant	Tipp Yp
Dean Bullivan	Youth Info Tipp
Patricia Carew	Youth Info Tipp
Dave Maher	Youth Info Tipp
James O'Neill	Cashel Nyp
Colin Feehan	FKYP
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
Callum Feehan	More Fsp
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
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