



**Annual Report and
Financial Statements 2023**

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INTRODUCTION

2023: OUR YEAR IN REVIEW

Interim Chairperson Shane O'Donoghue



Overall, 2023 was a strong year for KDYS. Following on from progress made in 2022, the Board's priority was governance and leadership. In 2023, we began implementing the KDYS Strategic Plan (2023 – 2026). By quarter three, we could see the benefits of this work in a number of areas: a revised Constitution, Board expansion, an effective senior management structure, increased staff engagement and greater cohesion across the organisation.

KDYS provides a wide range of supports and services and has youth centres in many locations around Kerry. As the Financial Review outlines, KDYS performed well in 2023 with increases in income and staffing levels. However, funding for the sector to meet gaps in service and capital investment continues to be a concern. We are a member of Youth Work Ireland and like member services across Ireland, we struggled in 2023 to identify funding to provide universal supports for young people and to maintain and develop our buildings. KDYS has some great buildings but many of them are old and costly to maintain. A number of storms in 2023 were a real worry for us and although we didn't have to close our doors, due to damage and health and safety concerns, we had a couple of close calls.

The contribution of volunteers to our work in KDYS is invaluable. We were delighted in the Autumn of 2023 to receive a Gold in the Kerry County Council Community Awards for our volunteer-supported work in clubs, our youth programmes and through individual mentoring. In 2023, the number of volunteers working with us reverted to pre-covid levels resulting in youth activities in over 30 locations within the Diocese. We are extremely grateful to all of our volunteers for making this possible.

On behalf of KDYS Board of Trustees, I would also like to thank our wonderful staff team who consistently go above and beyond to make our youth centres and activities safe and supportive spaces for young people and the wider community.



26th August 2024.

CEO Berni Smyth



Like many youth and community organisations, 2023 was a busy year for KDYS.

Emerging from the pandemic in 2022, we continued to make sense of and respond to a changed working environment throughout 2023. Use of technology and hybrid working are two areas that underwent rapid development during Covid restrictions and have benefitted how we engage with young people in Kerry. However, we also saw evidence of the pandemic continuing to impact on young people. Again, youth mental health was a common theme across all of our projects with many young people reporting issues such as anxiety, isolation and difficulties engaging with peers in school and social settings.

In 2023, KDYS continued to build on the growth of the organisation post-Covid. This can be seen in an increase in activity in our youth centres, expansion of the range and type of activities on offer to young people and renewed engagement of young people in decision-making. This was made possible, not only due to additional government funding but also several successful recruitment drives and investment in the training and development of our staff. We have chosen a selection of examples of our work for inclusion in this report which we hope gives a flavour of both our core work and new areas we have stepped into due to the changing environment we have been working in over the past couple of years.

I am very excited about KDYS Strategic Plan 2023-2026. The aim of this plan is to allow us to be flexible, responsive and innovative while remaining true to our Purpose. Progress will be measured through on-going engagement with young people, staff, volunteers and other stakeholders. In 2023, feedback from all sources was extremely positive and we met a number of targets which are expanded on in greater detail elsewhere in this report.

Youth participation is a commitment under our revised Constitution. It is also the guiding principle of our Strategic Plan. In 2023, I was very proud that we received an Investing in Children Award for our work with our Comhairle na nOg group which is a quality standard for youth participation and I thank the young people involved for nominating us.

In 2023, in line with KDYS Strategic Plan, a number of KDYS staff trained in a trauma informed approach to support our goal of becoming a trauma informed organisation. There was a dawning realisation that youth work, by its very nature, is trauma-informed. This work will continue in 2024, show-casing good examples of trauma-informed work in all areas and disciplines and continuing to develop our brand with an emphasis on youth participation and trauma-informed working.

Since coming into post in June 2022, I have worked closely with the Board to build strong governance. Part of that approach has been to create a new management structure for KDYS. Like all change it has taken time to establish but in 2023, we could see our efforts starting to yield promising results. This has benefitted KDYS in many ways including better internal communication, more effective use of resources and most importantly, an increase in referrals and joint working between our projects and centres.

KDYS is responsible for a number of government-funded programmes. Service Level Agreements for these programmes are consistently delivered upon and often exceeded. In 2023, we were successful in attracting funding to develop new areas of work such as the Family Contact Centre in Killarney. We are grateful to the Toy Show Appeal and Community Foundation of Ireland for having faith in our ambition to develop this area of work.

KDYS has contributed to Ireland's response to the war in Ukraine in a number of ways: providing accommodation and supports through our various programmes. In October 2023, I was delighted to host a group of Ukrainian Youth Workers for a study visit under our Council of Europe Quality Label for Youth Centres. In September 2023, funding provided by KETB led to the recruitment of 3 Integration Workers who hit the ground running and in a very short period of time had considerable impact engaging with young people individually and in groups and organising a wide range of activities. It has been our privilege to provide accommodation to our Ukrainian guests who have contributed and enriched our service in so many ways.

Over the lifetime of our Strategic Plan, we aim to become an 'Employer of Choice'. What does that mean? For us, it is about creating a culture where work-place well-being is front and centre reflected in our engagement with staff, HR policies, pay and conditions and investment in CPD.

In 2023, the WRC agreement in relation to pay for some voluntary and community services created the opportunity to lobby for pay parity for the whole sector. It is a complex issue, with a long road ahead but it has been very positive to be part of sector-wide discussions and actions to address the collective challenges nationally.

All in all, year two as CEO of KDYS has been a very good one. I have had great support settling into the role from everyone in KDYS and look forward to another productive year ahead in 2024.



26th August 2024.

OUR CHARITY DETAILS

KDYS is a registered charity and Company Limited by Guarantee (CLG).

Charity Tax Exemption Number: CHY7039
Charity Registration Number: 20014292
Company Number: 185710

Chairperson	Gearoid Godley
Directors	Bernadette Costello Frances Day Shane O' Donoghue James Kildea Luna Atkins Aoife Dare Gavin Donaldson Arlene Harmann Bernie Linehan John O'Regan
Company Secretary	Selena Ross
Registered Office and Principal Address	KDYS Youth Centre Fairhill Killarney Co Kerry, V93 W0FH Ireland
Auditors	O'Brien Coffey McSweeney Allman House Tralee Road Killarney Co. Kerry Ireland
Bankers	Bank of Ireland New Street Killarney Co. Kerry Ireland
Solicitors	Padraig J. O' Connell Glebe lane Killarney Co. Kerry

GOVERNANCE

The Company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the 'Statement of Recommended Practice' applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

The Company is limited by guarantee not having a share capital.

The Directors' Governance Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The Directors of the company are also charity trustees for the purpose of Charity Law and under the Company's constitution are known as 'Members of the Board of Trustees'. In this report, the Directors of Kerry Diocesan Youth Services CLG present a summary of its purpose, governance, finances and activities for the financial year 2023.

In 2023, KDYS engaged in an extensive consultation process with young people, volunteers, staff and Board to review our Constitution. Following this process, KDYS Constitution was updated to better reflect our work with young people, families and communities and the landscape in which youth work takes place both nationally and internationally. We also made changes to our Constitution to strengthen good governance and oversight in line with guidance provided by the Charity Regulator including specified terms of office for Trustees. This is the first revision of the KDYS Constitution to take place since the charity was founded in 1971. To better reflect contemporary approaches to youth work, we specifically stated our commitment to youth participation and to promoting climate justice and sustainability as Objects of our Constitution.

Work commenced towards the end of 2022 to review and strengthen Governance was completed by September 2023. This included the approval of 16 policies in line with Charity Regulator guidance. Following a recruitment drive at the end of 2022, five new members were recruited to the Board. Standing items on Board meetings include Conflict of Interest, Risk Management, Child Safeguarding along with the CEO and Finance Manager's reports. A more robust management structure has been in development since June 2022 to ensure compliance at operational level. In 2023, KDYS youth centres set and measured financial and occupancy targets.

General Governance Information

Kerry Diocesan Youth Service (KDYS) is constituted as a Company Limited by Guarantee (CLG) as per parts 1 – 15 of the Companies Act 2014. Its purpose and objects are set out in its Memorandum of Association and how it conducts its business is set out in its Articles of Association. Both of these documents (now the Constitution) are publicly available from the Companies Registration Office website (www.cro.ie).

KDYS is governed by a Board of Directors with a maximum number of thirteen people.

Every year at the AGM at least two of KDYS Board Members retire by rotation and may be eligible for re-election.

Date of Meeting	Ger Godley	Shane O'Donoghue	John O'Regan	Frances Day	Bernadette Costello	Luna Atkins	Aoife D'Are	Bernie Linehan	Arlene Harmann	Gavin Donaldson	James Kildea
16/01/2023	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A	No
13/03/2023	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No
15/05/2023	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	No
24/07/2023	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes	N/A	No
24/07/2023 (AGM)	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes	N/A	No
02/10/2023	Yes	Yes	Yes	No	Yes	No	No	Yes	Yes	Yes	No
06/011/2023	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A
12/12/2023	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	N/A

A profile of our Trustees can be found on our website <https://kdys.ie/kdys-trustees/>

OUR PURPOSE

Our Purpose is to promote and encourage the holistic development of young people, their families, the adults and volunteers who work with KDYS.

Our Mission, Vision, Values and Guiding Principles are set out in the KDYS Strategic Plan (2023 – 2026) [474660_KDYS-Strategic-Plan.pdf](#)

Mission

KDYS is a community-based youth work organisation committed to serving all young people in a safe, fun and positive environment, through the provision of youth spaces, services, mentoring, training and ongoing opportunities for their holistic development, and by advocating for their needs.

Vision

For all young people to be valued and supported to achieve their full potential as participating members of the community.

Values

Young person-centred, Rights-based, Empowering, Inclusive, Respectful, Non-judgemental

Guiding Principle

Youth Participation is at the heart of everything we do with and on behalf of young people.

STRATEGIC GOALS 2023-2026

We have set ourselves six main goals under this plan:

1. **Support young people in Kerry to reach their full potential.**
2. **Establish ourselves as an independent young person-centred charity.**
3. **Provide targeted and integrated supports for young people and their families in Kerry.**
4. **Be recognised as a centre of excellence for youth work.**
5. **Strengthen our governance, management and internal coordination.**
6. **Be an organisation that enables staff and volunteers to deliver and to develop.**

The KDYS Strategic Planning Newsletter below captures our main achievements under each goal at the end of December 2023

“

‘I just wanted to share how incredibly grateful we are for the support provided by KDYS in Castleisland in getting my young person through their theory test. The youth worker has truly empowered my young person and helped them build their confidence. Thanks to the unwavering support and time invested by their youth worker, my young person successfully passed their theory test after getting support to try it twice. We couldn't be more thankful for all that the KDYS team have done. I sincerely hope that more young people have the opportunity to receive this kind of support and guidance. It's truly a game – changer’

”

KDYS Strategic Planning Newsletter



Support young people in Kerry to achieve their full potential

Universal Youth Work Programme in Killorglin Youth Centre – funded from social enterprise income

Increase in unrestricted income generated by social enterprise activities

All projects investing in links with schools and in-school programmes

Successful volunteer recruitment to support youth clubs, mentoring and youth work activities

Funding secured for integration youth and family support in response to growing need

Youth projects working more closely together to provide an integrated response to the needs of young people and families

Safeguarding Policy and procedures updated in line with current legislation and to be responsive to future changes, eg, exploitation for criminal activity and child trafficking

Introduction of Outcomes Star to evidence outcomes across our youth programmes

Senior Youth Work Managers meet regularly to develop integrated youth work model

Funding secured to develop Family Centre in Killarney open to all

Plan in place to develop European Youth Work Strategy – commencing April 2024

New partnerships established locally, regionally, nationally and internationally.

Provide targeted and integrated supports to meet the needs of young people in Kerry and their families

Be recognised as a centre of excellence for youth work

Trauma-informed training on-going

More engagement with third level sector and increase in number of student placements accommodated

Comhairle received Investing in Children Award accreditation

KDYS received KCC Community Award for Volunteer supported work

Website reviewed and updated in consultation with young people

Training and development provided to respond to emerging needs and themes

KDYS contributing to best practice – YWI, Youth Justice

Positive feedback received from range of sources including stakeholders and HIQA report

KDYS active member of Mental Health Reform, Children's Rights Alliance, PEIN

CEO is YWI Trustee with responsibility for external relationships nationally

CEO is YWI rep on Tusla National Commissioning Oversight Group

KDYS Panel Discussions x 2 – input by national experts and opportunities for local networking

KDYS Strategic Planning Newsletter



Establish ourselves as an independent young person centred charity

- Constitution revised to include youth participation
- Unrestricted funding used to support volunteer development, youth participation and Killorglin Youth Centre
- Staff resource allocated to develop youth advisory group
- Plan in place for youth centres including KPI's and income generation goals in line with Strategic Goals

Constitution updated to comply with Charity Regulator guidelines has been approved by the CRA

Comprehensive governance module delivered by external consultant and work completed

5 new Board members recruited and actively engaged in sub-groups to ensure quality assurance and improvement

Senior Management Team established and completed leadership training

KDYS is SORP compliant

Staff meetings re-instated, intranet platform developed to support internal communication.

GDPR audit completed

Dedicated staff resource supporting KDYS Risk Management

Communications and social media working group in place

Strengthen our governance, management and internal coordination

Be an organisation of choice for employees and volunteers

KDYS Employee Handbook updated in line with legislation

HR Manager has completed DEI training

Systematic CPD and Training Needs Analysis informs Training and staff development

Staff Wellbeing project developed by SMT as part of their leadership training

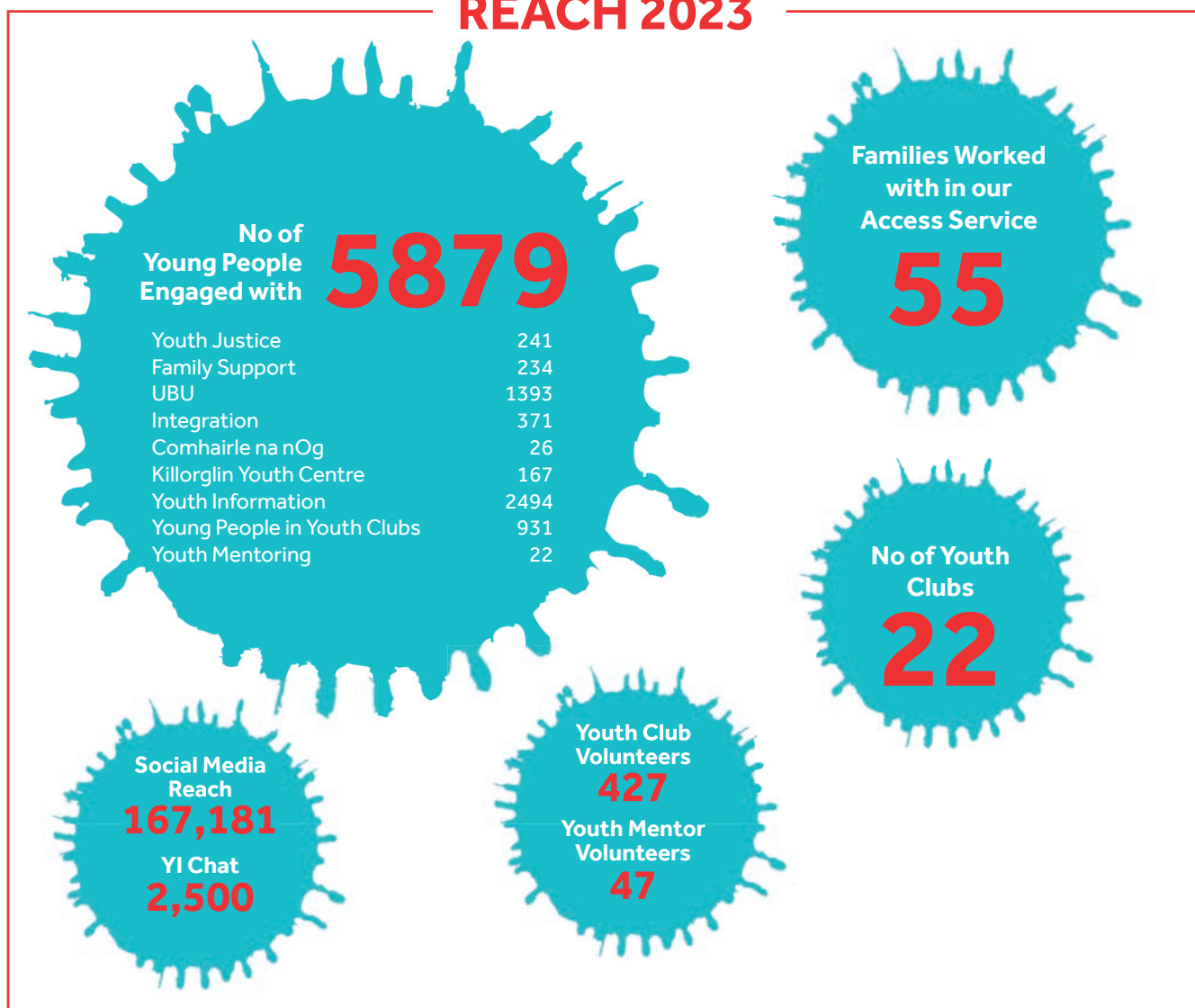
Long service recognition awards, positive feedback collected and shared internally, recognition of individual and team achievements

Social committee established – conducts regular surveys to identify ways to connect

Staff meetings reinstated

OUR WORK WITH YOUNG PEOPLE

REACH 2023



Youth Projects and Activities

KDYS has been engaging with and giving a voice to young people and their communities since 1971. KDYS is proud of our range of programmes which are designed to be responsive to the needs of young people and their families. KDYS strives to deliver youth work in local communities, to be responsive to young people's needs and interests and to support young people to reach their potential. All of KDYS programmes operated to full capacity throughout 2023 and we fulfilled our obligations under Service Level Agreements. KDYS also secured additional funding for youth work to support integration in response to the high number of young people and families fleeing the war in Ukraine who were re-located to Kerry. KDYS continued to work on developing and improving our Integrated Youth Work Model with an increase in collaboration between KDYS programmes and projects to ensure that young people have access to the full range of supports available through KDYS.

Each year, KDYS supports over 4,000 young people by providing youth work programmes in schools, communities and youth centres. We run a range of government-funded projects and groups that have a particular focus on equality and inclusion. We are supported by 400 to 500 volunteers to provide youth clubs and mentoring to young people in their local communities. KDYS has been a part of the Council of Europe's quality label network for European youth centres since 2018 and is the only organisation in Ireland to hold this membership. In 2023, we began re-building our European youth work.

In 2023, we supported with **5879** young people directly through our work with a further 169,681 individuals supported through digital based youth work.

The model we use to deliver our services is a highly innovative Integrated Youth Services Model. In essence our clubs, youth cafes, youth information centres and projects become a portal to an entire suite of youth services and supports for young people. Our aim is to ensure that all young people in Kerry have access to the youth work supports and spaces they need in Kerry.

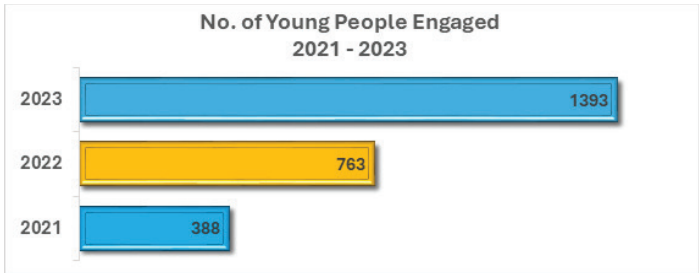
Common Challenges Experienced Throughout KDYS Youth Projects in 2023:

The needs of the young people being referred to all of our services are becoming increasingly diverse and complex. In 2023, some common themes were apparent throughout our services:

- young people presenting with complex Mental Health Issues
- an increase in the number of young people engaging with KDYS with Mental Health issues that require a high level of support, many of whom are awaiting specialist services and assessments
- young people who have been diagnosed or are awaiting an ASD diagnosis
- Increase in number of early school leavers. Supports needed vary from mental health, physical health, support to return to education/employment.
- Young people who are out of school or on reduced timetables in both primary and secondary school has increased. Castleisland and Tralee are areas of particular concern.

UBU YOUR PLACE YOUR SPACE

UBU is a government sponsored national programme of youth work supports. <https://ubu.gov.ie/> In Kerry it is administered by Kerry ETB.

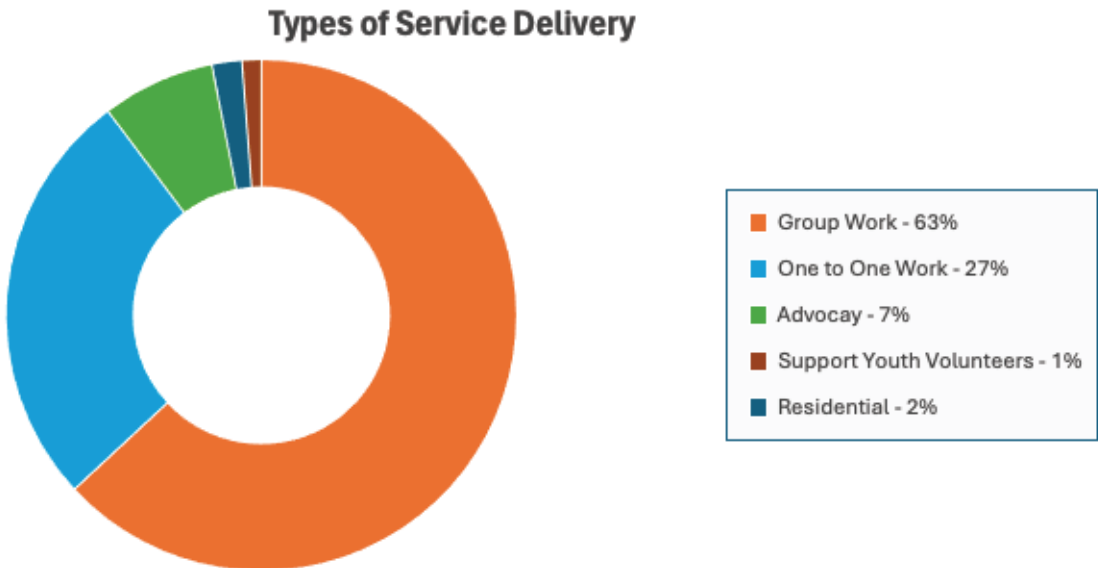


In 2021, KDYS delivered 4 x UBU Projects in Castleisland, Killarney, Listowel & Tralee. In 2022, an additional UBU Project called RINK (Rural Inclusion North Kerry) was added to provide youth services to young people living in rural North Kerry. Our UBU projects deliver a wide range of youth work methodologies to provide meaningful interventions, to young people across the County.

Since 2021, UBU Projects have seen a significant increase in engagement from young people. The

chart below shows the steady increase in the number of individual young people engaging through 2021 – 2023. In 2021 across 4 projects 388 young people engaged, in 2022 across 5 projects 763 young people engaged and in 2023 across 5 projects 1,393 young people engaged with UBU.

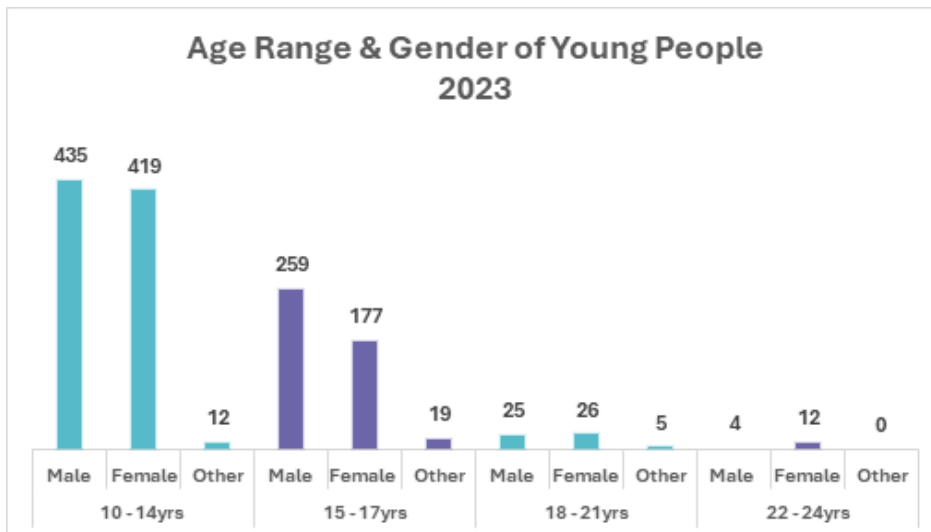
In 2023, 1,434 group sessions and 1,130 one-to-one support sessions were delivered to young people under our UBU project. The chart below displays the types of youth work provision by method to meet the identified needs of young people engaged in the programme.



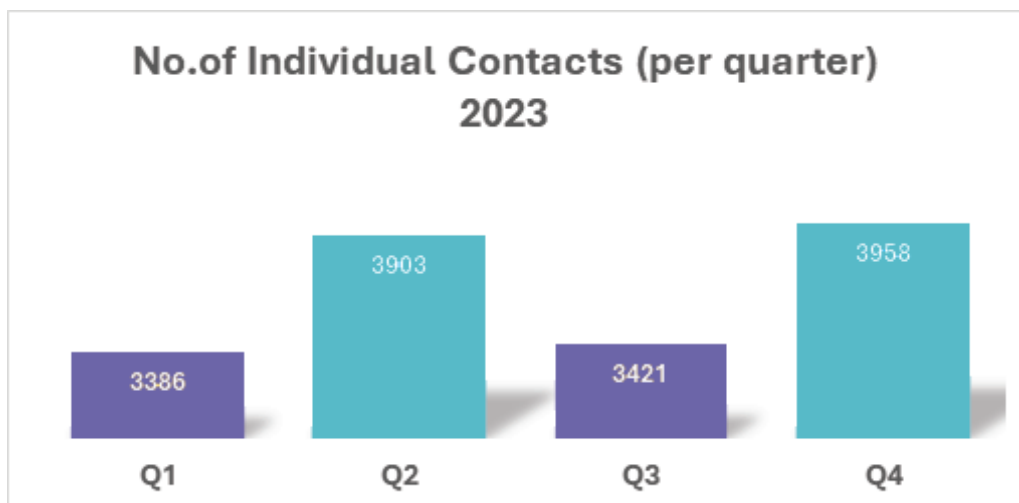
UBU Projects have provided a safe space and opportunities for all young people engaging with the service. The increase in engagement is a testament to the professionalism of the UBU Team and the work and time dedicated to:

- Building sound professional relationships with young people and their families.
- Providing varied youth work provisions to meet the needs of individual young people.
- Continued work to build relationships and links with other agencies/organisations and local schools - to identify young people and to increase awareness of the service in local communities.
- Youth workers awareness and willingness to apply for various funding opportunities to support the further development of the service and opportunities for young people.

UBU Projects have delivered a wide variety of opportunities for young people aged 10 – 24 years to participate in over the 3 years.



In 2023, young people engaged with: an Erasmus Exchange to Slovenia, Youth Participation Training, Equine Care Program and various workshops on Mental Health, Sexual Health and Health and Wellbeing. Various creative projects/ programmes were also delivered including community art, community clean up, music, drama, gardening and cooking/ baking. Other programs delivered focussed on young people's physical health with a number of groups and individuals participating in various activities including swimming, running, gym activities and boxing. The chart below shows the number of individual contacts with young people made in each quarter across the 5 UBU Projects.



Specific Challenges Experienced by UBU in 2023:

- Staffing gaps have been a challenge over the last few years which impacts negatively on the continuity and consistency of the service.
- The level of referrals received for one to one support has increased over the last 3 years – capacity for one to ones is limited in each project. In 2023, this has led to some UBU projects reluctantly introducing a waiting list.
- The demand for the service has increased and it can be a challenge to ensure young people are supported to join appropriate groups where they can flourish.
- The wide range of target groups in UBU means the needs of the young people are diverse. On-going training and

development is required for staff to meet those needs. Time allocated for staff training through the current UBU scheme conditions is limited and it is a challenge to ensure staff are receiving the necessary training to best meet the needs of the young people, whilst also providing a service to meet funder requirements.

- Recruitment for part-time posts has also been difficult and we have experienced long periods where funding has been received but it has taken several months to fill the post i.e. Resilience & Effectiveness Fund. The introduction of the KDYS Relief Panel has been a great resource for UBU over the year, but it can be difficult to ensure consistency for young people with various staff working in various groups – this has been achieved through planning and organisation. KDYS Panel staff also require additional support from Co-ordinator and are offered support and supervision when appropriate and are supported to avail of training and employment opportunities within KDYS.

Testimonials from parents/guardians of young people attending UBU activities in 2023

Having this group in our community is so important for our young people, this is the only chance for them to meet friends outside of school - **Breda (parent)**

KDYS has changed my child's life, he looks forward to his group every week - **Mary (parent)**

I just wanted to share how incredibly grateful we are for the support provided by the KDYS, it has truly empowered my young person and helped them build their confidence, thanks to the unwavering support and time invested by their youth worker, I sincerely hope that more young people have the opportunity to receive this kind of support and guidance.
It's truly a game - changer - **Bridget (parent)**

KDYS has given my child so much confidence and he is so happy every week going to his group to meet new friends. His confidence has come on so much since joining KDYS - **Trish (parent)**

It's the only place he will go apart from school, he looks forward to it every week. He feels so welcome there and always comes home happy - **Katrina (parent)**

KDYS FAMILY SUPPORT SERVICES

KDYS has had a long-standing history of working in partnership with Tusla. In 2021, following a review of Tusla service requirements, the existing KDYS Springboard and Neighborhood Youth Projects (NYP) were amalgamated to form one county-wide project to address two service gaps identified by Tusla. An agreed Service Level Agreement (SLA) provided a structure for the provision of this re-purposed service known as Cróige, under the remit of KDYS Family Support Services.

The highly skilled and experienced team, previously employed in the Springboard and NYP projects, undertook the development of a dedicated Access project to facilitate contact between families and children in the care of TUSLA and to provide a crisis response for teenagers referred to the service by Tusla.

The SLA agreed for 2021, 2022 and 2023 provides for the following services:

1. Supervision of access for approximately 41 families identified by Tusla (60% of service delivery)
2. Teenage support service for approximately 80 young people in 2021 (40% of service delivery)
3. Community based response to secondary referrals- subject to capacity and by agreement with Tusla.

It became evident towards the end of 2021 that providing a short-term intervention for a young person with complex needs did not yield sustainable results. This led to an expansion of the work to include 'enhanced support' to address underlying family support needs including parenting work, advocacy, sign-posting, joint working with other agencies

to address multiple needs, therapeutic interventions and restorative practice. This led to a decrease in the number of teens worked with due to the longer length of intervention and expansion of work with families.

The transition in service provision from the Springboard and NYP projects has been challenging for staff, management, and community members. This shift has had a significant impact on the young people and families who previously relied upon these community-based services. Families may only access the current service through a referral from Tusla, leaving a gap for high-risk teens and families who do not meet the Child Protection Social Work Threshold. Families report frustrations due to lengthy waiting lists for essential services while being unable to avail of this KDYS service without a Tusla referral. Trust in the project is high, largely due to the long-standing relationship between KDYS and the community. Workers on this project view the direct link with and referral path-way from the community as a loss.

Developments include:

All Cróige staff were trained in Circle of Security parenting in 2022 which has been successfully applied to work with biological parents in our Access work throughout 2023. This allows staff to monitor and support the biological parent to improve on meaningful Access with their child.

At the end of 2022, the closure of a community house in Killarney used by the project to accommodate Access created an issue for 2023. A self-contained unit in KDYS Killarney was re-furnished to replicate a home environment, offering a nurturing safe environment for families to have their Access visits. An official opening took place in July 2023. This facility has become a great asset to the work since its launch and is used by external services including Tusla Social Work Department.

Informed by our experience of the Access Service, it became apparent that families in the community experiencing divorce or separation and not involved with Tusla were also in need of a Family Time facility. Funding for a pilot project was provided by the Community Foundation Toy Show Fund allowing us to employ a full time worker to establish this new area of work which commenced in October 2023.

At the end of 2023, Cróige developed a comprehensive data-collection tool. The Croige service also led out on a project to embed the use of Outcomes Stars across KDYS. This is a validated and standardised tool to evidence outcomes which is an area that both KDYS and Tusla had identified for development and is in line with Tusla's commitment to evidence continuous improvement (Tusla Corporate Plan 2021-2023).

KDYS Board of Trustees approved the appointment of an independent consultant to evaluate this service at the end of 2023. The aim of the evaluation is to assess the strengths of current service provision, suggest areas for improvement and identify gaps in family support in Kerry. Initial findings suggest that one of the project's key strengths and areas for future development is in the area of youth mental health.

Trends, patterns or factors impacting on the work of the Project

The current care system consistently demonstrates a shortage of appropriate foster placements and care arrangements for children both nationally and locally. A scoping exercise conducted within the Access service in 2022 identified patterns and trends of intergenerational risk and harm among a cohort of families. Insufficient funding hampers the implementation of long-term early intervention and prevention initiatives aimed at addressing these issues.

Grant opportunities (successful grants, increased/decreased opportunities):

Funding was applied for through the Community Foundation Toy Show Appeal and a grant of €56,000 was awarded for the establishment for a community supervised access service. This commenced in October 2023 as a pilot project and has one full time worker assigned.

Advocacy for biological parents of children in care is an identified area for development in Kerry.

Staffing e.g. stability, skills, length of service :

The Tralee Springboard project was in existence in the community for 14 years before it was amalgamated with the Neighbourhood Youth Project. All staff members from the existing projects had been in employment since the commencement of the contracts.

The team is comprised of highly skilled professionals with extensive experience in adolescent mental health and family support. The current staff includes seven project workers, one coordinator, and two part-time administrative staff members.

INTEGRATION PROJECT:

The Integration Project (KETB administered) started in July and ceased in December 2023.

During 2023, the following engagement happened:

Number of KDYS Youth Centres being supported	4	
Total Number of young people Worked with	371	
Number of Ukrainian young people who received support between 1 st January and 31 st December 2023	10 to 17 years:	152
	18 to 24 years:	5

In total, 13 groups met on a weekly basis during the operational period of this project with 5 new youth clubs being established. All of the groups, with the exception of 2, had a membership of mixed nationalities.

A Family Fun Day was hosted in partnership with Tralee International Resource Centre on 16/12/23 which saw 211 participants present from a total of 11 Countries.

Challenges:

The language barrier proved to be difficult but this was resolved with the assistance of a translator.

Despite the best efforts of KETB and KDYS to ensure that the funding for this project would continue without any break in provision, this unfortunately was the case.

Trends, patterns or factors (internal or external) that impacted on your work over the 3 years...

This work was mainly borne from the crisis in Ukraine. However, there is an increasing demand for integration work with beneficiaries of other schemes, which might influence the future direction of this project.

YOUTH CLUBS:

In 2021, the number of clubs dropped to 10 due to the impact of the pandemic. Over the past two years, we have seen a significant increase. However, funding to provide supports and training to volunteers in youth clubs continues to be difficult to access.

Year	No of Youth Clubs	No of Volunteers	No of young people
2021	10	37	304
2022	19	331	927
2023	22	427	931

Training provided to Youth Clubs in 2023:

119 volunteers received Induction and Child Safeguarding Training in 2023. Additional training included Be Well, Anti-Bullying and Hate Speech workshops. Youth club work was supported under Integration Funding provided by KETB from May 2023. Significant work went into supporting clubs to be as accessible and inclusive as possible. This was supplemented by translating documents and disseminating information through appropriate organisations and networks to get the message out to Ukrainian families and young people.

Youth Participation Training: since 2022, 94 young people aged 15-17 years have been trained to become actively involved in leadership and have taken up extra responsibilities for activities and events in their clubs.

In May 2023, KDYS received a Gold Award at the Kerry County Council Community Awards for our volunteer-supported work. In November 2023, the prize money was used towards a Volunteer Recognition Event to acknowledge and thank our volunteers for the vital work they do for young people in their local communities.

COMHAIRLE NA NÓG

KDYS has successfully provided the Kerry Comhairle na nOg for a number of years. Each year, the young people involved in the project select a theme to work on.

2023: 2023 was another busy year for the Comhairle, working on the topic of School and Exam Stress as chosen by the participants at the 2022 AGM. 15 main Comhairle meetings were held throughout the year, as well as 15 additional activities. These activities included members sitting on the ETB Youth Work Committee, the Comhairle Steering

Committee, planning zoom meetings, presenting at the Student Council Forum, recording a podcast and team building events. Members also took part in a number of consultations, with one member selected to represent Kerry on the National Youth Assembly of Ireland. Two members also sat on the Youth Advisory Group for the Children's Summit in Croke Park in November, with one member MC'ing the event and another sitting on a panel discussion. Throughout the year members have been very motivated to attend and participate in national consultations and events ensuring the voice of young people from Co. Kerry is heard at a national level.

2021 - 2022: Positive Mind, Positive Vibe campaign, focusing on Youth Mental Health and combating the isolation caused by Covid-19, was ran by the group over a two year period. The group organised many online events, participated in numerous consultations, worked with other organisations, and informed their peers about different ways to maintain positive mental health.

Significant events/developments:

2021: The group designed bookmarks and pocket information leaflets for all secondary school students in the county which provide valuable information on maintaining positive mental health and services available for young people in Co. Kerry.

2022: Our Chairperson Leah spoke at the KDYS Youth Mental Health panel discussion in October. The Comhairle created a short film to highlight the pressures that young people can face and how adults can have a positive, or negative, impact on how young people feel on a daily basis. [the bag](#)

Kerry Comhairle won a Kerry Community Award from Kerry County Council in recognition of their work.

2023: Kerry Comhairle na nÓg was awarded the Investing in Children Membership Award. "The Investing in Children Membership Award™ Scheme recognises and celebrates examples of imaginative and inclusive practice with children and young people. Organisations applying for the award have to demonstrate dialogue with young people which leads to change. However, children and young people have to provide the evidence for the organisation and endorse the membership report because it is a children's and young people's award."

We finished off the year with a launch of the podcast created by the Comhairle members on Freedom of Expression for the StudioStar project. StudioStar is a European project of the network of Council of Europe's Quality Labeled Youth Centres. In this project, young people from different countries go through a creative process to have their voices heard about human rights.

Challenges:

The Covid-19 pandemic presented a number of challenges with most of our meetings held on-line or outdoors. The members responded well to this creating a number of activities for their peers online to support positive mental health.

Trends, patterns or factors (internal or external) that impacted on your work over the 3 years...

Since the pandemic we have returned to in person meetings but membership numbers are lower than pre-pandemic. This is a trend seen nationally but the members we have are very engaged and continue to do great work on the chosen topics.

COMHAIRLE NA NÓG PHOTOS:





YOUTH JUSTICE PROJECT:

From 2021 to 2023, KDYS Youth Justice Project worked with an average of 241 young people annually. The project is staffed by 13 trained and experienced youth worker and 1 Team Coordinator to deliver a Kerry Gardai division-wide service to reach young people engaged or at risk of becoming involved in crime. The divisional approach allows the project to extend services to rural-based, hard to reach young people at risk. The work is supported by well established positive and well-established relations with communities, partner agencies, statutory bodies, young people and families. In addition to KDYS governance and oversight structures, our Youth Justic Project also has engagement with a Local Area Management Committee to oversee the project, a Referral Assessment Committee which meets regularly, Youth Work Ireland, UL REPPP, the Department of Justice and COMPOL meetings.

Since 2021, KDYS Youth Justice Project has participated in an Action Research project related to Relationships with young people in youth justice work. This consists of a pilot site locally related to the relationship research alongside participation on the Relationship Mastery Group to inform roll out and development across the YDP network.

Members of the team contribute to REPPP Research and Development through delivery of YLS Assessment training, Communities of Practice facilitation and Restorative Practice Training to support best practice across the Youth Diversion Projects (YDP) national network.

Practice Development is an important feature of the everyday work to support quality service delivery to the young people we work with. This is delivered through, Individual Work, Group Work, Interagency work, Preventative Work, Early Intervention Work, and Family engagement.

Significant events/developments:

- AIM training to support work with young people who demonstrate Harmful Sexual Behaviour.
- Tim Chapman provided training to KDYS youth work staff on approaches to working with young people presenting with aggressive behaviour.
- Work with UL REPPP on developments in youth justice.
- Youth Justice youth workers contribute to best practice in KDYS and in youth justice nationally.

Challenges:

- Gaps in Service / waiting lists for young people to access vital services.
- Consistent accommodation for children in care.
- Lack of family support intervention for families.

Trends, patterns or factors (internal or external) that impacted on your work over the 3 years...

- Development of a database for the service. This has evolved consistently over the last number of years and is a benefit for reporting to the Department of Justice and to the organisation.
- Young people under 16 leaving school early
- The stark emergence of neurodivergent individuals presenting across caseloads and the concern that lack of support will lead to engagement in the criminal justice system.

Staffing e.g. stability, skills, length of service:

KDYS Youth Justice Project has many long serving members of staff which is a great benefit to the work. This continuity contributes to the quality of the work especially with complex cases. Their experience drives positive outcomes by building strong relationships with agencies, confidence in advocacy and best practice in youth justice. Experienced staff contribute to stability in the organisation, a strong skill base and ultimately quality service delivery.

YOUTH INFORMATION:

KDYS Youth Information provides a free, confidential information service to young people (12-25) and those who work with them on a wide range of subjects including careers, education, employment matters, rights and entitlements, leisure, sport, travel and European opportunities. Youth Information is a KDYS managed service funded under the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) through Kerry Education & Training Board (KETB).

In line with our European Counterparts, ERYICA: European Youth information and Counselling Agency and Youth Work Ireland we provide information to young people which is Independent, Accessible, Inclusive, Needs Based, Empowering, Participative, Ethical, Professional and Proactive.

To achieve this, we have utilised many different methodologies to provide information to young people. Such as:-

- Organising KDYS Youth Information Annual Events in two different communities each year, since 2021, whereby those who support or provide services to young people come together to share information. The process we use is Speed Information thus enabling young people to access all groups participating on the day. Brochures are produced so that young people can have a contact name and number should they need further information or chose to participate in any of the groups activities or services.
- BeWell programme to highlight the 5 Ways to Wellbeing. A tool which can be used daily. Providing young people with information to enable them to 'Connect' with others. Information about groups and activities which will help them to 'Be Active'. Highlighting supports that are available to them thus encouraging them to 'Take Notice' of what is going on for themselves and those around them. Educational opportunities in both the formal and informal education sectors, learning new skills from parents and friends 'Keep Learning' and finally how to volunteer and 'Give' something to your community, group, club or family.
- Youth Information has provided professional supports to RSE teachers providing them with up-to-date information on Sexual Health & Relationships. Information has also been provided to LGBT+ groups and young

people who do not have the opportunity to avail of RSE in schools. Members of staff have been trained by the NYCI to utilise the B4U Decide resource material to provide young people with information to enable them to make healthier choices based on their own values and beliefs.

- KDYS YI provide Peer Mentoring information sessions to schools, whereby 4th year students have an opportunity to answer questions about their own experience as First Years and to identify ways of making the experience positive for the incoming first years.
- KDYS Transfer Information Programmes.

1. Highlight supports and encourage a positive attitude towards learning.

2. Familiarise students with new subjects, timetables and learning styles.

3. Aid young people in understanding school rules, policies, bullying and cyber safety.

4. Encourage the building of new friendships and social connections.

- Consultation has taken place with young people around information needs, health priorities, information needs, sexual health information,
- Youth Information also responds to information queries on an individual basis on topics such as education, employment, rights and entitlements etc.
- KDYS Leadership and Student Council Training- devised from KDYS Youth Empowerment Programme to provide young people with the information necessary to be part of the school student voice and leadership team.
- Summer programmes – providing young people with information about Environment protection and Leave No Trace ethos.
- All Different All Equal – To allow young people to understand how power can be used for good and how even though we are all different, we are all equal and should treat everyone with respect.
- Stand Up Awareness Week – LGBTQ+ information session surrounding respectful terminology, how to support yourself or a friend that is 'coming out. Additional supports and where to find them are also distributed to the young people.
- Kerry Mental Health and Wellbeing Fest – YI sat on the planning committee for KMHWF. Organised events focused on the 5 ways to wellbeing for young people.
- EURODESK: Europe is Open to you, informing young people of the many opportunities available to them through work, volunteering or working abroad, the European Solidary Corp and DiscoverEU.

Significant events/developments:

- KDYS Annual Youth Information Event moved from Killarney and Tralee to Listowel and Castleisland in 2023. These events showcase various service providers and supports available to young people both locally and nationally.
- Strengthening of the Euro Desk partnership at national level
- Youth Information participated in a Youth Mobility Programme in April 2023 in Galicia, Spain focusing on Youth Employability and Entrepreneurship
- Engagement with schools in the provision of information to RSE teachers and young people utilising DASH.
- KDYS Young Information Officer attended ERYICA's introduction to Youth Information Training in Romania in November 2023.

Challenges:

- Maintaining and updating information and adapting to the changing needs of young people especially around employment and education.
- Ensuring that young people are aware of the available services and how to access them.

Trends, patterns or factors (internal or external) that impacted on your work over the 3 years...

- Blended methodologies and the constant adapting to social media trends.
- The rising cost of living has impacted young people, leading to increased demand for financial advice, job search assistance, and other support services.
- The more, young people use social media the more demand there is for cybersecurity and ongoing enhancement of social media skills to keep up with young people and where they are at in this continuously growing digital environment.

Staffing e.g. stability, skills, length of service:

From January to April 2023, the project was staffed by one part-time worker. On the 17th April 2023 Shannon joined the team on 35 hours per week. She is a great asset to Youth Information and has availed of several different training programmes. Youth Information is central to the KDYS integrated youth work model.

Youth Information Team.



EuroDesk Meetings Dublin



2023 Direct Provision Group.



Summer Programme in Derrynane.



YI Intro Training in Romania



Five Way to Wellbeing Workshop



CPR Challenge Day/ YI Health Promotion



Rural Destination: Skellig Coast Youth Exchange



**Euro Desk Art Competitive
County Winner
& National Runner Up.**



Peer Mentoring Group



“
‘The work KDYS Youth Justice Project do is phenomenal and their dedication to young people is commendable’
”

Navigating the Transition:
A Strategy for a Successful
Move to Secondary School.
**KDYS TRANSFER
PROGRAMME**



Pilot Transfer Programme

Castleisland Community College
Students Pilot KDYS Peer Education
Programme

Posted on May 22nd, 2024



KDYS Programme coordinator, Anne Murphy (centre) pictured with Castleisland Community College students / mentors and two daltaí scoil násunta ó Gaelscoil Aogáin on College Road on Friday. Included are: Caitlyn Roche, Emily Long, Laura O'Donoghue, Hannah Griffin, Zara McAuliffe, Caoimhe O'Connor Saoirse Riordan and Ryan O'Connor. ©Photograph: John Reidy



Chuir daltaí ó Gaelscoil Aogáin fáilte díograiseach, drámatúil roimh an ghrúpa ó Pobalscoil Oileán Chiarraí agus Anne Murphy ó KDYS le deanaí. ©Griangraf: Seán Ó Riada

Students from Castleisland Community College together with KDYS Youth Information co-ordinator Anne Murphy and Youth Information Officer Shannon O'Sullivan piloted the KDYS Peer Education Transfer Programme to sixth class pupils in Castleisland town.

FEEDBACK & EVALUATION

RESEARCH & BEST PRACTICE

MOVING FORWARD

NEW TECHNOLOGY

COLLABORATION

PEER EDUCATION

SIGN POSTING

KDYS Youth Information Annual Events

Kerry Recreation & Sports Partnership.
We encourage, promote, and support the people of Kerry to participate in sport and physical activity. We place a particular focus on communities, older adults, women and girls, people with disabilities and those from disadvantaged backgrounds.

Contact: 087 76 1275 Email: info@kerryrecreationandsports.ie
Website: www.kerryrcsa.ie/kerry-recreation-sports-partnership

Music Generation Kerry. has programmes throughout the County during and after the school day. The service provides over 2,500 children and young people with weekly access to music performance opportunities, tuition and the provision of instruments in their own localities and on their own terms. MKG run a wide range of programmes, such as band projects, music technology courses, string and woodwind ensembles and vocal programmes as well as providing instruments for low-cost rental from local libraries.

Contact: Dáire Johnson Email: music@musicgenerationkerry.ie
Website: www.kerryrb.ie/bate

An Garda Síochána. The Garda Síochána has responsibility for carrying out all policing duties in the Irish State. In addition, it provides State security services and carries out all criminal and traffic law enforcement. The Continuous Professional Development Garda who is involved in the training and development of student and probationer Gardaí for the Kerry division will be able to advise on any questions or queries you may have. The Community Gardaí will be able to advise, facilitate and offer information on all policing matters.

Contact: Tralee: 087 7022000, Killybeggs: 056 667760, Castleisland: 056 744204, Listowel: 056 50820
Website: www.garda.ie/ien

Eimear: Irish Student, University of Groningen, Netherlands
Eimear is studying LLB (Bachelor of Law) International and European Law in Groningen. She initially researched information on EUNICAS <https://www.eunicas.ie/> and checked bachelor's degrees available. Contacted the University, attended an online Webinar and spoke with a student studying the programme she was interested in.

Website: www.study.europa.net/

APRICITY. is a wellbeing initiative that helps people come back to balance, simply through Reiki, coaching, meditation groups & workshops. I offer a variety of techniques that support the overall wellbeing of those that work with me.

Contact: Sharon Roche, 085 366 235
Email: sharon.roche@gmail.com
Website: www.talentpodcast.ie/sharon-apricity-wellbeing-kerry

National Learning Network. NLN in Kerry provide a range of free courses to people who have had an accident, illness, injury or have a disability and extra support needs. The courses are tailored to each student's needs, to help them to build their confidence while getting practical job-seeking skills to help them get a job or go on to further training.

Contact: Pat Murphy, 087 7022533
Email: pat.murphy@nlk.ie
Website: www.nlnk.ie/national-learning-network/kerry/national-learning-network-trainer

ADDITIONAL SITES

www.kerrychildreservices.com	www.vsi.ie
www.kerryrb.ie/bate	www.teenage.ie
www.garuda.ie	www.teenstalk.ie
www.befongto.org	www.transfocounseling.ie
www.mudcraic.ie	www.eapcard.ie
www.ardara.ie	www.doc.ie
www.apricity.ie	www.dfs.ie/passports
www.text50808.ie	www.nids.ie
www.qualifax.ie	www.sensualthcentre.com
www2.iea.ie/mistral-health	www.cocacast.ie

CO-ORDINATORS OF INFORMATION ANNUAL YOUTH INFORMATION EVENT

KDYS Youth Information Service

www.kdys.ie/youth-information

KDYS YOUTH INFORMATION

Provides a free, confidential information service to young people (12-25) and those who work with them on a wide range of subjects including careers, education, employment matters, rights and entitlements, leisure, sport, travel and European opportunities.

Youth Information Killybeggs: 087 7605375 / 086 663746
Youth Information Tralee: 086 6075868 / 086 721674
Email: annemurphy@kdys.ie Website: www.kdys.ie/youth-information

KDYS Youth Clubs. Youth clubs are key to ensuring that the young people of Kerry grow up supported, healthy, happy, safe, connected and respected in their own communities. Youth Club volunteers get a huge reward from being involved with their local youth club, learning new skills as well as making new connections in their community.

Contact: Marie Dunne at 085 752 9457
Email: mariedunne@kdys.ie Website: www.kdys.ie/youth-clubs/

DASH. An overview of our services which includes RAPID HIV testing, LGBT+ supports and services, informational and interactive workshops. Free condoms and period product distribution. Sign posting and referrals. Information and referrals on Drug and Alcohol services through our partners in the Southern Regional Drug and Alcohol Task Force.

Contact by Email: dash@psasulhealthcentre.com
Website: www.sou.ahealthcentre.com

Jigsaw Kerry. is a free mental health support service for young people between the ages of 12 and 25. It is an early intervention service that offers up to 8 sessions in-person, over the phone or online - whatever your preference is. The support provided tries to help you learn more about your strengths, to work towards a goal(s) that you're interested in and to build coping skills. The Jigsaw Kerry hub is located on Edward Street in Tralee but the service also provides outreach support in Listowel on Mondays and Killybeggs on Wednesdays in the Family Resource Centres.

Contact: 085 708798 Email: kerry@jigsaw.ie Website: www.jigsaw.ie

Kerry College of Further Education. is an integrated college of further education and training. This means we offer a range of full and part time further education courses and skills training courses geared at college progression and employment. We also have a large apprenticeship training facility in our Monasterey Campus. We have five campus locations across county Kerry and two Admission Offices: one in Tralee and one in Killybeggs. The purpose of the Admissions Office is to provide help and advice to prospective learners regarding our courses. We are open Monday to Friday and people can call in with any queries that they have. No appointment is necessary.

Contact: Tralee Office: 087296988 Killybeggs Office: 084 903608
Email: info@kerrycollege.ie
Website: www.kerrycollege.ie

Tara Donoghue Photography. based here in Kerry since 2008. We specialise in weddings, but I also teach photography and love using it as a medium to be creative when working with adults and young people on various projects.

Contact: 085 555500
Email: info@taradonoghuephotography.com
Website: www.taradonoghuephotography.com

Kerry County Arts. Kerry is a County with a wealth of culture, and a diverse arts sector. The Arts Office- lead by Arts Officer Kate Kennedy - is responsible for the development and implementation of services which provide support for the arts in Kerry. We provide information, promotion, advice, programming and policy. Accessibility and inclusivity are key, and all art forms are represented: music, visual arts, literature, drama, dance, film, community arts and public art.

Contact: Sarah Pritchard, Assistant Arts Officer, Arts Office, Kerry County Council on 085 782545
Email: sarah@kerryarts.ie Website: www.kerryarts.ie/arts

EURES. The purpose of EURES is to provide information, advice and recruitment/placement (job-matching) services for jobseekers and employers interested in the European labour market. More information and contact details to EURES Advisers in Ireland are available.

Website: www.euroisland.ie

Kerry Comhairle na nOg. a county wide programme enables children and young people to have a voice in local decision-making in Kerry, recognising their right to influence the world around them and to have a say in their communities. Children and young people have a unique insight into what it's like to be a young person in Kerry and Comhairle allows them to share that insight, while also gaining new skills and friends in the process.

Contact: Áine Marie Sullivan Email: annemurphy@kdys.ie
Website: www.kdys.ie/kerry-comhairle-na-nog
www.comhairleannog.ie/local-comhairle/kerry

UBU, Your Place Your Space project is a KDYS managed service funded under the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) through Kerry Education & Training Board (KETB). KDYS manages five UBU projects in Kerry: Tralee, North Kerry, Listowel, Castleisland and Killybeggs. The service identifies, recruits and engages talented young people aged 10 to 24 years of age. Young people are enabled to realise their maximum potential, by respecting their rights and hearing their voices, supporting them as they transition from childhood to adulthood. Through UBU, young people are free to participate in a wide range of quality activities that are flexible and responsive.

Contact: Michelle O'Neill, 085 600702
Email: michelleo@kdys.ie Website: www.kdys.ie/ubu-programme

Animal Headshows. Munster's only licensed outreach zoo. Meet various animals from all over the world in a calm safe space. We carefully introduce our creatures on a personal level, aiming to generate a respect for nature and make connections that may last a lifetime. An inspiring and lovely experience to soothe the soul and put a smile on the faces of everyone.

Contact: Marie and Brendan, 087 619553
Website: www.thesecondhalfshow.com

KDYS Human Resources. KDYS HR Department is an organisational support service to all workers (board, managers, employees, volunteers, student). Its purpose is to develop, advise, implement policies that support the organisational and employee workplans, engagement & wellbeing. Harmonise processes and practices throughout the organisation, thus supporting best practice. Improve and drive culture, engagement, and wellbeing.

Contact: Nicola O'Sullivan, HR Manager, 085 374807
Email: nicolaosullivan@kdys.ie
Website: www.kdys.ie

KDYS takes part in international podcast series

DEC 10, 2023 17:30
BY RADIOKERRYNEWS



“Wow, this is amazing news and such a fantastic reward for all the hard work that you and your team put in. I see it with our own students, they grow so much as young people from their experiences with you and your team. You provide amazing leadership, guidance and mentorship to all members”

Share this article [f](#) [t](#) [in](#) [e](#) [s](#)

Killorglin Youth Centre

KDYS Killorglin is the only youth centre that provides universal youth work. The Centre does not have dedicated government funding which is an on-going challenge and cause for concern. Moving into 2023 – 2024, it is unlikely that we can continue to sustain this centre without core funding and contribution to non-pay costs, particularly rent.

Since 2022, the centre has delivered a wide range of programmes including music, art, cookery, LGBTI+ groups, summer programmes and a drop-in youth cafe. In 2023, KDYS Killorglin worked with 167 young people from 6th class students to 18 years of age. The work has also been supported by local volunteers. The centre is available to other community groups in the area and is used by KDYS county-wide services such as Youth Justice and KDYS Family Support Service.

The Mentor Project

KDYS Youth Justice Mentoring Services support young people and parents in communities to deliver positive outcomes for young people and their families. The role offers the opportunity to make a real impact in the lives of a young person and their families.

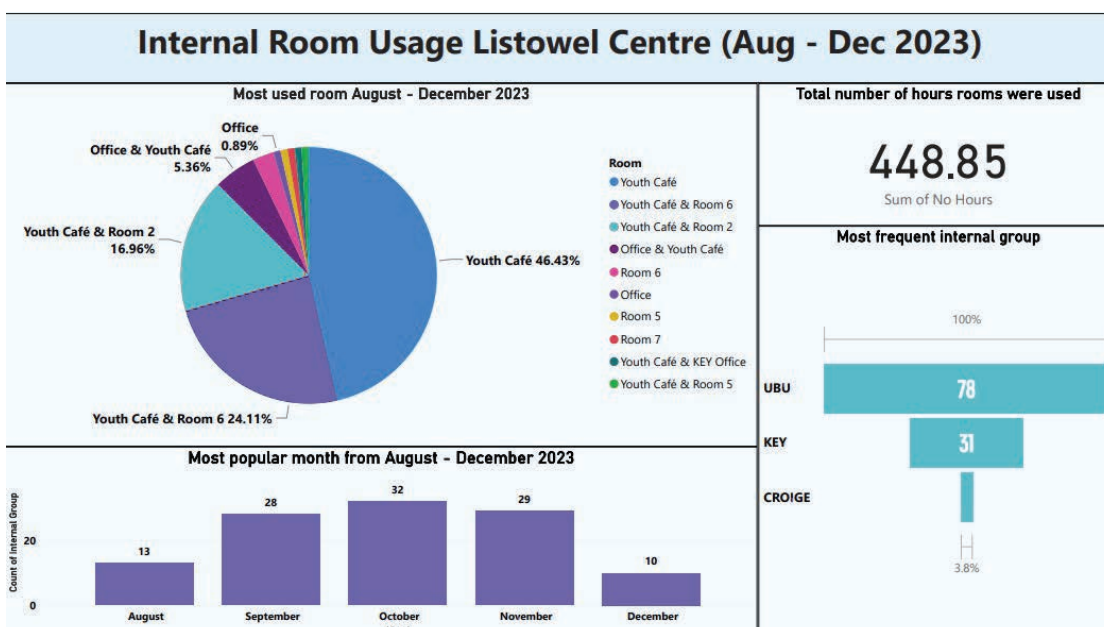
The Mentor Project recruits Volunteer Mentors, over the age of 21 years, who are passionate about making a difference in their community. Volunteer Mentors are dedicated to serving as positive, reliable role models for young people and their families. The young people and families (parents, guardians) that are referred to the project come from diverse backgrounds, volunteers are trained and garda vetted individuals who can build meaningful connections and foster positive mentoring relationships. No specialist background or previous experience is required but is welcomed —we will provide all the necessary training for volunteers, this will include the development of skills including communication skills, managing behaviour, child protection, boundaries and interventions.

Mentors receive training that is designed to ensure that they feel confident and ready before being matched with a young person or a family. Mentors are supported by the Youth Justice Volunteer Mentor Project Workers who offer ongoing advice and guidance to volunteers while they are engaged with young people or families. Regular peer support sessions with other Mentors to share learning and experiences is provided to volunteers. Optional ongoing training is also provided in specialist areas throughout the engagement.

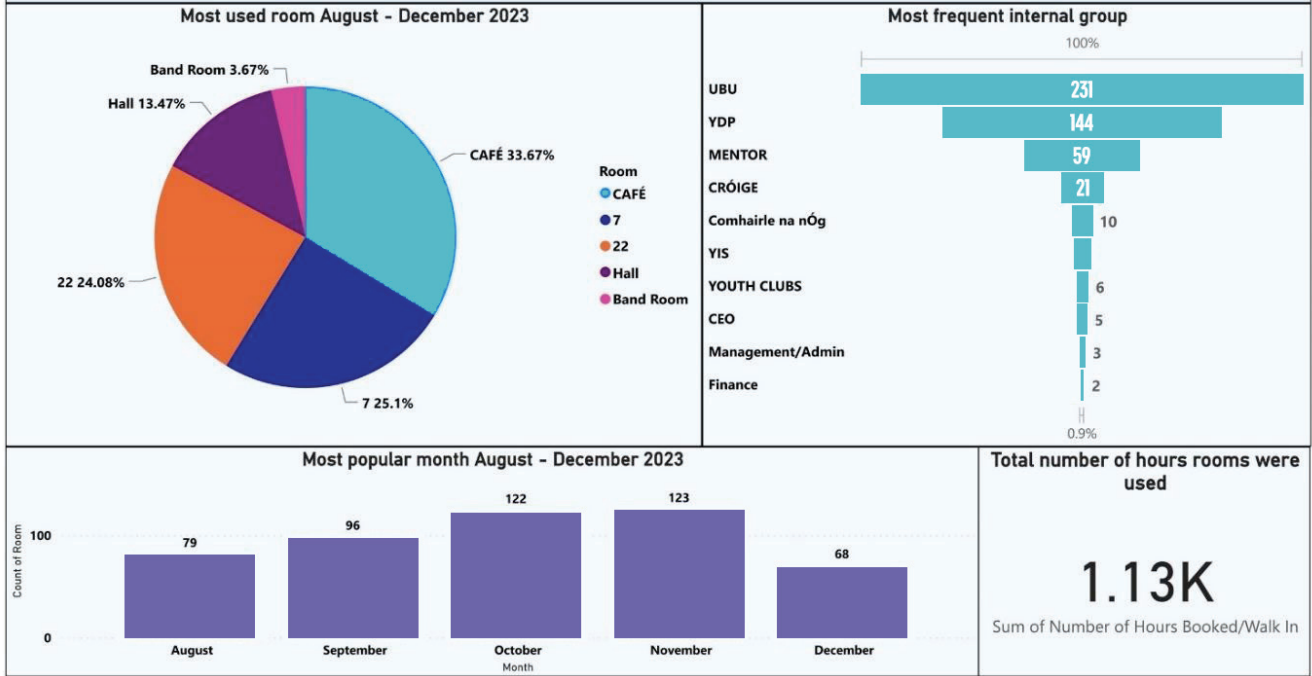
OUR YOUTH CENTRES AND SPACES

KDYS delivers a Diocese-wide service in over 30 locations in County Kerry and North Cork. In 2023, KDYS operated six Youth Centres in Killarney, Tralee, Listowel, Castleisland, Killorglin and Ballybunion. These are safe and supporting youth spaces staffed by professionally qualified youth workers who provide young people with a range of developmental programmes and activities. These Centres are also assets to the local community - contributing to the wider social fabric by providing space and facilities to a large cross-section of community groups, supports, services and events. KDYS has an additional 3 youth and family spaces in Tralee used primarily by KDYS for youth and family support activities.

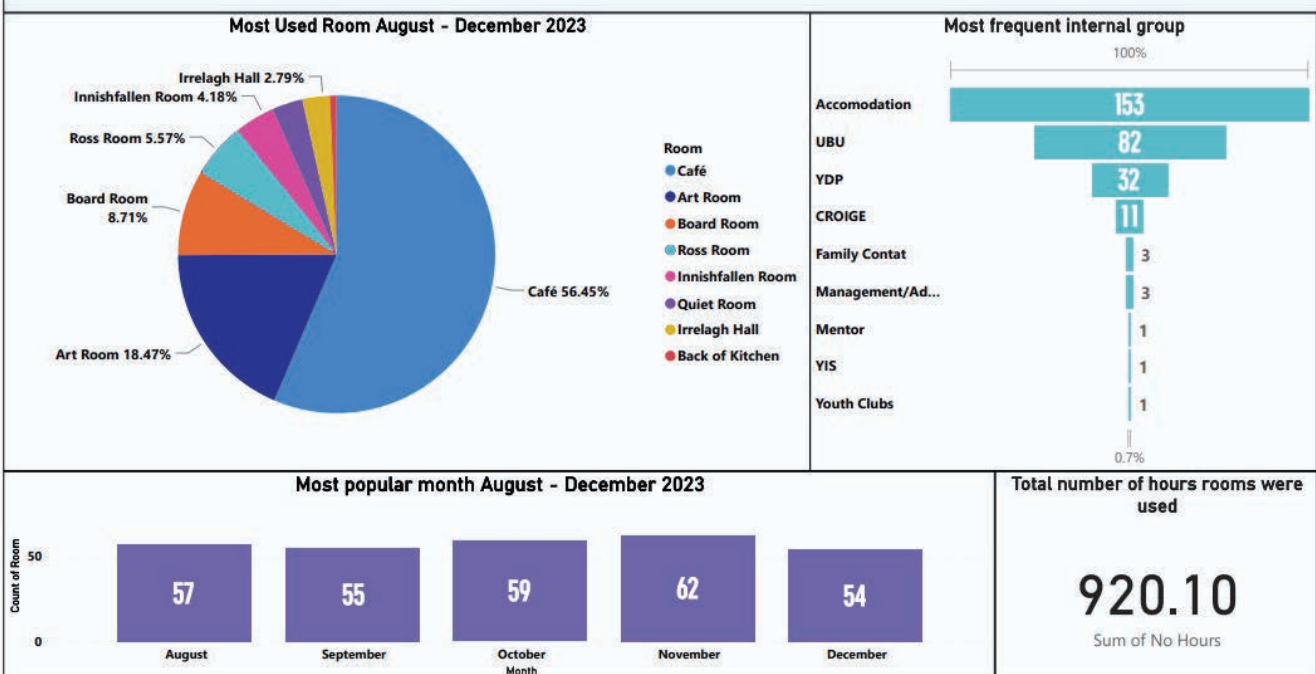
In August 2023, a data gathering system was piloted across Killarney, Listowel and Tralee to measure the level of usage within the centres. This pilot initially focussed on internal usage only, however from January 2024, it will be expanded to include external usage.



Internal Room Usage Report Tralee Centre (Aug - Dec 2023)



Internal Room Usage Report Killarney Centre (Aug - Dec 2023)



KDYS TRALEE

We remained a very busy centre throughout 2023. For much of the year, KDYS Tralee was operating at full capacity both in terms of the space we rent on a long term basis and in our daily bookings.

We are investigating funding sources for the adjoining room (Room 22) to our sensory space in order to transform it into a full family Contact Centre. It is currently being used by Cróige on a weekly basis for the same purpose and could benefit greatly from further development.

Room 22 to be developed as Family Contact Centre in 2024



For this space we are considering the following:

- Table and chairs
- Floor lamp
- Area rug
- Replacement cushions
- Sideboard
- Voile Curtains / curtains
- Window seating

Additional works:

- Repainting and repairing of walls.

CENTRE USERS:

Alongside our internal users 16 external groups rent rooms on an ongoing basis:

- Aspect c/o Rehab Group
- Bible Study
- Cassie Leen Dance
- Kerry Parents and Friends
- Kerry Travellers Health & CDP
- LCA Youthreach
- Listowel Family Resource Centre
- Messy Monkeys Play Group
- Move Ireland
- Ógras
- Parkinson's South
- Tusla Child and Family Agency
- Zumba
- NEWKD
- Revival Fellowship Ireland
- Tralee International Resource Centre

New external groups include:

NEWKD, Revival Fellowship Ireland.

Long term tenants continue to use space allocated to them:

- Resilience Care use all of ground floor on right including showers on right, Monday to Saturday.
- National Learning Network rent all the first floor on right, including Loft and also regular use of the Café.

Additional events within the KDYS Tralee Centre during the latter part of the year included:

- National Circus Festival of Ireland – four days in November.
- Kerry Travellers Health and Community Development Project – Christmas Party.

For 2024 we have received bookings from Move Ireland, HSE, Tusla, and NEWKD.

FOOTFALL:

As part of the Community Services Programme, we are required to measure footfall in the Tralee centre. The centre has seen a further increase in footfall this year. From June to December 2022 the footfall was **15,217**. For the same period in 2023, it was **16,035**. We aim to continue an upward trend in 2023 and on.



KDYS LISTOWEL

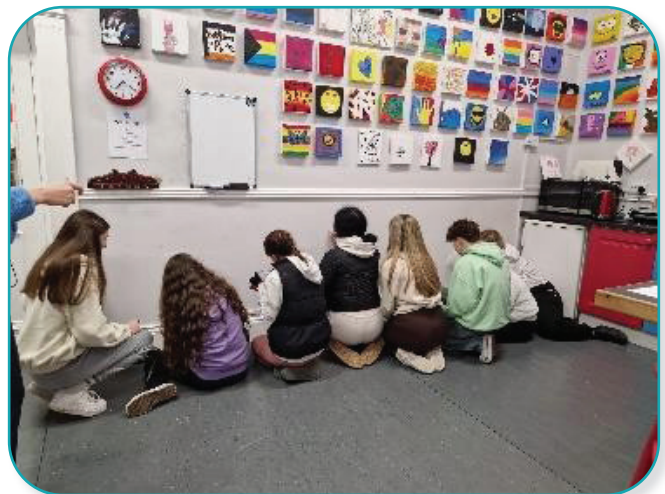
The year has been positive for occupancy with 100% occupancy by Resilience continuing on first floor. Also 60% of occupancy continued on the ground floor, groups accessing included Coolmine, Drug and Alcohol Addition Services; South West Counselling Service; Family Support Groups, Probation Services. One group acknowledged their appreciation at the year by telling us “we went above and beyond.”

WORKS COMPLETED

Funding received from to Kerry County Council for their support under the Community Support Fund 2023 enabled the reflooring of our one:one room, which is available to rent.

CENTRE ACTIVITIES

Listowel UBU Climate Justice Group – work is continuing on their art project, guided by Amy Sheehy Art. The art project will be completed prior to the YWI Launch of Youth Climate Justice in February 24.



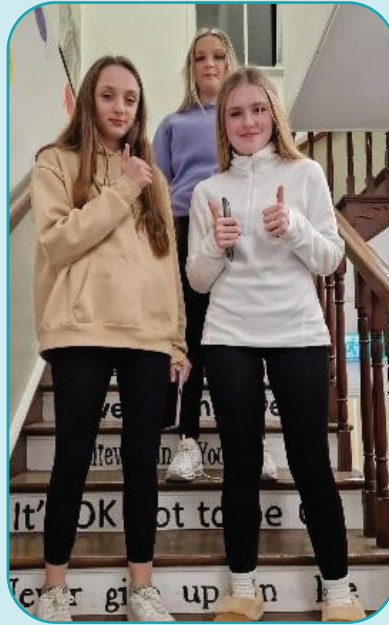
“

‘Thankyou for all the organisation and transport of our students last week. They found it very good and had positive feedback for us when they returned. My colleague who attended also found it very well organised and said it was really easy going, welcoming and conducive to getting the children chatting and mixing. I feel you achieved the right blend going forward for creating that atmosphere of cordiality and togetherness and hence getting all parties involved’

”

Listowel Youth Café Annual Christmas Dinner on December 1st

young people help to prepare and set up, thirty-five people enjoyed a full Christmas dinner and wonderful desserts.



Youth Work Ireland Nollaig 2023

– well done to Nicole, from Listowel, who was highly recommended in her age category



Priorities for 2024

Maintain current levels of occupancy and activities. Continue to explore funding opportunities to enable maintenance and upkeep of the centre including, painting and internal thermal insulation in two rooms, creating a safe and positive environment for all young people.

“

‘Congratulations to Kerry Comhairle na nÓg for achieving the Investing in Children Membership Award. We would like to say a big thank you and well done to all your staff for listening and engaging children and young people in dialogue that has led to change’

”

KDYS KILLARNEY

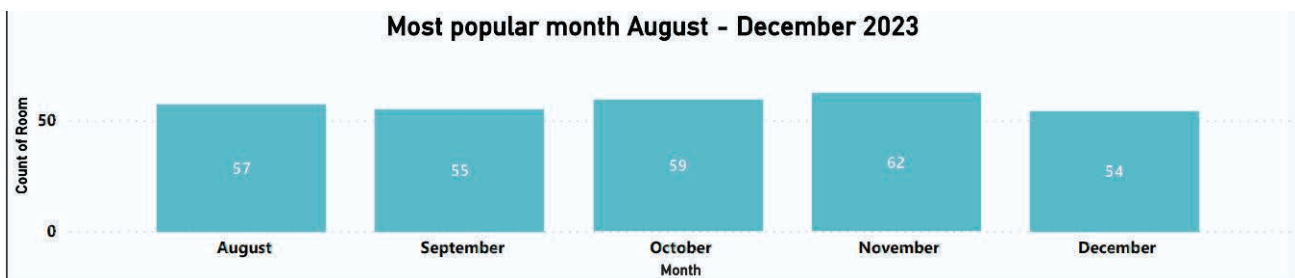
Throughout the past year, KDYS Killarney has continued to thrive as a dynamic centre of growth and community engagement. Operating as both a youth service and an accommodation centre, we are encountering challenges as the demand for space continues to rise. With challenges also came a lot of positive actions and achievements which support the day to day operations, which will be further developed in 2024. These included:

- Appointment of a lead receptionist in June, bolstering support for our reception and maintenance teams, thereby alleviating operational pressures
- Implementation of new operational systems aimed at enhancing day-to-day efficiency, including:
- Implementation of new health and safety protocols in our café
- Revised filing practices
- Development of online booking system for rooms
- Development of standard operating procedures for various tasks
- Implementation of a new system governing the use of attic space to address issues of misuse and improper disposal
- Development of the gallery space
- Development of the Family Contact Centre.

External Centre Users 2023:

With the implementation of the Integration Youth Project, we have witnessed a notable rise in demand for space, both for internal groups and larger meetings and training sessions. Managing this increased demand has become a priority, especially as it coincides with the ongoing needs of our regular external users, who include:

- Yoga
- Ballet
- Irish Dancing
- Pilates
- Take Won Do
- HSE Drug & Alcohol Counselling
- Dance Cardio
- Slimming World
- Tusla meetings & trainings
- HSE Training & other
- Active Retired
- Baby massage classes
- Bump Classes
- Tusla Access
- HSE Parental Workshops



Internal group room usage chart

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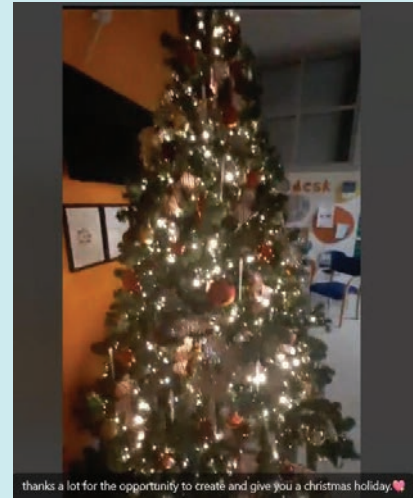
‘Thanks a million to Youth Justice Project worker for your time and efforts. It has been such a great support for our young person to have you talk to her and just listen. Honestly she has come a long way and has shown such great confidence in herself. Thank you so much for the time you gave to be there for her’

”

Significant events/activities:



Studio Star Podcast – The centre facilitated the launch of the StudioStar podcast which is a European initiative that gives young people the chance to have their voices heard on human rights. Youth Information and Comhairle na nOg members worked collaboratively on this project and launch. This was a live televised event viewed across Europe.



Ukraine Accommodation – Throughout the year, we have maintained our commitment to providing accommodation for 26 beneficiaries of temporary protection.

The staff team continued to provide a quality and empathetic service throughout the year. They also took on the responsibility of organising and facilitating Christmas and New Year celebrations for our residents. Their efforts have been met with positive feedback, highlighting their crucial role in fostering a supportive and welcoming environment within our accommodation facilities.

Our Ukrainian residents take part in the life of the centre by Volunteering with us, leading creative projects and helping us learn about Ukrainian culture and family life.

Priorities for 2024

- To further promote the centre as a space for hire/community use. In 2024 we hope to create an online brochure which will detail the rooms and provide visuals. We are aiming to increase our room rental usage by external groups by 10% in 2024.
- To further develop daily operational systems to ensure a smooth, professional service and a welcoming, clean and safe environment for everyone.
- To maintain appropriate staffing levels.

“

‘Without the support of the Access worker, I have no idea how I would have coped – they gave me tools to help me manage my young person’s anxiety’

”

OUR CULTURE AND PEOPLE

Throughout 2023, the HR function within KDYS continued to develop and evolve to meet the organisations needs, aligning the work to the goals outlined in the KDYS Strategic Plan 2023 - 2026, in particular Goal 6 – 'Be an organisation of choice for employees and volunteers'. There was specific focus on recruitment and retention, as well as further developing a learning and wellbeing culture.

In December, KDYS employed 71 staff, including Community Employment participants and relief panel members. Staff retention improved significantly compared to 2021, with turnover gradually decreasing. Recruiting new staff remained challenging due to competition from the public and private sectors.

KDYS attracted over 120 applications for 11 positions in 2023, a 15% increase compared to the previous year. This was achieved by refining recruitment practices, enhancing the employer brand, and exploring innovative recruitment strategies. To sustain this progress and attract top talent, continued investment in staff and a positive work experience is essential.

The contribution of Community Employment participants is an invaluable support in the successful operations of our centres.

There are consistently a number of vacancies within the scheme, consistent with trends within the Community Employment scheme nationally. This is a persistent challenge in recent years, and with the identified gaps highlighting the dependency on the scheme to provide auxiliary services.

Year 3 of the scheme commenced on 16th October 2023. In December we had 14 participants based in KDYS and 3 with a sub sponsor. An application for a new 3 year cycle of the scheme will need to be submitted in 2024.

In 2023, KDYS facilitated 21 student placements across Youth Work and Administration, the highest number since 2018. While investing time in students to ensure a positive experience is challenging, feedback from students in December was overwhelmingly constructive. The placements provided students with invaluable insights into youth work skills, the organisation's day to day operations, administrative requirements, challenges faced by youth workers, professional boundaries, risk assessment, and the importance of employee wellbeing. Key areas for improvement by the organisation identified by students included timetables, travel arrangements, and information sharing. This feedback will inform on ongoing commitment to enhancing the student experience whilst they are a member of the KDYS team, providing a quality work experience.

The organisation experienced an increase in staffing challenges throughout 2023, primarily concerning performance management, which reflects wider workplace trends. The HR department handled five performance improvement processes, including one during probation, all of which were resolved successfully. Additionally, external mediation was availed of, resulting in positive outcomes. While quantitative data is currently unavailable, anecdotal evidence suggests a rise in mental health issues, stress, and burnout among staff. These issues are attributed to personal difficulties, financial pressures, and increased workloads, aligning with national trends. In 2024, a primary focus will be on developing a strong organisational wellbeing culture. Staff concerns regarding pay, pension contributions, and job security have also emerged as key issues.



(Tetiana. KCFE Student)





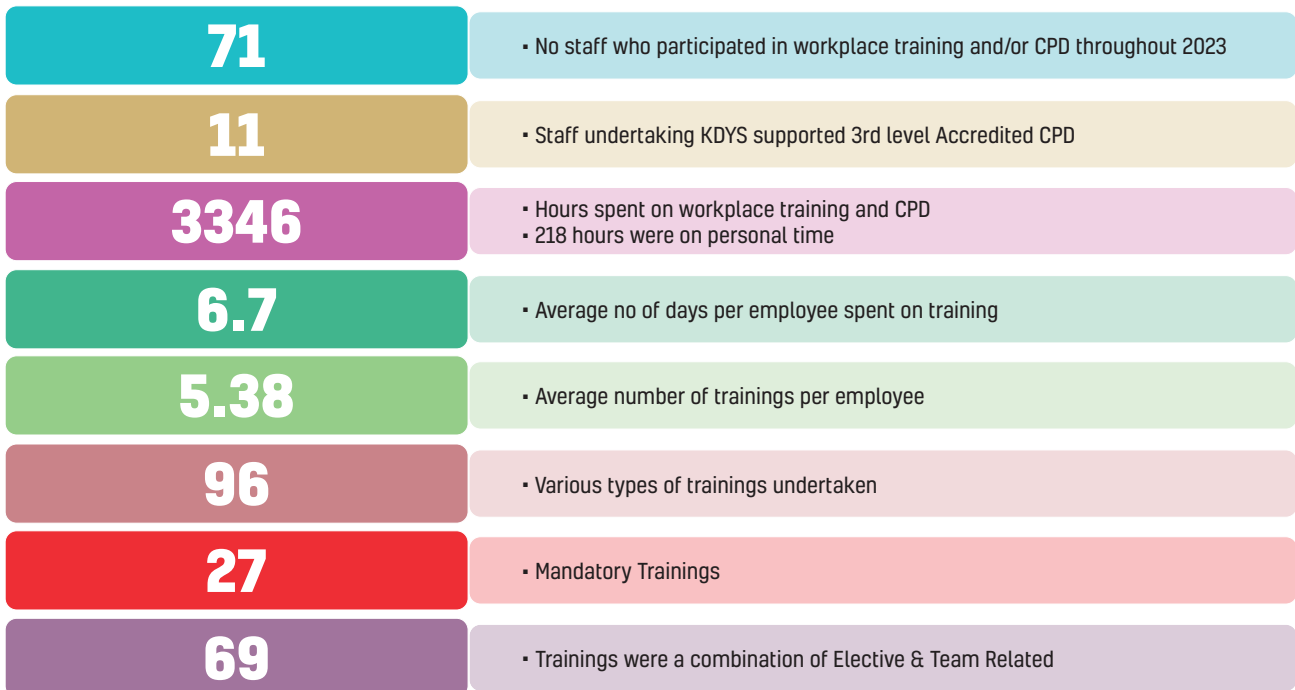
Training

In 2023, KDYS facilitated a substantial amount of workplace training and Continuing Professional Development (CPD) across a diverse range of topics. This was informed to an organisation-wide Training Needs Analysis. The KDYS Annual Training Plan 2023 ensured that staff remained current in skills and knowledge while meeting legislative and sector requirements for mandatory training.

KDYS youth work and centre staff identified areas for skills development including cultural competence to engage with young people from minority ethnic groups, eg, those living in direct provision centres and providing appropriate supports for Ukrainian young people.

KDYS continues to foster a culture of learning that aligns with our Strategic Plan (2023 - 2026). Every staff member participated in a minimum of two training events, while the average number of training sessions attended by each employee increased from 4.3 in 2022 to 5.38 in 2023. However, the time spent on training decreased by 5.2 days per employee. This reduction is attributed to variations in training types and durations, as well as inconsistencies in how employees recorded their time.

In 2024, there will continue to be a strong focus on CPD and workplace training, and we will review and enhance our data collection processes to provide a more comprehensive overview.



We recognise that social connections are critical to a healthy workplace culture and staff wellbeing. There were a number of staff events throughout the year, with the most notable gathering in September. It was the inaugural event of a newly formed social committee. Staff came together to review our strategic plan and this was followed by a social outing, celebrating staff, their commitment and service. Feedback from the evening was very positive. It was one of several activities throughout the year to embed employee wellbeing into the culture of the organisation using a people first approach.

Conclusion

The HR function at KDYS has made significant strides in 2023 to support the organisation's strategic goals. By focusing on recruitment, retention, employee wellbeing, and development, HR has contributed to creating a positive and supportive work environment. While challenges such as staff turnover, recruitment difficulties, and increasing accountability and compliance persist, HR continues to strive to implement strategies to mitigate these issues.

Key achievements include a rise in student placements, improved staff retention, and increased training participation. In 2023, a significant number of KDYS staff participated in trauma-informed and EDI training. Additionally, the emphasis on employee wellbeing through staff events and initiatives has contributed to increased employee engagement and a positive workplace culture.

Looking ahead, HR will continue to prioritise employee wellbeing, invest in staff development, and refine recruitment strategies to ensure KDYS remains an employer of choice. Addressing challenges such as performance management, mental health, and pay equity will also be key priorities for 2024.

COMPLAINTS, SUGGESTIONS AND COMPLIMENTS

In July 2023, the Board approved a revised KDYS Feedback and Complaints Policy. This policy commits to ensuring that children and young people are aware of their right to give feedback and to complain. [KDYS-Feedback-and-Complaints-Policy-2023-.pdf](#)

In May 2023, we were delighted to welcome Dr Niall Muldoon, Ombudsman for Children to visit our Tralee Centre and meet some of the young people we work with.



In 2024, KDYS intends to work with children and young people to develop KDYS child-friendly feedback and complaints resources.

KDYS does not receive many complaints. Of the four complaints received in 2023, all were locally resolved.

“

'Access worker went above and beyond the call of duty during the Christmas holidays to ensure the children would see their parent while receiving care in hospital'

”

Positive Feedback Report: Jan-Dec, 2023



Positive Feedback

Under the KDYS Feedback and Complaints Policy, KDYS commits to actively encouraging, acting on and responding to feedback and complaints. Feedback and complaints from young people, their families, the community and other services we engage with is a valuable resource to help the organisation learn and improve. Research has also shown that positive feedback gives an insight into the strengths of service provision and how it is experienced by service users, stakeholders and the public. Positive feedback has a significant impact on staff morale.

In September 2023, KDYS introduced a system to facilitate the collection and sharing of positive feedback as part of our organisational culture. The CEO also selects positive feedback examples to circulate to all staff internally every 4 to 6 weeks. Over time, it is expected that KDYS will be able to identify distinct themes in the feedback we receive that will give us an insight into the aspects of our work/our relationships that are valued by the external environment. See below a summary of the positive feedback collected for 2023.

Positive Feedback Report from 1 January to 31 December 2023

1 Number of positive feedback received:

From 1 January 2023 to 31 December 2023, KDYS has logged 45 examples of positive feedback. Sources include external agencies, schools, and parents.

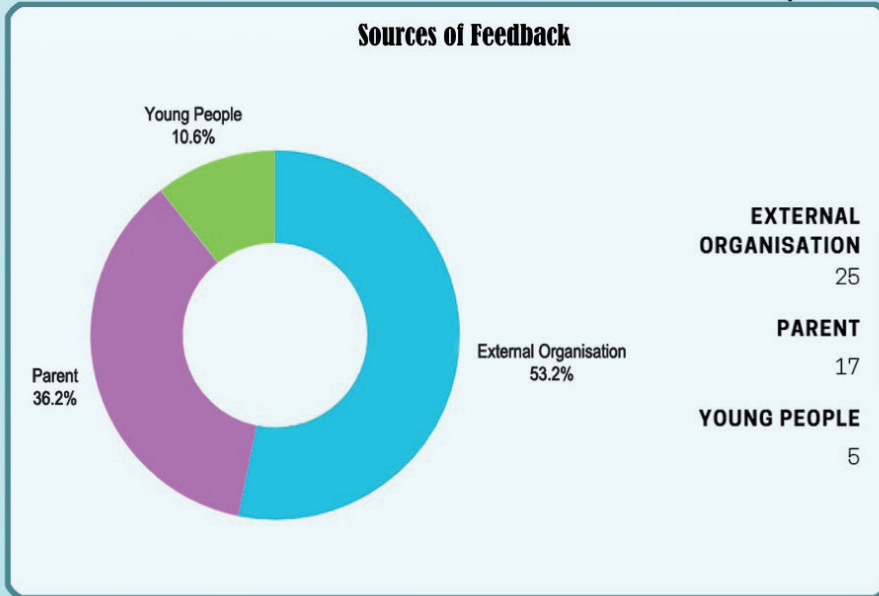
Please see breakdown below:





2 Sources of Feedback:

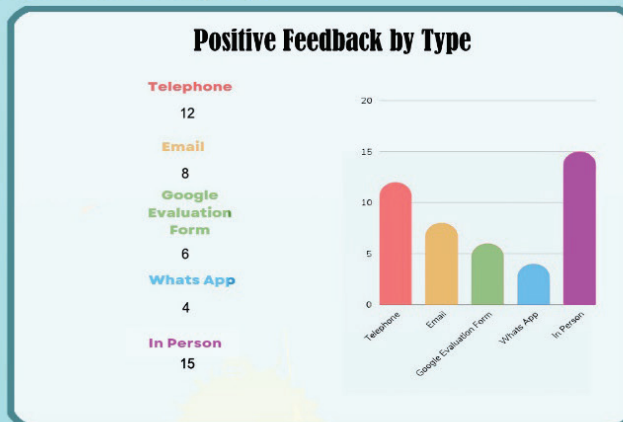
Sources include external organisations, schools, and parents.



3 Positive Feedback by Type:

During the time period 1 January to 31 December 2023, the most common way of providing feedback was in person followed by telephone, email, and by feedback form.

Positive Feedback was provided in the following ways:



Positive Feedback Report: Jan-Dec, 2023



4 Positive Feedback Themes:

The reasons for the positive feedback can be broken down into the following categories:

- Going the extra mile.
- Impact – intervention led to positive change for young person/parent.
- Provided new opportunities for young people.
- Expertise and professionalism.
- Quality of the relationship with the worker.
- Youth-friendly.

5 Sample of Positive Feedback received:

Youth Justice
"Thanks a mill for your time and efforts. It has been such a great support for this young person to have you talk to her and just listen. Honestly she has come a long way and has shown such great confidence in herself. Thank you so much for the time you gave to be there for her."
Parent/Guardian

Family Services
"Can I just highlight that the presence of the male Cróige worker to meet this dad where he was at was the turning point in this case, it stopped 3 children coming into care."
Social Worker

Castleisland UBU
"We couldn't be more thankful for all that the UBU worker and the KDYS team have done. I sincerely hope that more young people have the opportunity to receive this kind of support and guidance. It's truly a game-changer."
Parent

Youth Participation
"Congratulations to Kerry Comhairle na nÓg for achieving Investing in Children Membership Award™. We would like to say a big thank you and well done to all your staff for listening and engaging children and young people in dialogue that has led to change."
Investing in Children

YIC
"I was ringing to thank you most sincerely for the information session you provided for our students this year. They thought it was very good and informative - the feedback was nothing but positive."
The Green CBS Tralee

Feedback shared with Staff

14 February 2023	KDYS Staff	Identifying and applying for additional funding	Berni Smyth	Thank you for all the work that is currently going into identifying and applying for additional funding that align with our strategic priorities
18 April 2023	KDYS Tralee	Nominated for donation	Inver Foley's Service Station Tralee	Enable Ireland nominated KDYS Tralee for a €500 donation via the Inver Foley's Service Station, Tralee.
24 April 2023	Nicola O'Sullivan	Workplace Wellbeing	Berni Smyth	Thank you Nicola for sharing all of the information and resources below to mark National Work Wellbeing Day on Friday.
24 April 2023	Anne Murphy and Karen Burke	Youth Information Open Days	Secondary school	<p>Received feedback about how organised and well attended these events were, how helpful KDYS staff were on the day and how enjoyable young people and professionals alike found the day.</p> <p>These Youth Information Events have been referred to on numerous occasions by external agencies as a model to replicate in the County for all sorts of youth information sharing purposes.</p>
28 April 2023	KDYS Killarney	KDYS Centres	Ukrainian Residents	<p>The mural outside has been given a face-lift by some of our Ukrainian guests in thanks to KDYS.</p> <p>It is a lovely gesture and represents the fusing of what they value from their Ukrainian culture and their positive experiences in Kerry.</p>

26 May 2023	KDYS Marie Danaher and Breda Dowling	Awards	Kery Community Awards	<p>KDYS received a Gold award at the Kerry Community Awards 2023 in recognition for the work of our volunteers.</p> <p>Huge credit and thanks to Marie Danaher and Breda Dowling for the tremendous work they do to attract, support and develop volunteers on our behalf.</p>
22 June 2023	Comhairle na nÓg	Awards	Investing in Children Award	<p>This award is given to youth organisations and projects that can provide evidence that they have engaged in dialogue with young people leading to meaningful change.</p>
3 July 2023	KDYS Killarney Peig, Steph and team	KDYS Centres	Launch of new Killarney Family Centre	<p>Congratulations to Peig, Steph and team on the launch of the new KDYS Killarney Family Centre which took place today and was made possible due to funding provided by the Toy Show Appeal.</p> <p>A special word of thanks to Denny, Mike, Gerry and the Killarney centre staff for all the work they have put into getting the space ready.</p>
27 July 2023	KDYS Killarney	KDYS Centres	Killarney Coffee Cup Project	<p>KDYS Killarney has become part of the 'Killarney Coffee Cup Project'! We have joined this initiative alongside multiple other organisations in Killarney to eliminate single use cups. As of now, in our Killarney centre we will no longer provide single use paper cups, reusable options only! Well done Michaela for coordinating this project.</p>
4 October 2023	Nicola O'Sullivan	Awards	HR and Leadership Awards	<p>Nicola is a finalist in the 'HR Manager of the Year' Category which of itself is a huge achievement.</p>

18 October 2023	Aoife Murray and young people.	KDYS Centres	Launch of RINK UBU Project, North Kerry	<p>Congratulations to the young people, supported by Aoife, who organised and led the recent launch of the RINK project in the Cove Youth Centre, Ballybunion.</p> <p>It has become a well-established youth service in the area and it is very impressive to see the range of programmes and activities that have taken place already. Thanks also to the volunteers, wider UBU and Integration team who have supported this work and to managers, Gareth and Michelle for their leadership.</p>
1 November 2023	KDYS staff and Gareth Hartevelde	KDYS Centres	Ukrainian Youth Workers' Study Visit to Killarney	<p>Thank you to everyone who supported the Ukrainian Youth Workers' Study Visit to Killarney last month which was organised under our Council of Europe Quality Label for Youth Centres.</p> <p>Many KDYS staff contributed to the warm welcome and helped us deliver a varied programme of activities and outings which were greatly appreciated.</p>

“

'It's absolutely fantastic to see the Castleisland Centre come alive again with music and young people. It's like a breath of fresh air for our community'

”

FINANCIAL REVIEW

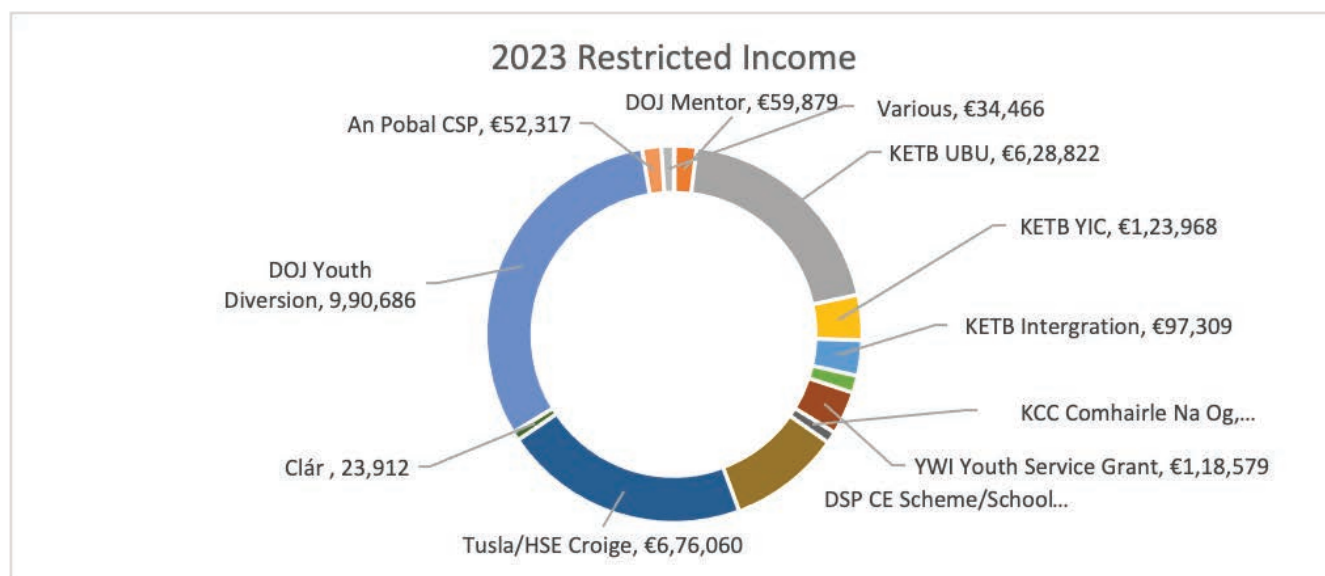
The audited Financial Statements for the financial year ended 31 December 2023 were presented at the KDYS AGM on June 2024. The Financial Statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The statement of financial activities and balance sheet for the year ended 31st December 2023 are shown from page 45? to xx.

Financial results for 2023 have been very positive with final Total Income of €4,288,011 and Total Expenditure of €4,098,811 - generating a surplus of €189,200.

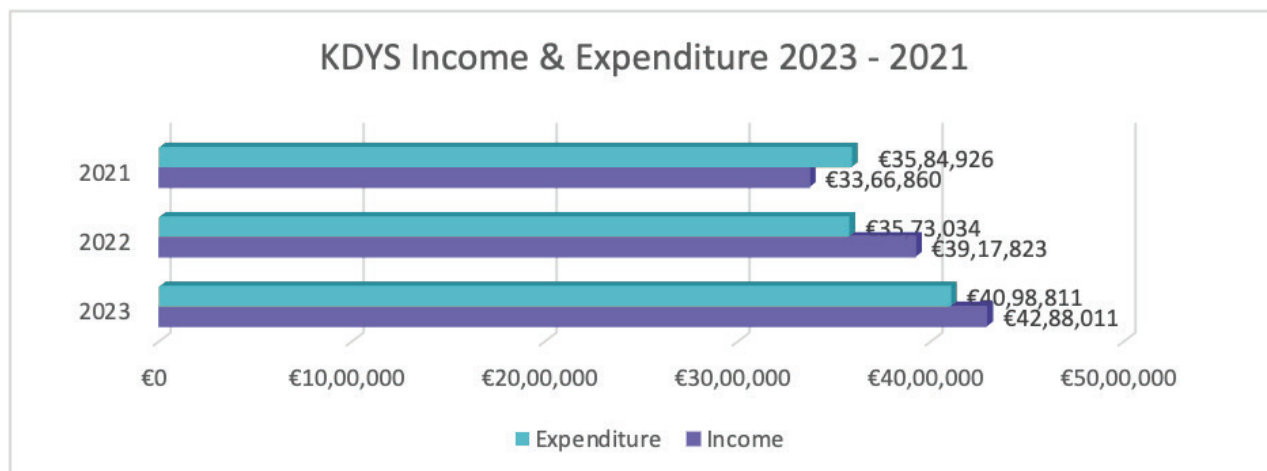
Restricted Income in 2023 was €3,361,720 compared to €3,069,381 in 2022, an increase of €292,339 (+9.5%). This was mainly driven by the full the year roll out of our UBU RINK programme and new funding received from KETB for our Integration programme to provide support for Ukraine refugees within the county.

Our Unrestricted Income was €926,291 for the year, up €77,849 (+8.5%) on 2022. This was largely driven by a focus on developing our social enterprise activities including rental income from our accommodation wing in Killarney and increased room rentals and community use across all of our centres. KDYS opened its doors to Ukrainian refugees in April 2022 and since that time we have contributed to the combined efforts of voluntary and statutory bodies in Kerry to create a safe haven in Kerry for those affected by the conflict in Ukraine.



Three-year income and expenditure trends

A review of our income and expenditure over the last three years shows that we have increased income by 27% in that period, while expenditure has increased by 14%. The graph above outlines the various funding received to support our range of programmes for young people across the county.

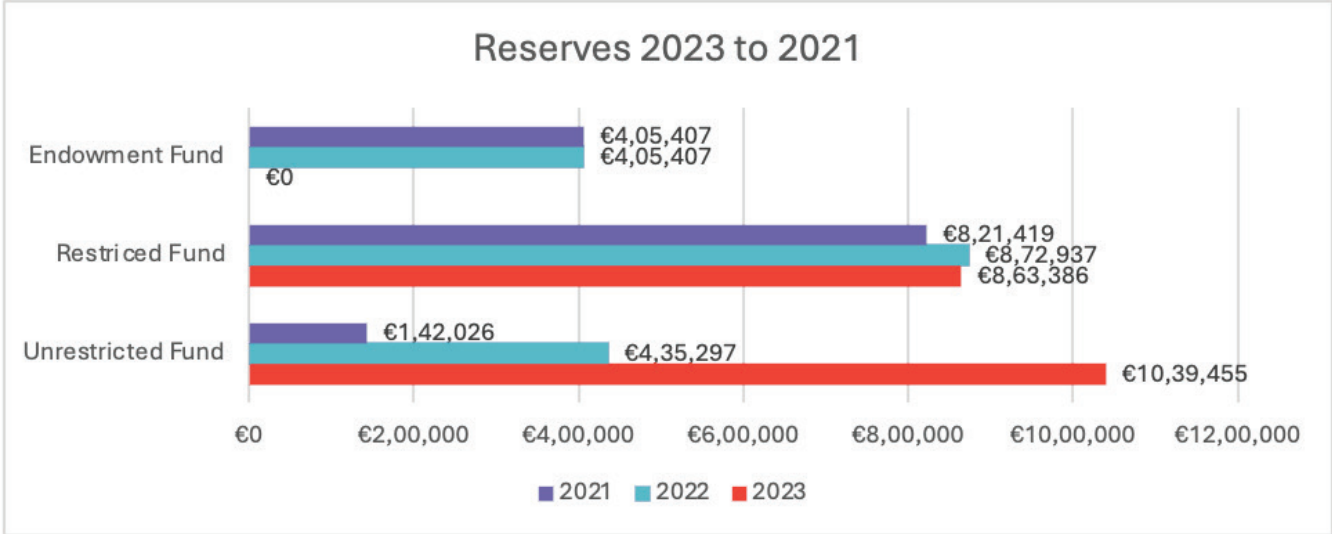


From September 2023, KDYS commenced the process of winding down our accommodation provision with the aim of supporting residents to more sustainable long-term homes within a 12 month period. Alongside the accommodation, KDYS provided a range of support services including access to youth activities for the children and young people and considerable supports to our residents in areas such as health, education, reunification with family members, employment and English classes.

Our ambition is for KDYS to have sustainable annual unrestricted income to invest in youth and family support work which we believe will be achieved by reverting to our original aim of providing youth programmes and accommodation to youth services throughout Ireland and Europe under our Council of Europe Quality Label for Youth Centres.

Review of Reserves at 31st December 2023

In July 2023, KDYS Board of Trustees adopted a Reserves Policy to ensure there is funding for working capital, unexpected expenditure or income shortfalls. It was agreed by the Board, that it is in the best interest of the Organisation to seek to retain reserves at a level of three months operational costs, in addition to current committed project expenditure.



At the end of 2023, unrestricted reserves were €1,039,455. This figure includes a transfer from our Endowment Fund of €405,407, which was formally approved by at KDYS AGM on 24th July 2024.

The UBU Project is funded and administered by Kerry ETB. The UBU Team brought in extra income through grant opportunities, the total amount was €27,336.53.

“ ‘It was a really fantastic event and so relevant to young people, keep up the great work’ ”

“ ‘Extremely grateful for the work carried out by the KDYS Team. I feel it has changed my young person’s life’ ”

DIRECTORS' ANNUAL REPORT

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2023.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Governance Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Kerry Diocesan Youth Service CLG present a summary of its purpose, governance, activities, achievements and finances for the financial year 2023.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The company is limited by guarantee not having a share capital.

MISSION, OBJECTIVES AND STRATEGY

Mission Statement

The company's mission is to serve all young people in a safe, fun and positive environment, through the provision of youth spaces, services, mentoring, training and ongoing opportunities for their holistic development.

The vision is to be a safe, inclusive environment where all young people feel valued and supported to achieve their full potential as members of the community and have their voices heard.

In 2023, KDYS engaged in an extensive consultation process with young people, volunteers, staff and Board to review our Constitution. Following this process, KDYS Constitution was updated to better reflect our work with young people, families and communities and the landscape in which youth work takes place both nationally and internationally. We also made changes to our Constitution to strengthen good governance and oversight in line with guidance provided by the Charity Regulator. This is the first revision of the KDYS Constitution to take place since the charity was founded in 1971. To better reflect contemporary approaches to youth work, we specifically stated our commitment to youth participation and to promoting climate justice and sustainability as Objects of our Constitution.

Objectives

Our Purpose includes promoting the holistic development of the young people of Kerry. It further includes establishing Youth Centres; providing a Youth Information Service with a strong outreach dimension; actively promoting and engaging in community youth work; providing suitable leadership training for young people, leaders and parents; to assist in the setting up and effective functioning of youth clubs; encouraging contact and exchange programmes with similar groups within the European Community.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure

Kerry Diocesan Youth Service (KDYS) is constituted as a Company Limited by Guarantee (CLG) as per parts 1 to 15 of the Companies Act 2014. Its purpose and objects are set out in its Memorandum of Association and how it conducts its business is set out in its Articles of Association. Both of these documents (now the Constitution) are publicly available from the Companies Registration Office website (www.cro.ie).

Governance

KDYS is registered with the Charity Regulators as a Complex Organisation. KDYS Board of Directors upholds the six principles of governance, complies with both the core standards and additional standards recommended for Complex Organisations as set out in the Charities Governance Code. <https://www.charitiesregulator.ie/en/information-for-charities/charities-governance-code>

In 2023, KDYS Board of Directors continued to invest in strengthening the governance of the organisation. Following a recruitment drive at the end of 2022, five new members were recruited to the Board. The CEO invested time and

resources into increasing the capacity of a new management structure, established in 2022, across the main functions of the organisation to support and quality assure our systems and ensure that all KDYS policies and procedures are maintained and implemented to Charity Regulator standards. Work commenced towards the end of 2022 to review and strengthen Governance was completed by September 2023.

Composition of the Board and Board Appointment Process

KDYS is governed by a Board of Directors with a maximum number of thirteen people. The Diocese of Kerry may nominate up to four Directors and the balance of up to nine additional Directors may be co-opted by the Board on the basis of their knowledge, expertise and relevant experience.

Every year at the AGM at least two of KDYS Board Members retire by rotation and may be eligible for re-election.

Committees of the Board and Terms of Reference

In 2023 KDYS had three Board subgroups:

1. Finance and General Purposes

Overseeing financial and administrative matters in the organisation to ensure its financial health and operational viability and that major risks are identified and effectively managed.

2. Governance Subcommittee

Assesses and nominates members for admission to the Board of Directors; makes recommendations regarding the Board's composition, operations and performance; develops appropriate corporate governance principles.

3. Fundraising and Development Subcommittee

Oversees the organisation's fundraising and developments; responsible for the development and implementation of a fundraising plan; responsible for ensuring compliance with the 'Guidelines for Charitable Organisations on Fundraising from the Public'.

KDYS staff team is headed by a Chief Executive Officer (CEO) who reports directly to the Board through the Chairperson. A leadership team of five people report directly to the Chief Executive. A new senior management structure consisting of HR, Finance, Centre Managers and Youth Work Managers was established in 2022 and is responsible for driving the strategic goals of the organisation. All other staff report to members of the Senior Management Team (SMT).

The following decisions are reserved for the Board to make and approve:

- The Company's strategic plans and annual operating budgets
- Projects outside the scope of the strategic plan
- Business acquisitions and disposals
- Decisions on Litigation
- Appointment/Removal of Subgroup Chairs and Members
- Appointment/Removal of Chief Executive Officer
- Appointment/Removal of Auditors
- -Approval of Borrowing/Finance Facilities
- Approval of Contracts
- Annual Review of Risk and Internal Controls

Although the Board of Directors is ultimately responsible for KDYS and for the above list, certain duties and responsibilities are delegated from the Board to the Chief Executive Officer (CEO) and through the CEO to senior management and to the staff team. This includes: implementation of the strategic plan; leading and managing KDYS staff teams, programmes, projects, finances, pricing and all other administrative aspects so that the organisation's strategies are fulfilled and that the culture of the organisation reflects our mission, vision and values. It is important to KDYS that our young people, staff and volunteers feel welcomed, included and respected.

Review of Activities, Achievements and Performance

KDYS is proud of our range of programmes which are designed to be responsive to the needs of young people and their families. KDYS strives to deliver youth work in local communities, to be responsive to young people's needs and

interests and to support young people to reach their potential. All of KDYS programmes operated to full capacity throughout 2023 and we fulfilled our obligations under Service Level Agreements. KDYS also secured additional funding for youth work to support integration in response to the high number of young people and families fleeing the war in Ukraine who were re-located to Kerry.

KDYS continued to work on developing and improving our Integrated Youth Work Model with an increase in collaboration between KDYS programmes and projects to ensure that young people have access to the full range of supports available through KOYS.

Our Facilities

In 2023, KDYS operated five Youth Centres in Killarney, Tralee, Listowel, Castleisland and Killorglin. These are safe and supporting youth spaces staffed by professionally qualified youth workers who provide young people with a range of developmental programmes and activities. Our Centres are also assets to the local community wider social fabric by providing space to a large cross-section of community groups, supports and services. By the end of 2022, KDYS Youth Centres had reverted to pre-covid levels of activity. In 2023, we saw an increase in activities and use of our Centres and by the end of the year, this had exceeded levels achieved prior to the pandemic.

In addition to running our Youth Centres as vibrant hubs for young people, their families and community, KDYS continued to contribute the Killarney accommodation wing to the wider collective effort locally to provide refuge to Ukrainian families fleeing the war.

KDYS Services

In 2023, KDYS engaged with 5,879 young people. KDYS also supported 474 volunteers to provide activities for young people across the County; in 22 youth clubs; by providing individual mentoring and contributing to KDYS group programmes and events.

Financial Review

The results for the financial year are set out on pages 13 and 14 and additional notes are provided showing income and expenditure in greater detail. The supplementary information included with the annual accounts provides a detailed breakdown of all sources of funding.

In 2023, KDYS had an income of €4,288,011 (€3,917,823 in 2022) an increase of 9.5%, and expenditure of €4,098,811, resulting in an overall surplus of €189,200.

Our Restricted Funds Income in 2023 was €3,361,720 (€3,069,381 in 2022) up €292,339 on 2022, while our Unrestricted Income in 2023 was €926,291 (€848,442 in 2022) an increase of €77,849.

Our restricted income was mainly driven by the full year allocation of funding from DCEDIY (KETB) for our RINK program and funding received to run our Integration Program. We also received an increase in funding allocation from YWI (DOJ) to run our Key Service program.

Unrestricted Income was again mainly driven by the continued provision of accommodation and support to Ukrainians in our accommodation wing in Killarney for the full year, we also had a strong performance in the year in rental income across our facilities. Once this crisis is over it will revert back to its original aim of providing accommodation and support to youth services throughout Ireland and Europe.

The major element of expenditure in 2023 were on staffing costs related to the delivery of programmes and services. KDYS has also set aside a provision of €100,000 in the accounts for the potential legal costs relating to the Youthreach pension.

As approved by the Board of Directors an amount of €405,407 has been transferred from Endowment Funds to Unrestricted Funds on 24 July 2023.

The full result for the year are set out in the Statement of Financial Activities.

Financial Results

At the end of the financial year the company had gross assets of €3,173,304 (2022 - €3,018,130) and gross liabilities of €1,270,463 (2022 - €1,304,489). The net assets of the company have increased by €189,200.

Reserves Position and Policy

- The Board of Kerry Diocesan Youth Service (KDYS) has set a reserves policy which requires:

- Reserves are maintained at a level which ensures that KDYS' core activity could continue during a period of unforeseen difficulty.
- A proportion of reserves are maintained in a readily realisable form.
- The Company will aim to hold a Reserve of 3 months running costs at all times.

This takes into account:

- Risks associated with income and expenditure being different from that budgeted
- Planned activity level and potential opportunities
- The organisation's contractual commitments
- The cost associated with potentially having to make staff redundant in an emergency situation

The level of reserves is kept under constant review through ongoing financial reporting and production of annual audited accounts.

The Board is satisfied that the current level of reserves is adequate.

Principal Risks and Uncertainties

In common with all organisations set up on a non-profit/ charitable basis, the company has uncertain income streams coupled with increasing recruitment and retention challenges created by rising inflation and cost of living. Along with other organisations in the sector, the Board is mindful of the pressure to provide adequate salary and employment conditions within the constraints placed on us by Service Level Agreements with the State. In 2023, this was compounded by the impact of on-going WRC negotiations to achieve pay parity for some parts of the voluntary and community sector. It is envisioned that pay parity and terms and conditions will continue to be a challenge in 2024.

Other risks include the challenge of meeting maintenance and development costs of our buildings and security of tenure in some.

The critical risks for KDYS that were most dominant in 2023: the ability to secure new funding sources to match increased core costs and compliance, upgrade physical spaces, provide universal youth work activities and to meet new development requirements. The Directors are satisfied that the risks facing the organisation have been identified and managed through the ongoing maintenance of the Risk Register and the annual 'Risk Assessment Review'.

Future Plans

The work of Kerry Diocesan Youth Service is at all times guided by our Mission, Vision and Values, and our Strategic Plan which reflects our purpose as set out in the Organisation's Memorandum and Articles of Association. This document outlines how we will achieve the vision, aims and objectives through our structures and work.

The Board continues its commitment to creating opportunities that expand the lives of young people and communities. We work 'with' and not just 'for' our young people and to create a sustainable local Youth Service that is relevant and accessible into the future. Plans to re-open EurOg as a social enterprise in early 2022 were re-evaluated following a request to contribute to national wide commitment to provide accommodation to Ukrainians fleeing the war. KDYS opened its door to Ukrainian refugees in April 2022 which has brought an additional layer of service provision to the existing suite of youth and family support services provided by KDYS. This provision of accommodation and associated supports continued throughout 2023. From September 2023, KDYS began to scale back this work, mindful of ensuring that the transition causes minimal stress for residents for whom KDYS Killarney has become their home.

In December 2022, the Board formally adopted the KDYS Strategic Plan 2023 - 2026. At the end of 2023, significant progress had been made towards achieving the strategic goals set out in this plan. In 2023, work to strengthen governance and to build a strong internal management structure continued as a key objective. New Board members were recruited and the CEO invested time and resources into establishing a strong senior management team. Governance, compliance and the development of robust management systems will continue to feature throughout the lifetime of the current strategic plan.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Bernadette Costello Frances Day Gearoid Godley Shane O' Donoghue John O' Regan

James Kildea (Resigned 13 November 2023)

Luna Atkins (Appointed 16 January 2023)

Aoife Dare (Appointed 13 March 2023)

Arlene Harmann (Appointed 15 May 2023)

Bernie Lenihan (Appointed 15 May 2023)

Gavin Donaldson (Appointed 24 July 2023)

Fr. Gearoid Godley held the position of board chairperson during the year.

Each year at the AGM at least two of the board members retire by rotation and may be eligible for re-election. The secretary who served throughout the financial year was John O' Regan.

Compliance with Sector-Wide Legislation and Standards

The company engages pro-actively with legislation, standards and codes which are developed for the sector. Kerry Diocesan Youth Service CLG subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

Important events since the year-end

There have been no significant events affecting the company since the financial year-end.

Going Concern

The Directors wish to note that, as it is one of the considerations that the auditors are required to assess each year that the Directors have no concerns about the ability of Kerry Diocesan Youth Service to continue to carry out operations in the foreseeable future.

The Auditors

The auditors, O'Brien Coffey MacSweeney have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at KDYS Youth Centre, Fairhill, Killarney, Co Kerry.

Approved by the Board of Directors on 17/6/24 and signed on its behalf by:


Gearoid Godley
Director


John O' Regan
Director

DIRECTORS' RESPONSIBILITIES STATEMENT

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and net income or expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Directors on 17/6/24 and signed on its behalf by:


Gearoid Godley
Director


John O' Regan
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of Kerry Diocesan Youth Service CLG

Report on the audit of the financial statements

Opinion

We have audited the company financial statements of Kerry Diocesan Youth Service CLG ('the Charity') for the financial year ended 31 December 2023 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2023 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Annual Report is consistent with the financial statements;
- in our opinion, the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the charity. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 9, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

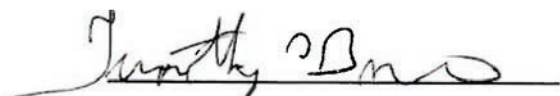
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is provided in the appendix to this report, located at page 12, which is to be read as an integral part of our report.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Timothy O'Brien

for and on behalf of

O'BRIEN COFFEY MACSWEENY

Accountants & Statutory Auditors
Allman House
Tralee Road
Killarney
Co. Kerry

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

STATEMENT OF FINANCIAL ACTIVITIES

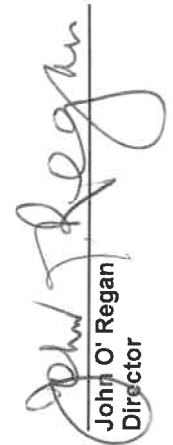
(Incorporating an Income and Expenditure Account)

	Notes	Unrestricted Funds		Restricted Funds		Endowment Funds		Total Unrestricted Funds		Restricted Funds		Endowment Funds		Total Funds	
		2023	€	2023	€	2023	€	2023	€	2022	€	2022	€	2022	€
Income															
Donations and legacies	3.1	22,571	-	-	-	22,571	-	22,571	28,288	-	-	-	-	28,288	
Charitable activities															
Grants from governments and other co-funders	3.2	6,802	3,361,720	-	-	3,368,522	-	3,368,522	19,809	3,067,731	-	-	-	3,087,540	
Other trading activities	3.3	896,918	-	-	-	896,918	-	896,918	800,345	1,650	-	-	-	801,995	
Total income		926,291	3,361,720	-	-	4,288,011	-	4,288,011	848,442	3,069,381	-	-	-	3,917,823	
Expenditure															
Charitable activities	4.1	727,540	3,371,271	-	-	4,098,811	-	4,098,811	555,171	3,017,863	-	-	-	3,573,034	
Net income/(expenditure)		198,751	(9,551)	-	-	189,200	-	189,200	293,271	51,518	-	-	-	344,789	
Transfers between funds		405,407	-	(405,407)	-	-	-	-	-	-	-	-	-	-	
Net movement in funds for the financial year		604,158	(9,551)	(405,407)	(405,407)	189,200	51,518	189,200	293,271	51,518	-	-	-	344,789	
Reconciliation of funds:															
Total funds beginning of the year	17	435,297	872,937	405,407	405,407	1,713,641	142,026	1,713,641	142,026	821,419	405,407	405,407	1,368,852		
Total funds at the end of the year		1,039,455	863,386	-	-	1,902,841	435,297	1,902,841	435,297	872,937	405,407	405,407	1,713,641		

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 17/6/24 and signed on its behalf by:


Gearóid Godley
Director


John O'Regan
Director

BALANCE SHEET

as at 31 December 2023

	Notes	2023 €	2022 €
Fixed Assets			
Tangible assets	10	1,976,000	2,055,826
Current Assets			
Debtors	11	235,728	396,310
Cash at bank and in hand	12	961,576	565,994
		1,197,304	962,304
Creditors: Amounts falling due within one year	13	(641,202)	(505,999)
Net Current Assets		556,102	456,305
Total Assets less Current Liabilities		2,532,102	2,512,131
Grants receivable	14	(629,261)	(798,490)
Total Net Assets		1,902,841	1,713,641
Funds			
Endowment funds		-	405,407
Income funds:			
Restricted trust funds		863,386	872,937
General fund (unrestricted)		1,039,455	435,297
Total funds	17	1,902,841	1,713,641

Approved by the Board of Directors on 17/6/24 and signed on its behalf by:


Gearoid Godley
Director


John O' Regan
Director

STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2023

	Notes	2023 €	2022 €
Cash flows from operating activities			
Net movement in funds		189,200	344,789
Movement in endowments net of amounts converted into income		405,407	-
Adjustments for:			
Exceptional items		16,862	17,105
Depreciation		91,028	89,631
Interest receivable and similar income		(4,492)	(1,427)
Amortisation of capital grants received		(169,229)	(169,228)
Exceptional items		(16,862)	(17,105)
		511,914	263,765
Movements in working capital:			
Movement in debtors		160,582	(323,172)
Movement in creditors		133,791	191,020
Cash generated from operations		806,287	131,613
Cash flows from investing activities			
Interest received		4,492	1,427
Payments to acquire tangible assets		(11,202)	(37,524)
Net cash used in investment activities		(6,710)	(36,097)
Movement in endowments net of amounts converted into income		(405,407)	-
Net increase in cash and cash equivalents		394,170	95,516
Cash and cash equivalents at the beginning of the year		560,688	465,172
Cash and cash equivalents at the end of the year	12	954,858	560,688

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

1. GENERAL INFORMATION

Kerry Diocesan Youth Service CLG is a company limited by guarantee incorporated in Ireland. The registered office of the company is KDYS Youth Centre, Fairhill, Killarney, Co Kerry which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

the Company has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the company has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2017 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the company.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the company.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Endowment funds

Endowment funds are split into the two following categories:

1. Permanent endowment funds

Permanent endowment funds represent funds which are given to the charity to be held as capital. In this case the donor has given no power to the board to convert them to income.

2. Expendable endowment funds

Expendable Endowment Funds represent funds which are given to the charity as capital but there are no restriction on them being converted into spendable income. The discretionary power of whether or not to do this will rest with the board in control of the charity. The funds will remain as capital in nature until they are converted into income.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the company is legally entitled

to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the company.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the company. Income from government and other co-funders is recognised when the company is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the company is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the company is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions: whereby the company is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the company recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the company is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the company but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Land and buildings freehold	-	2% Straight line
Long leasehold property	-	Straight line over the life of the lease
Fixtures, fittings and equipment	-	12.5% Straight line
Motor vehicles	-	20% Straight line

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the company from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation and deferred taxation

The company has been granted charitable status by Revenue which exempts it from corporation **tax**.

3. INCOME

3.1 DONATIONS AND LEGACIES	Unrestricted Funds	Restricted Funds	2023	2022
	€	€	€	€
Donations and legacies	22,571	-	22,571	28,288
3.2 CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2023	2022
	€	€	€	€
Grants from governments and other co-funders:				
Income from charitable activities	6,802	3,361,720	3,368,522	3,087,540
3.3 OTHER TRADING ACTIVITIES	Unrestricted Funds	Restricted Funds	2023	2022
	€	€	€	€
Other trading activities	896,918	-	896,918	801,995

4. EXPENDITURE

4.1 CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2023	2022
	€	€	€	€	€
Expenditure on charitable activities	3,714,882	-	383,929	4,098,811	3,573,034
4.2 SUPPORT COSTS			Charitable Activities	2023	2022
			€	€	€
General management			146,005	146,005	102,405
Finance			124,706	124,706	78,403
Governance			37,052	37,052	34,704
Human Resources			76,166	76,166	85,955
			383,929	383,929	301,467

5. ANALYSIS OF SUPPORT COSTS

	2023	2022
	€	€
General management	146,005	102,405
Finance	124,706	78,403
Governance	37,052	34,704
Human Resources	76,166	85,955
	383,929	301,467

6. NET INCOME

	2023	2022
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets Auditor's remuneration:	91,028	89,631
- audit services	7,150	8,145
Grants receivable received	(3,192,491)	(2,898,503)
Amortisation of grants receivable	(169,229)	(169,228)

7. EXCEPTIONAL ITEMS

	2023	2022
	€	€
Exceptional item - redundancy provision	(16,862)	(17,105)

8. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2023	2022
	Number	Number
Employees	64	64
Senior Management	7	4
	71	68

The staff costs comprise:	2023	2022
	€	€
Wages and salaries	2,480,412	2,260,799
Social security costs	242,727	215,720
	2,723,139	2,476,519

9. The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	2023	2022
	Number of Employees	Number of Employees
€0 - €59,999	65	64
€60,000 - €69,999	5	2
€70,000 - €79,999	-	2
€80,000 - €89,999	1	2

Key Management Compensation: €442,257 (2022 - €334,257)

Senior Management comprised of the Chief Executive Officer and six Senior Managers.

10. TANGIBLE FIXED ASSETS

	Land and buildings freehold	Long leasehold property	Fixtures, fittings and equipment	Motor vehicles	Total
	€	€	€	€	€
Cost					
At 1 January 2023	€ 361,611	€ 4,036,838	280,341	31,900	4,710,690
Additions	-	-	11,202	-	11,202
At 31 December 2023	361,611	4,036,838	291,543	31,900	4,721,892
Depreciation					
At 1 January 2023	166,149	2,220,133	262,202	6,380	2,654,864
Charge for the financial year	7,232	72,669	4,747	6,380	91,028
At 31 December 2023	173,381	2,292,802	266,949	12,760	2,745,892
Net book value					
At 31 December 2023	188,230	1,744,036	24,594	19,140	1,976,000
At 31 December 2022	195,462	1,816,705	18,139	25,520	2,055,826

11. DEBTORS

	2023 €	2022 €
Trade debtors	223,140	357,257
Other debtors	6,977	8,599
Prepayments	5,611	12,420
Accrued Income		18,034
	235,728	396,310

12. CASH AND CASH EQUIVALENTS

	2023 €	2022 €
Cash and bank balances	961,576	565,994
Bank overdrafts	(6,718)	(5,306)
	954,858	560,688

13. CREDITORS

	2023 €	2022 €
Amounts falling due within one year		
Amounts owed to credit institutions	6,718	5,306
Trade creditors	87,673	126,982
Taxation and social security costs	58,030	64,635
Accruals	297,148	193,789
Deferred Income	191,633	115,287
	641,202	505,999

14. GRANTS RECEIVABLE

	2023 €	2022 €
Capital grants received and receivable		
At 1 January 2023	3,409,296	3,409,296
Amortisation		
At 1 January 2023	(2,610,806)	(2,441,578)
Amortised in financial year	(169,229)	(169,228)
At 31 December 2023	(2,780,035)	(2,610,806)
Net book value		
At 31 December 2023	629,261	798,490
At 1 January 2023	798,490	967,718

15. GRANTS AND OTHER STATE FUNDING

Agency	Pobal
Government Department	Department of Rural and Community Development
Grant Programme	Community Services Programme
Purpose of the Grant	Provision of community services
Term	Expires 31 December 2027
Expenditure	€54,143
Deficit	€1,826
Received in the financial year	€52,317
Capital Grant	Nil
Restriction on use	Support for staff wages
Tax Clearance	Yes

16. Grants and Other State Funding

State Department	Agency	Type of Funding	2023 €	2022 €
DOJ	DOJ	Mentor Projects	59,879	40,248
DCYA	Kerry ETB	UBU (Your Place Your Space)	628,822	-
DCYA	Kerry ETB	YIC (Free Confidential Information 12 -25 year olds)	123,968	-
DCYA	Kerry ETB	Integration Program	97,309	-
DCYA	Kerry ETB	Minor Capital Grants / Other Grants	46,811	29,950
DCYA	Kerry ETB	Special Project for Youth	-	628,137
DCYA	Youth Worker Ireland	Youth Service Grant	118,579	100,196
DCYA	Kerry County Council	Comhairle Na Og	32,138	33,019
DSP	DSP	CE Scheme / School Meals	307,544	335,987
DCYA	Tusla / HSE	Croige	676,060	650,442
DRCD	DRCD	Clar	23,912	-
DOJ	Youth Worker Ireland	Youth Diversion	990,686	1,021,869
DRCD	Pobal	Community Service Program	52,317	53,920
OTHER	Other	Various	34,386	4,735
			3,192,411	2,898,503

17. FUNDS

17.1 RECONCILIATION OF MOVEMENT IN FUNDS	Unrestricted Funds €	Restricted Funds €	Endowment Funds €	Total Funds €
At 1 January 2022	142,026	821,419	405,407	1,368,852
Movement during the financial year	293,271	51,518	-	344,789
At 31 December 2022	435,297	872,937	405,407	1,713,641
Movement during the financial year	604,158	(9,551)	(405,407)	189,200
At 31 December 2023	1,039,455	863,386	-	1,902,841

17.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2023 €	Income €	Expenditure €	Exceptional items	Transfers between funds €	Balance 31 December 2023 €
Endowment	405,407	-	-	-	(405,407)	-
Restricted funds						
Restricted	872,937	3,361,720	3,354,409	(16,862)	-	863,386
Unrestricted funds						
Unrestricted	435,297	926,291	727,540	-	405,407	1,039,455
General						
Total funds	1,713,641	4,288,011	4,081,949	(16,862)	-	1,902,841

18. STATUS

The company is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €6.35.

19. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the company since the financial year-end.

20. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

Operating Statement
for the financial year ended 31 December 2023

	2023	2022
	€	€
Income		
Fundraising and donations	22,571	28,288
Rental income	896,918	801,995
Membership	2,310	2,460
Other income	-	15,922
	921,799	848,665
Expenses		
Wages and salaries	2,480,412	2,260,799
Social security costs	242,727	215,720
Staff training	1,444	35,443
Rates	420	717
Programme costs	649,244	511,458
Insurance	28,147	18,796
Light and heat	101,505	100,876
Repairs and maintenance	119,842	96,271
Printing, postage and stationery	23,530	21,561
Telephone	29,552	28,931
Motor and travel expenses	130,334	113,272
Legal and professional	125,178	46,855
Consultancy and security	49,211	4,901
Auditor's/Independent Examiner's remuneration	7,150	8,145
Bank charges	1,505	1,532
General expenses	720	1,021
Depreciation	91,028	89,631
	4,081,949	3,555,929
Exceptional items	(16,862)	(17,105)
Miscellaneous income		
Amortisation of capital grants received	169,229	169,228
Revenue grants received	3,192,491	2,898,503
Bank interest	4,492	1,427
	3,366,212	3,069,158
Net surplus	189,200	344,789

MAIN RISKS IN 2023

In common with all organisations set up on a non-profit / charitable basis, the company has uncertain income streams coupled with increasing recruitment and retention challenges created by rising cost of living and inflation. Along with other organisations in the sector, the Board is mindful of the pressure to provide adequate salary and employment conditions within the constraints placed on us by Service Level Agreements with the State.

In 2023, this was compounded by the impact of on-going WRC negotiations to achieve pay parity for some parts of the voluntary and community sector. It is envisioned that pay parity and terms and conditions will continue to be a challenge in 2024.

Other risks include the challenge of meeting maintenance and development costs of our buildings and security of tenure in some.

The critical and most dominant risks for KDYS in 2023 were: ability to secure new funding sources to match increased core costs and compliance, need to maintain and upgrade physical spaces, gaps in service provision particularly universal youth work activities; responsiveness to new development requirements. The Directors are satisfied that the risks facing the organisation have been identified and managed through the ongoing maintenance of the Risk Register and the annual 'Risk Assessment Review'.

Lobbying Activities

As required under the Regulation of Lobbying Act 2015, KDYS records all lobbying activity and communications engaged in with the Designated Public Officials (DPOs). It has made all the returns and submissions required by the Act during 2023. Lobbying activity took place in Quarter 3 of 2023, to highlight the need for additional government investment in issues impacting on young people and increased resourcing for the youth work sector in advance of the Budget and was fully reported on.

LOOKING FORWARD

The Board continues its commitment to creating opportunities that expand the lives of young people and communities. We work 'with' and not just 'for' our young people and to create a sustainable local Youth Service that is relevant and accessible into the future. As we reach end of Year 1 of our Strategic Plan 2023 – 2026, we have much to celebrate. Some significant factors leading into 2024 are:

KDYS opened its door to Ukrainian refugees in April 2022 which brought an additional layer of service provision to the existing suite of KDYS youth and family support services. This provision of accommodation and associated supports, continued throughout 2023. From September 2023, KDYS began to scale back this work, mindful of ensuring that the transition causes minimal stress for residents for whom KDYS Killarney has become their home and who it has been our privilege to get to know.

Planning is currently underway for the next chapter for the Centre. It is intended that KDYS Killarney will accommodate groups under our European youth work programme from January 2025.

Ensuring that we have secure long term lease agreements and that our buildings are well-maintained, safe and welcoming youth spaces and community hubs will continue to be a priority.

As we continue to identify need and explore new areas of work, an evaluation of our Family Support Services which was commissioned in December 2023, will provide valuable direction to the future development of our supports for families and will inform our work with adolescents, particularly in the area of youth mental health.

HOW YOU CAN GET INVOLVED WITH KDYS

You can get involved with KDYS by

Volunteering with us:

If you are interested in finding out more about our Mentor Project, please contact Breda Dowling - bredadowling@kdys.ie

If you are interested in setting up a youth club, contact Marie Danaher – mariedanaher@kdys.ie

Make a donation:

If you would like to make a donation please contact johnslattery@kdys.ie

Fundraise for us:

If you would like to fundraise for us, please contact fundraising@kdys.ie or one of our centres to request a KDYS Fundraising Pack.



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(064) 663 1748

KDYS Castleisland

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Lower Main Street,
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(066) 714 2648

Registered Charity

Charity Number: 20014292

If you would like to donate now,
please contact johnslattery@kdys.ie for further information.

We confirm that our organisation complies with The Governance
Code for the Community, Voluntary and Charitable Sector in Ireland.