



ANNUAL REPORT 2024



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Foreword - Our Year in Review



In 2024, we continued to build and grow as an organisation. Having strengthened our governance, we were delighted to see this improvement confirmed by audits which have indicated significant progress. As work continued to support the maturation of a cohesive and well-informed management team, my attention shifted to identity, innovation and impact.

Since my appointment, it has been clear there are areas of youth work that need more investment – particularly universal youth work. The continued lack of investment in this area creates gaps and limits how responsive youth organisations can be to the needs and interests of young people.

Consultations with young people consistently flag this deficit. One of the highlights of the year for me was seeing the growing visibility and leadership of our Youth Advisory Panel. Their message is clear: we need greater investment in youth spaces and facilities and in community youth work so that all young people have access to a local youth service. Our youth-led rebrand launch event in December 2024, gave us the opportunity to engage with our key stakeholders, particularly young people, to establish what community youth should look like. It was also an opportunity to capture the many ways young people contribute to their communities in Kerry. Over the summer, we saw fantastic and creative examples of youth civic engagement particularly in the area of climate justice and sustainability. In 2024, a number of youth-led projects to support older people proved highly beneficial for all involved. Given the demographics of Kerry and concerns about social isolation for both older citizens and young people, these projects have immense social value. KCYS manages Service Level Agreements with a number of government departments and agencies. There is a pressing need to develop standardised approaches to capture the impact and outcomes of youth work under these agreements nationally. While solutions are explored at departmental level, one of the actions committed to under our Strategic Plan 2023 – 2026 is to develop robust internal data collection systems. To this end, work began on upgrading our ICT system and we supported youth work staff to embed the use of Outcomes Star as an outcomes measurement tool in their daily practice across our organisation. This work is being led by our Tusla-funded Family Support Project and is proving particularly useful in increasing resilience in young people as they recognise and track their own progress towards achieving their goals.

2024 was strongly characterised by innovation within KCYS and it always inspires me to visit our centres and projects to see this in action. Some milestones this year include:

- Additional funding from the Department of Justice to expand our Youth Justice programme to include two Family Support Workers and a dedicated Court Accompaniment Youth Worker
- Our Family Time Centre became a firmly established social enterprise, regularly recommended in court proceedings and addressing a long-recognised gap in supports for children in alternative care in Ireland.
- An evaluation of our Family Support Services commenced. Early findings indicated the positive impact of targeted family support on youth mental health.
- Funding administered by Kerry ETB, enabled us to set up a Targeted Youth Employability Support Project (TYESI) for young people from Tralee, between the ages of 16 and 24 and not in education or training. This project has proved invaluable and has quickly become embedded within our integrated youth work model. As school issues continue to be a concern, we will be looking to expand this area of work in 2025.

2024 was another productive and busy year. Ending the year with our re-brand sets us up for a strong start to 2025, secure in our identity and galvanised in our commitment to a well-rounded and responsive service for young people in their communities. It is my priority as CEO to ensure that each KCYS youth programme and centre is adequately resourced so that we can provide a high quality service that represents value for money and connects the young people of Kerry and North West Cork with opportunities to reach their full potential.

This cannot be achieved without adequate pay and conditions for all of our workers. As predicted last year, the WRC agreement for health and social care workers has been a first step towards a fair and equitable pay scale for the voluntary and community sector but must apply to all staff. Along with national colleagues, KCYS will continue to advocate for the youth work sector and I thank the dedicated KCYS team including staff, students and volunteers for the outstanding work they do to support the young people and families of Kerry.

CEO Berni Smyth

Introduction



2024 was a milestone year for KDYS.

We made great strides towards achieving the six main goals set out in our Strategic Plan (2024 – 2026). Most significantly, we were able to execute a highly successful re-brand culminating in a youth-led launch event towards the end of the year. This was grounded in the comprehensive review of our Constitution and Purpose, as a charity working to support young people, undertaken in 2023.

This was a very informative process; prompting us to reflect upon the changes in youth work over the years since the organisation was founded in 1971; our local, national and international context; taking into account the views of stakeholders particularly young people and their families and culminating in a smooth transition in December when we officially launched and commenced operating as Kerry Community Youth Service.

As our Financial Statement for the year outlines, KCYS performed strongly in 2024. We continued to build and strengthen our social enterprise model and successfully sourced funding to meet identified gaps in service provision. We also committed staffing and financial resources to develop our European youth work programme with an emphasis on activities in our Killarney Youth Centre which is a Council of Europe Quality Label Youth Centre.

Despite our many positive achievements in 2024, the on-going challenges that besiege the charitable sector more broadly continue to persist, including: lack of investment in infrastructure and physical amenities; staff recruitment and retention and a growing need for greater investment in universal youth work. As a member service of Youth Work Ireland, we stand firmly behind the national 'Youth Work for All' campaign which advocates for all young people to have access to youth services, activities and spaces in their local communities.

As ever, we are immensely grateful to the many volunteers who support our work in their communities: giving up their time and sharing their skills by providing youth clubs, individual mentoring and assisting in our youth centres. In 2024, the combined efforts of staff and volunteers saw an increase in both the number of young people we engaged with and the types of activities on offer.

I would also like to thank our staff team who go above and beyond to provide a welcome in our youth centres and who embody our Mission and Values in their daily interactions with young people, families and communities.

Arlene Harmann, Chairperson 29th August 2025

Our Charity Details

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

Charity Tax Exemption Number: CHY7039

Charity Registration Number: 20014292

Company Number: 185710

Board Activity in 2024:

Interim Chairperson: Shane O'Donoghue (appointed 17th June 2024)

Directors:

Ger Godley (resigned as Chairperson and Director on 17th June 2024)

Frances Day (resigned on 17th June 2024)

Bernadette Costello (resigned on 17th June 2024)

John O'Regan

Gavin Donaldson

Arlene Harmann

Aoife Dare

Tom O'Leary (appointed 16th December 2024)

Colette Flannery (appointed 16th December 2024)

Board Attendance 2024

NAME	19/02/2024	25/03/2025	20/05/2025	17/06/2025	16/09/2025	21/10/2024	18/11/2024	16/12/2024
Ger Godley		Yes	Yes	Yes stepped down	NA	NA	NA	NA
Shane O'Donoghue		Yes	Yes	Yes	Yes	Yes	Yes	Yes
John O'Regan		No	No	No	No	No	No	No
Frances Day		Yes	Yes	Yes stepped down	Yes	Yes	Yes	Yes
Bernadette Costello		Yes	Yes	Yes stepped down	NA	NA	NA	NA
Luna Atkins		No	Yes	Yes	Yes	Yes	Yes	Yes
Aoife Dare		Yes	Yes	Yes	Yes	Yes	No	Yes
Bernie Lenihan		No	Yes	No	No	NA	NA	NA
Ariene Harmon		Yes	No	Yes	Yes	Yes	No	No
Gavin Donaldson		Yes	No	Yes	Yes	No	No	No
Ton O'Leary								No
Noreen Keane								Yes
Colette Flannery								No
NOTES	Postponed			AGM				

Board Continuity and Succession Planning in 2024

The Board also continued to delivery on its Succession Plan. Three Board members retired from the Board at the AGM in June 2024 including Ger Godley's retirement as Chairperson. Shane O'Donoghue took on the role of Chairperson for a year in an interim capacity.

Following a second recruitment drive in two years, three new members, Tom O'Leary, Noreen Keane and Colette Flannery, joined the Board in 2024.

General Governance Information

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 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 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 2024. 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.

Kerry Community Youth Service (KCYS) is constituted as a Company Limited by Guarantee (CLG) as per parts 1 to 15 of the Companies Act 2014. The Purpose and Objects of the organisation are set out in its Memorandum of Association and how it conducts its business is set out in its Articles of Association (now the Constitution) are publically available from the Companies Registration Office (www.cro.ie).

Governance Highlight - Achieving Triple Lock Status

In 2024, KDYS Board of Directors and Executives continued to invest in Governance and were delighted to achieve Triple Lock status awarded by Charities Institute Ireland for the first time in the organisation's history and reflecting our commitment to good governance, good fundraising practices and transparency.

Triple Lock status is awarded to charities that uphold the highest standards in transparent reporting, ethical fundraising and strong governance structures. This recognition is the gold standard for Irish charities to offer assurances to donors, and the general public. In order to attain the Triple Lock, we:

- Adopted and maintain compliance with the Guidelines for Charitable Organisations on Fundraising from the Public as set out by the Charities Regulator
- Prepare our annual financial statements in compliance with the Charity SORP (Statement of Recommended Practice under FRS102) accounting standard

Completed the full implementation of the Charities Regulator Charities Governance Code

Our Re-brand

In 2023, KDYS engaged in an extensive consultation process with young people, volunteers, staff and Board to review our Constitution. Following this process, the 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.

Our Revised Charitable Purpose

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

New Objects to our Constitution

Youth Participation - To better reflect contemporary approaches to youth work and the context in which the work takes place, we specifically stated our commitment to youth Climate Justice - This is an every-increasing theme in our work and how we run our centres. It was also requested by the young people consulted in this process.

Principal Risks and Uncertainties

Our main risks in 2023 were carried forward into 2024. 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 a combination of 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 government. In 2024, a buoyant jobs market and more competitive salaries for comparative roles within State agencies became more evident. WRC negotiations, commenced in 2023, continued throughout 2024 and led to substantial work within Youth Work Ireland at both national and local level to find agreement and to provide equitable and sustainable salaries. This continues to be a work in progress with growing recognition of the need for national agreements within the youth work sector on pay scales and full cost recovery to be factored into government allocations to the voluntary and community sector in Ireland. Other on-going risks include the challenge of meeting maintenance and development costs of our buildings and the security of tenure in some.

The critical and most dominant risks for KDYS in 2024 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 KCYS Risk Register and the annual KCYS 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 2024. Lobbying activity mostly took place in Quarter 3 and 4 of 2023, seeking the prioritisation of investment in youth services within the 2025 budget and seeking support locally for two nominees to the Board of Management for Kerry Education and Training Board (KETB).

KCYS Safeguarding 2024

It is a key priority for KCYS Board, Executive and Senior Management Team that our staff and volunteers take all young people participating in our services, activities and clubs are safe and protected from harm.

In accordance with Children First Act 2015, KCYS Safeguarding Policy is reviewed every two years.

In 2024, KCYS took a number of steps to strengthen our approach to safeguarding, including:

- KCYS Safeguarding Week took place in February 2024. All staff and volunteers were encouraged to participate in refresher training relevant to their role and level of responsibility. All youth work staff took part in face to face DLP and Mandated Persons training during this week.
- KCYS Child Safeguarding Statement was updated to strengthen our approach to safeguarding. Each area of work and centre now has a dedicated Designated Liaison Person (DLP) The organisation also has a senior DLP to provide support for complex child protection concerns should they arise.
- KCYS Safeguarding Statement was approved by Tusla's Child Safeguarding Statement Compliance Unit (CSSCU).
- KCYS internal Safeguarding Procedures were reviewed. A handy 2 page guidance document was made available to all staff and volunteers.
- KCYS Safeguarding Risk Register is reviewed by all teams twice a year to ensure that we are aware and responsive to the potential risks encountered by children and young people. Amendments were made to two specific areas: online and international travel.
- An audit conducted by the Gardai Vetting Bureau found that KCYS vetting procedures are fully compliant.
- KCYS Safeguarding Oversight Group met regularly to identify safeguarding trends and concerns across the organisation, monitor training needs and update KCYS procedures and risk register as relevant.
- Safeguarding is a standing item on KCYS Board Meeting Agendas. The number and type of safeguarding referrals and concerns being monitored by the organisation are reported to the Board.
- KCYS staff undertook training on identifying the signs and reporting Child Trafficking concerns with MECPATHS.

Our Strategic Plan 2023 - 2026

Values

Empowering

Young person-centred

Inclusive

Rights-based

Non-judgmental

Respectful

Vision

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

Mission

KCYS 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.

Guiding Principle

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

Strategic Goals

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.

Our Work with Young People

In 2024, KCYS engaged with 6,212 young people. This indicates a steady increase in reach and impact post-covid. KCYS also supported 469 volunteers to provide activities for young people across the County; in youth clubs; by providing individual mentoring and contributing to KCYS group programmes and events.

KCYS REACH 2024 **6212**



Community Youth Work

UBU	1,278
Killorglin Youth Centre	57
TYESI (Youth Employability Integration Youth Work	136
	536
Croige Teens Service	78
Children in Access Service	113
Children in Family Time Centre	21

Youth Participation

KCYS Youth Advisory Panel	7
Comhairle na nOg	26
Climate Justice Group	10
Annual Comhairle Conference	136

Social Media Reach

247,547

YI Chat

1,858



Volunteer-Supported Work

Young People in Youth Clubs	882
Youth Mentoring	40
Youth Diversion Project	166
Youth Information	2,922

Volunteers who supported our work

Youth Club Volunteers	339
Volunteer Mentors	30



Families we engaged with

Families attending Access Service	65
Families in Family Time Centre	12



Youth Participation



Youth Advisory Group

The KCYS Youth Advisory Group (YAG) plays a pivotal role in ensuring that young people's voices are heard and considered in strategic decisions within the organisation. This group advises the KCYS CEO and Board of Directors, providing a youth-driven perspective on matters that impact the organisation and local communities.

The group is made up of young people aged 16 - 24 who have experience of a variety of the KCYS's services and programmes. The YAG contributes to key policies in KCYS such as the new Integrated Community Youth Work Model and the KCYS constitution.

Established in 2024 the group held 9 meetings; members attended the KDYS AGM in June and several members were involved in the KCYS rebrand launch in December. The group also supported the KCYS pre-budget submission. In September, a member of the group travelled to Brussels with a group of young people from KCYS Youth Information to attend a Studio-star event. One group member also sits on the YWI National Youth Action Group providing an excellent link between the two advisory groups.

“

“Comhairle has given me so many opportunities to share my opinion and I feel as though I'm really heard. It has also given me the chance to make amazing friends”

”

Kerry Comhairle na nÓg

Comhairle na nÓg child and youth councils give young people all over Ireland the chance to have their voices heard on the issues affecting their lives, both today and in the future.

2024 was a very productive and impactful year for Kerry Comhairle na nÓg, with members actively engaging in initiatives at both local and national levels. Their dedication to the year's theme, School and Exam Stress, and other projects was outstanding, and we are proud of their many achievements.

Members of the group represented their peers at a variety of influential national and regional platforms, including Dáil na nÓg, the National Youth Assembly, the Child Poverty and Well-being Programme Office Youth Advisory Group, the National Stakeholder Forum on Education for Sustainable Development, and Student Support Teams Training, among others. Two members of the group sit on the Kerry ETB Youth Work Committee and played a significant role in the launch of the ETB Youth Work Plan 2023-2027.

Comhairle meetings	15
Additional Activities	20
Consultations	8
National Events	18
Number of members attending meetings (avg)	11
Number of active members	22

“Comhairle has given me amazing friendships and great memories that I will carry with me but also has given me a voice and shown that there are people out there that you can express and explain your point of view to”

”



In terms of strategic development, the group successfully developed and presented the Kerry Comhairle Strategy 2024 to the Mayor of Kerry, Cllr. Breandán Fitzgerald, and Director of Services, Niamh O'Sullivan. This milestone led to a further invitation to present at the Corporate Policy Committee meeting in October—an important acknowledgment of their contribution and dedication.

Locally, members continued their impactful work on school and exam stress, organizing an art competition to creatively capture young people's experiences. They also conducted research on key findings related to school stress in preparation for a potential presentation to Minister Norma Foley. Their meetings, held in the Kerry County Council Chambers, brought an added sense of formality and significance to their summer sessions.



Scan here to see
Comhairle na nÓg's
Strategy 2024

Challenges:

The Comhairle na nÓg programme would benefit from additional funding to support more staffing hours throughout the year. As more organisations and government departments see the value in consulting and engaging with young people, the demands on their time, and the coordinators increase. Further investment in the programme by the Dept. of Children would allow the coordinator to support more young people to participate in activities at a national and local level. Additional funding would also allow for a consistent second staff member to support meetings and events when needed.

Opportunities:

2024 saw the Comhairle hold their summer meetings in Kerry County Council Chambers. This resulted in an informal meeting with the Mayor of Kerry, which in turn led to the Comhairle presenting to the Corporate Policy Team in KCC. Further engagement with Kerry County Council in 2025 will continue to build on this positive relationship and bring the Comhairle closer to local decision-makers. As mentioned previously, we are seeing an increase in the requests for Comhairle members to participate in consultations at a national and local level, providing more opportunities for young people to influence decision-makers.

Highlights:

The Annual Youth Conference, held on October 22nd at The Rose Hotel in Tralee, was a major highlight, drawing 136 young participants from secondary schools all over Co. Kerry and representatives from a range of bodies including DCEDIY, KCYS, Kerry County Council, CYSPPC, Kerry ETB, Jigsaw Kerry, An Garda Síochána, and the Mayor of Kerry. The event featured workshops, engaging panel discussions with past Comhairle members, and thought-provoking presentations. Delegates concluded the conference by selecting Mental Health as the key focus area for 2025.

The invitation to present the Kerry Comhairle na nÓg annual strategy to the Corporate Policy Meeting in Kerry County Council was another significant milestone and provided an opportunity to highlight the importance role young people have in shaping our societies, as well as strengthening the relationship with Kerry County Council and our local representatives.

In March, Kerry CNN members joined over 160 delegates from Comhairlí across Ireland in Dáil Éireann to debate the critical issue of mental health, one of the biggest topics of concern to young people in Ireland. Mental health was identified by over 3,000 young people across Comhairle na nÓg as their priority issue for discussion in advance of Dáil na nÓg

Comhairle na nÓg's Contribution to KCYS Strategic Plan 2023 – 2026:

Goal 1:

Strengthen our links with schools and local organisations: Kerry Comhairle na nÓg continues to work with a range of local organisations including Kerry County Council, CYPSC, Kerry ETB and the Student Support Teams. We continue to develop our relationship with local secondary schools with 21 schools and 1 Youthreach attending the Annual Youth Conference.

Align with, and contribute to, the development of international and national strategies and policies: Throughout the year members of Kerry CNN take part in consultations at a National including Dáil na nÓg, The National Youth Assembly, the Child Poverty and Well-being Programme Office Youth Advisory Group, and the National Stakeholder Forum on Education for Sustainable Development.

At a local level members sit on the ETB Youth Work Committee, have submitted proposals to local greenway consultations and completed a Kerry CYPSC consultation.

Participate in key strategic umbrella organisations and networks to share information and best practice, and to continue to advocate for youth work: Two CNN members sit on the Kerry ETB Youth Work Committee.

Goal 4:

Establish youth advisory group to input into management decisions: Past members of the CNN have become members of the YAG.



Youth Climate Justice Project

A major development was the establishment of a sub-committee in September 2024 which undertook a Youth Climate Justice project with Youth Work Ireland.

The sub-committee was made up of members from the KCYS Youth Advisory Group and young people from other KCYS youth groups. The 10 members were aged 14-20. Four members attended the initial Youth Climate Justice meeting in Youth Work Ireland head office in September where they had the opportunity to meet with youth groups from around the county as well as the South East Technological University researcher involved in the project. They very much enjoyed this meeting, and it gave them lots to think about and bring back to the group.

Challenges

The main challenge for the YAG in 2024 was scheduling meetings at a time that suited all members. The range of ages and school/college/work timetables contributed to this meaning attendance was low at some meetings. Going forward in 2025 we will hold more online meetings which will increase participation.

Opportunities

The Youth Climate Justice project has shown the potential for a variety of funding streams to support the work of the YAG and offer additional activities to the group that the core YAG funding cannot provide for e.g. the Youth Climate Justice Day in Dublin.

Although just established in 2024 the members of the group have proven themselves to be hugely committed to youth participation and having a positive impact on the KCYS. In 2025 the group will focus on developing the relationship between the board and the YAG and a formal communication structure will support that.

Highlights

Establishing a Youth Advisory Group for the KCYS has been a key goal of the organisation under the strategic plan and 2024 focused on group development and team building. The group had the opportunity to be involved in the AGM and played a significant role in the KCYS rebrand launch. The panel discussion at the launch was chaired by two YAG members and was a strong example of youth participation within the organisation.

Another highlight was receiving Youth Work Ireland funding through the Youth Climate Justice fund which enabled the group to focus on an area of work of interest to the group and young people in general. This project brought together members of the YAG with young people from other KCYS programmes and fostered relationships with community groups such as Tralee Tidy Towns.



KCYS Universal Youth Work

UBU

UBU – Your Place Your Space project is a KCYS managed service funded under the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) through Kerry Education & Training Board (KETB). In 2024, KCYS delivered 5 UBU Projects in Castleisland, Killarney, Listowel, Tralee & RINK (Rural Inclusion North Kerry).

In 2024, UBU Projects worked with 1,278 young people in their local communities, utilising a variety of youth work approaches to meaningfully engage young people, ensuring that services are responsive, inclusive, empowering and tailored to their evolving needs.

Over the year, across the 5 UBU Projects, 1,746 group sessions and 757 one to one support sessions were delivered to young people in Kerry. The visual below highlights the diversity of methods used, to meet the identified needs of young people engaged in our programmes.



Quick Stats!

Methods of Engagement:



Group Work
72.5%

**One to One
Work**
18.5%

Advocacy
6.5%

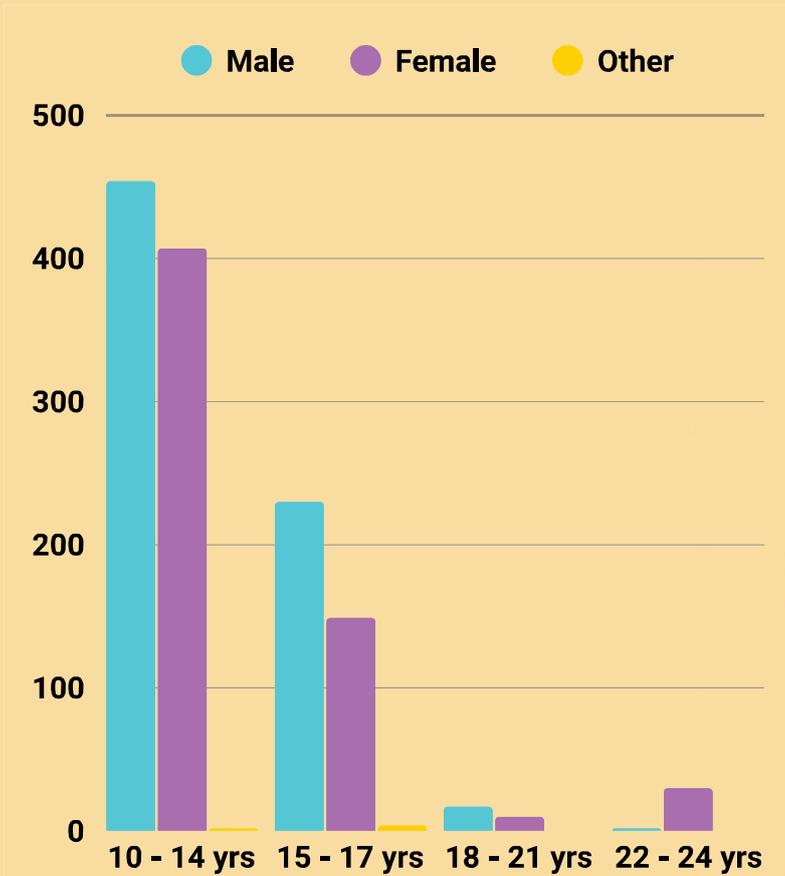
UBU projects work with young people aged 10 to 24 years, providing targeted support during a critical period of personal, social, and educational development. UBU projects ensure continuity of support, allowing young people to grow with the programme and access the right help at the right time. This holistic approach is key to fostering long-term wellbeing and success. The visual below, illustrates how engagement varied across the 10–24 age range in 2024.

**Volunteer
Support**
1%

Residential
0.5%

**Large Group
Events**
1.5%

Age Range & Gender of Young People 2024



Engagement in UBU projects across the year remained consistently high, a testament to the unwavering dedication and professionalism of the UBU youth work team. The visuals show the number of young people engaged and individual contacts per quarter during 2024, highlighting the consistent engagement across all four quarters, reflecting the sustained outreach and impact of the UBU youth work teams.

Quick Stats!

Number of Contacts (per quarter) 2024



The UBU youth work team's commitment to building trust, fostering inclusion, and creating meaningful opportunities has been central to the programme's success. As a result, young people benefit in profound and lasting ways. They gain access to safe, welcoming spaces where they are supported to explore their identities, express themselves freely, and develop essential life skills. Through tailored activities and one-to-one support, participants build confidence, strengthen their social connections, and are empowered to take positive steps in education, employment, and personal growth. The impact is not only seen in individual outcomes but also in the stronger, more resilient communities that emerge when young people are truly engaged and valued.



In 2024, UBU projects engaged young people through a wide range of innovative and inclusive activities—from community art projects that foster creativity and collaboration, to equine therapy sessions that support emotional wellbeing and personal growth, to drama and music projects, offering them opportunities to express themselves, build confidence, and connect with others in a supportive environment. Other UBU projects focused on promoting physical wellbeing through structured physical activity programmes, including sports groups, fitness sessions, and outdoor recreational activities—encouraging healthy lifestyles and teamwork among young people.

HighLights:

In 2024, KCYS saw a rise in the number of volunteers supporting the UBU programme. This reflects growing community trust and recognition of the value of youth work.

Several young people involved in UBU programmes expressed a desire to become youth volunteers themselves. This demonstrates empowerment and ownership of their development journey and a strong sense of community responsibility. Youth volunteers serve as relatable role models, helping to foster peer-to-peer learning; strengthen youth voice and participation and create a sustainable cycle of engagement within the UBU programme.

Alongside their core programmes, UBU Listowel, participated in an Erasmus+ youth exchange with a youth group in Bulgaria. The exchange focused on environmental themes, encouraging young people to explore sustainability, cultural diversity, and shared responsibility for the planet. This experience promoted intercultural learning, personal development, and active citizenship through international collaboration.

In UBU Tralee a “Sports Program” was introduced into our work plan, in response to the needs identified through one-on-one support sessions with early school leavers and young people on reduced timetables. Many of the young people involved faced challenges such as social isolation and limited access to structured support.

Since its inception, the program has grown significantly, providing a positive and inclusive environment where participants have flourished both physically and socially. Through regular engagement, the young people have developed strong peer networks, often connecting outside of the group to support one another and maintain a healthy, active lifestyle. This has fostered a renewed sense of purpose and a shared passion for fitness and well-being.





LGBT+ Work:

In 2024, UBU expanded our outreach to support LGBT+ young people through a dedicated strand of programming. This included weekly local group sessions that provided a safe, affirming space for participants to connect, share experiences, and build confidence.

These sessions were complimented by a series of countywide events, bringing together LGBT+ youth from across all UBU projects to engage in creative and social activities, including drama workshops and performances. A major highlight of the year was the group's participation in Limerick Pride 2024, where a large contingent of young people attended together.

This event was a powerful moment of visibility, celebration and solidarity, reinforcing the importance of representation and community for LGBT+ youth. These initiatives have had a profound impact, helping participants feel seen, supported, and empowered. They have also strengthened inter-project collaboration and cultivated a broader sense of belonging.

Challenges:

- Staffing gaps posed a significant challenge, impacting the consistency and reach of UBU projects. Recruiting and retaining qualified youth workers remains difficult, particularly in rural areas or regions with high demand, placing additional pressure on existing teams.
- The level of one-to-one referrals continues to increase, presenting a growing challenge for UBU projects. Many involved complex needs—ranging from mental health concerns to family instability—which required intensive, sustained support. This placed additional pressure on youth workers and highlighted the need for enhanced resources and specialist collaboration.
- Demand for UBU services continued to rise, reflecting both the programme's impact and the growing needs of young people. While this increase is a positive indicator of relevance and reach, it also presented challenges—particularly in terms of staffing, space, and the capacity to deliver high-quality, individualised support. There was a noticeable increase in demand from schools seeking support with school refusal cases. These referrals often involved complex emotional, behavioural, or social challenges, requiring intensive one-to-one engagement and close collaboration between youth workers, schools, and families. Meeting this demand was challenging, particularly when resources were already stretched.
- The complex and evolving needs of young people increasingly required youth workers to have specialised skills and training. However, the structure of UBU projects does not allow sufficient time or flexibility for extensive staff training. This created a challenge in ensuring that teams are fully equipped to respond effectively to issues such as mental health, trauma, and school refusal.



Opportunities:

KCYS's commitment to an Integrated Youth Work Model ensures no aspect of a young person's development is overlooked, offering a coordinated approach that addresses the emotional, social, educational, and practical needs of young people. The model allows KCYS to identify issues early and intervene before problems escalate, improving long-term outcomes in mental health, education, and social inclusion. KCYS's model strengthens ties between young people and their communities, encouraging positive citizenship and local engagement. Young people engaging in UBU have been signposted to additional supports within KCYS, with great success specifically when referring into the Mentor Program and TYESI Program. KCYS's commitment to becoming a Trauma Informed Organisation will benefit the young people engaging with our service in various ways including

“ KCYS has been a fantastic support for my child. The youth workers are kind, understanding & connect with the young people. It's made a big difference in their confidence & wellbeing. We're very grateful. ”
Joanne

UBU and KCYS Strategic Plan 2023 – 2026

Goal 2:

- In August, the UBU youth work team supported five Cróige participants to join UBU groups, including a trip to Ballyhass Adventure Centre, introducing TUSLA referrals to community-based youth work and peer groups. This contributed to the strategic action 'Continue to deliver excellence in our targeted programmes' and KPI 'Increase in sources of referrals to KCYS'.
- The team also contributed to a DCEDIY LGBTQ+ Youth Fund application for a dedicated youth worker to provide one-to-one and group support, aligned with the strategic action 'Secure multi-agency funding and support for new programmes focused on early intervention, prevention and unmet needs'. Although the application was unsuccessful, it reflected commitment to increasing referral sources to KCYS.
- Through Erasmus+ funding, European engagement expanded significantly, including Listowel's Green Beans group exchange with Plovdiv Youth Centre in Bulgaria, further supporting 'Continue to deliver excellence in our targeted programmes'.
- UBU and YDP workers collaborated to provide coordinated support through youth cafés, one-to-ones, and joint engagement with families and agencies.
- Across all funded areas, UBU and partners worked with funders and stakeholders to co-develop annual plans addressing emerging community needs, securing additional resources in some areas and advancing the strategic action 'Secure multi-agency funding and support for new programmes focused on early intervention, prevention and unmet needs'

Goal 4:

- UBU youth work team organised and delivered events involving young people in all youth centres on the launch day of the rebrand. All UBU youth workers participated on the day and supported young people to become involved in the launch. This is linked to Strategic Action 'Rebrand KDYS to align with our new Mission and strategic goals'





GOAL 6:

- UBU youth work team supported the training of volunteers for CPAP Training. This is linked to strategic action, 'Cultivate a training organisation which invests in employee and volunteer development and growth.'
- Staff progression through different departments throughout the organisation. Enriching the skills base and experience throughout the organisation.
- This is linked to strategic goal, 'Strengthen Equality, Diversity, Inclusion (EDI) and access across our organization,' and the KPI, 'Increase access and EDI at all levels.'
- UBU youth work team took part in a consultation connected to the KCYS European youth work development plan. This is linked to the strategic goal, 'Improve employee engagement and internal communications,' and the KPI, 'Data gathered from employee feedback is used to inform changes and development.'
- UBU youth work team members attended the YWI, 'Youth work for all,' conference in November. Several consultations took place throughout this event. This links to strategic action, 'Participate in national planning with Member Youth Services of Youth Work Ireland.'

Youth Information

KCYS Youth Information is central to our integrated youth work model - linking in with and providing information and advice supports to all KCYS youth projects, clubs and services and providing out-reach in schools, youth centres and accommodation centres throughout the Diocese. KCYS 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. KCYS Youth Information Service is funded under the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) and administered 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 pro-active. A highlight of 2024 was our attainment of the highest standard in ERYICA Youth Information accreditation. Our Youth Information Service is available online through KCYS website, social media platforms and the national Youth Information Chatline. One of the defining features of our Information Service is our promotion of European opportunities for young people to study, work or volunteer and to support Youth Mobility activities in mainland Europe. We are an active member of Eurodesk.

In 2024, KCYS Youth Information Service, staffed by 1.7 staff and supported by Community Employment teams working in our main Youth Centres provided a Youth Information Service to 2922 young people. Highlights of our work in 2024 included:

Annual Youth Information Events in Killorglin and Tralee catering for over 350 young people

Transfer Programme provided to schools throughout the Diocese for 6th class students transferring to secondary schools catering for 924 young people

Transfer Out pilot programme for young people leaving secondary school delivered to 34 young people

Stand Out Awareness Programme for 314 young people

In August 2024, Youth Information facilitated a successful exchange programme between young people from Cahersiveen and Spain, funded under Erasmus, to develop a project to promote sustainability in rural locations.

In addition, our Youth Information service provides tailored programmes informed by the Council of Europe education resources in human rights, mental health, well being and provides a youth leadership/ambassadors for young people who want to participate in voluntary leadership projects.

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Challenges in 2024:

KCYS continues to advocate at national level for increased funding for Youth Information services. This area of youth work has not seen any significant increases in funding for many years.



Youth Information Alignment to KCYS Strategic Goals

Goal 1:

Support young people in Kerry to achieve their full potential

KCYS Youth Information Service is a universal service providing reliable youth-focussed information to all young people. As the digital environment grows and evolves, supporting young people to navigate this world to access the information becomes ever more important. The service also delivers programmes to support young people through key transitions in their lives including the move from primary and secondary school and exiting from secondary school.

Goal 2:

Provide targeted and Integrated Supports to Meet the Needs of Young People and their Families

KCYS Youth Information Service is central to our integrated youth work model adding value to both our universal and targeted projects. The service delivers programmes on a wide range of topics and multiple locations including drop-in clinics, schools, youth centres, youth clubs, on-line and in the community. The service provides intensive individual information support for young people particularly in areas such as education and employment and contributes to the national YI chat.

Goal 3:

Be Recognised as a Centre of Excellence for Youth Work

In 2024, KCYS Youth Information Service achieved ERIYCA accreditation recognising high standards achieved under 6 principles including accessibility, inclusiveness and youth participation. Our Youth Information Service also took on the lead role on the delivery and evaluation of an innovative inter-generation youth mentoring project for South Kerry.

Goal 3:

Be Recognised as an Employer of Choice for Employees and Volunteers

KCYS Youth Information Service leads the way in identifying and promoting developmental opportunities for staff, volunteers and young people both nationally and internationally. Our Youth Information Service is proud to offer a gate-way to European youth programmes and staff CPD adding huge value and variety for staff, volunteers and young people engaged in the programme.

Volunteer led Youth Clubs & Community Youthwork

Since 2022 and in the aftermath of the covid 19 pandemic, we have seen a steady incline in the number of volunteer led youth clubs and projects in communities throughout the Dioceses of Kerry. The service we provide to these programmes were supported by the Migrant Integration Fund. However, funding to provide sufficient supports and training to volunteers in youth clubs continues to be difficult to access.

	No. of Youth Clubs	No. of Volunteers	No. Young People
2022	19	331	927
2023	22	427	931
2024	25	339	822

Included in this figure are 3 volunteer led youth projects that fall outside the traditional format of youth clubs.

Training provided to Youth Clubs in 2024: 79 volunteers received Induction and the Child Protection Awareness Programme training in 2024. Additional training included 'Managing residential,' games and activities and Inclusive youth work workshops.

Significant work continued with 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: In 2024, 27 young people aged 15-17, undertook our Junior Leader training programme to become actively involved in leadership and have taken up extra responsibilities for activities and events in their clubs.

HighLights:

2024 saw the return of 2 projects that were exceptionally strong before the pandemic. The 'AFYP' (Action for young people with special needs) project re-assembled and engaged with over 40 young people, of varying abilities and provided structured activities through the school holidays. The Listowel YO club, a 6th class out-of-school transition programme, also made a welcome return to the KCYS. This project engaged with 37, 6th class pupils from the Listowel area, and provided them with the opportunity to make new friends, try new experiences and discuss their thoughts about moving to secondary school.

All volunteer led youth clubs and projects had many highlights including discos, over-night trips,

Challenges:

In their evaluations, a number of volunteers cited that they needed more supports around dealing with challenging behaviours and trying to address the constant need to provide new and exciting activities to divert young people from their phones and other anti-social behaviours. The lack of consistent funding for this vital service remained an issue in 2024. There is a need to increase funding for volunteer led youth work throughout the Diocese on a long-term and sustainable basis.

Opportunities:

With the attainment of the 'Erasmus+ accreditation in the field of Youth,' a unique opportunity was presented to volunteer led youth clubs and projects at the end of 2024. They now have the opportunity to avail of the various programmes offered by this scheme, which, moving into 2025, is very exciting.

The experience, knowledge, wisdom and kindness of our volunteers come to the fore-front, every time they engage with young people. There is an opportunity to further engage with our volunteers in order to develop the organisation in a variety of ways.

How Volunteer Led Youth Clubs & Community based projects align with the goals of the KCYS Strategic Plan, 2023-2026

Goal 1: Support young people in Kerry to achieve their full potential

- Expand our universal youth work programmes and opportunities. – this was achieved by the successful re-opening of 2 projects plus the establishment of a volunteer led youth hub in Kenmare.
- Recruit Youth Workers and volunteers to deliver universal youth work. – New and existing volunteers delivered universal youth work throughout the Diocese. KCYS continued to deliver a universal youth work service in Killorglin despite the lack of mainstream funding for same.
- Invest staff time in community outreach and engagement. – The KCYS volunteer support worker spent over 120 hours in communities engaging with volunteers in their individual youth work settings.
- Strengthen our links with schools and local organisations. – The KCYS volunteer support worker led a number of collaborations with organisations including Kerry ETB and Kerry Recreation and Sports Partnership (KRSP) in order to enhance the service and activities provided throughout our volunteer led youth clubs and projects.
- Conduct needs analysis: what do young people and parents want? – A comprehensive evaluation, which also focused on the needs of volunteers, was conducted in May. The results of this, considerably informed the new season, which commenced in August.

Goal 2:

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

- Work with partners and agencies to expand the referrals pathways to KCYS. – Throughout 2024, 7 referrals were made by KCYS youth clubs to KCYS full-time youth work programmes.
- • Secure multi-agency funding and support for new programmes focussed on early intervention, prevention and unmet needs. – The volunteer support worker secured short term funding from Kerry County Council and Kerry ETB to enhance programmes and contribute to meeting unmet needs by providing creative activities.
- • Work closely with our funders to ensure our existing programmes are effective, responsive and meet the needs of young people. – The volunteer support worker worked closely with the Kerry ETB Youth Development Officer, to ensure that the services being offered to our volunteer led youth work provisions were effective, responsive and met the needs of young people.
- • Develop a European Youth Work strategy that integrates eurÓg within our broader programme offer. – Towards the end of 2024, volunteers started to engage with our European Youth Work Strategy, and are looking forward to becoming fully engaged in 2025.

Goal 6:

Be an organisation of choice for employees and volunteers.

- Ensure that HR & Operational policies, procedures and practices reflect our values, organisation needs, legislation, and market trends. – All KCYS volunteer led youth clubs and projects adhered to required policies, organisation needs and legislation, although there were not adequate resources available to achieve this comfortably.
- Strengthen Equality, Diversity, Inclusion (EDI) and access across our organisation. – KCYS volunteers are welcome and encouraged from all backgrounds.
- Cultivate a training organisation which invests in employee and volunteer development and growth. – Apart from the required training, a number of other training opportunities were offered, in order to meet the needs of our volunteers.
- Participate in national planning with Member Youth Services of Youth Work Ireland. – KCYS actively participated in YWI activities connected to the development of volunteer led youth work.

European Youth Work



Erasmus+:

We successfully submitted applications to Erasmus+ for 5 initiatives, namely:

- A small scale partnership with a Slovenian partner, which will focus on the development of a robust youth participation structure for each organisation, as well as updating the youth participation policy for each. This will commence in January 2025.
- Two youth exchanges took place between groups from Listowel and Cahersiveen, who partnered with groups from Bulgaria and Spain, respectively. This gave 29 young people from Kerry the opportunity to develop projects centred around environmental sustainability, as well being able to make life-long friendships.
- We successfully applied for our ESC quality label, and will be able to act as a lead organisation in the hosting and sending of volunteers across Europe. This will commence in 2025 and last until 2028.
- Probably most significantly, we successfully applied for our Erasmus+ accreditation in the field of youth. Again, commencing in 2025, this three year long programme will allow up to 400 young people, over 200 youth work professionals and volunteers, to experience a variety of programmes, both in and outside of Ireland, that will significantly contribute to their own development.

In addition to this:

- 2 young men from Killorglin spent 4 days in Norway, participating in a 'Youth Crime conference,' at which they were joined by delegates from 7 other Countries.
- A total of 17 staff attended a number of Erasmus+ connected training/seminars which focused on topics including: VR in the youth work sector; project management skills; sustainable development and youth work; Discover EU information session and application clinic; and, facilitation skills for new youth workers.
- 14 KCYS staff attended an internal planning day which focused on developing our European Youth Work plan until 2028.

Council of Europe:

- 6 young people travelled to Belgium and participated in the Council of Europe led, 'Studio Star,' project which released a series of podcasts related to democracy and human rights.
- Our CEO has been active on a number of committees and steering groups, which has strengthened our position on the Council's quality labelled youth centres network.



“ StudioStar trip to Brussels with young adults who participated in a human rights and equality workshop through different mediums of art (visual, audio, video and dance). The feedback and testimonials from the young people involved highlighted how incredible these experiences are for YP in their age range (18-25). How they created relationships with other young people who had similar interest.

Overall, my experiences have been invaluable to me as a youth worker and for the young people who participated in the various projects.

Shannon O'Sullivan, KCYS staff member. ”

Euróg Youth centre

A little closer to home, the Euróg youth centre development plan 2025, was produced that provides a blueprint for the further development of our Council of Europe's quality labelled centre, Euróg. This plan is the culmination of a number of efforts made to fully develop the capacity of the Euróg youth centre. It presents financial projections as well as highlighting considerations in order to develop and progress this facility in order to maximize its use and potential.

Based in Killarney, Co. Kerry, it is envisaged that Euróg will serve young people, youth workers, associated professionals and volunteers from the local community, the region, nationally and internationally.

Euróg is a youth centre that offers accommodation. It is the only such model in Ireland and has the unique selling point of being able to provide this as well as a suite of high quality youth work programmes, which are available to guests.



EurÓg is Ireland's only member of the Council of Europe's network of quality labelled youth centres, which, along with the pending Erasmus+ and ESC long-term grants, will provide life-changing opportunities for young people.

Within 3 years, it is envisaged that the center's accommodation offering will be at 70% capacity. By the end of 2025, it is assumed that the financial gain will be in excess of €65,000.



Challenges:

Although enthusiasm across the organisation is high in regards to European youth work, the time it takes to plan, implement and evaluate these programmes is considerable.

Opportunities:

European youth work literally opens the door of Europe to our young people, staff and volunteers. The various accreditations and quality labels that we now have increases these. Young people, staff and volunteers now have the chance to experience youth work and the power it has to a completely different level.

KCYS Youth Mentor Project



KCYS Youth Justice Mentoring provides accessible, early intervention support to young people assessed as being at low risk of offending, either through referral from KCYS Youth projects or identified as 'at risk' within their communities. KCYS Youth Diversion Project finds mentoring a particularly good resource.

Participants are matched with trained and vetted volunteer mentors, known as "one good adult", who meet regularly with the young person in the community settings under the supervision of the KCYS Volunteer Mentor Support Worker. The mentoring relationship is designed to build trust, strengthen social capital, and encourage positive community engagement, offering young people opportunities to experience pro-social behaviours, feel supported, and make constructive choices for their future.

In 2023, the Youth Justice Mentor Project Worker identified a demand for parent-focused supports. A scoping exercise informed the development of a tailored Parent Mentoring training programme, which was piloted with a select group of volunteers in August 2024 and has since been integrated into the project's delivery model. This is a valuable step down for KCYS Family Support provision. Also in 2024, to address an emerging need in education, mentor project volunteers undertook iScoil training to support young people participating in KCYS iScoil hubs.

In 2024, the project received 30 new youth referrals and 6 parent referrals. At the end of the year, 18 young people were actively engaged, 22 exited and 6 parents availed of mentoring support. Volunteer mentors have addressed various issues for young people, including poor decision making, low confidence, parenting skills, employability, transition to college, identity challenges and social media pressures.



TYESI

Target Youth Employability Support Initiative

The TYESI project is a KCYS service funded under the Department of Children, Equality, Disability, Integration and Youth, (DCEDIY), through Kerry Education & Training Board (KETB). The Project, launched to support NEETs (young people aged 15-24 not in education, employment, or training), to achieve significant success. The programme combines one-on-one support with group sessions, including three focused on personal development, employability, and community engagement. These efforts created safe spaces and delivered tailored interventions to meet participants' unique needs.

Number of Contacts Contact by Age Group

	Male	Female	Other
AGE GROUPS 15 to 17 Years	30	27	
18 to 21 Years	14	10	9
22 to 24 Years	3	2	

Highlights:

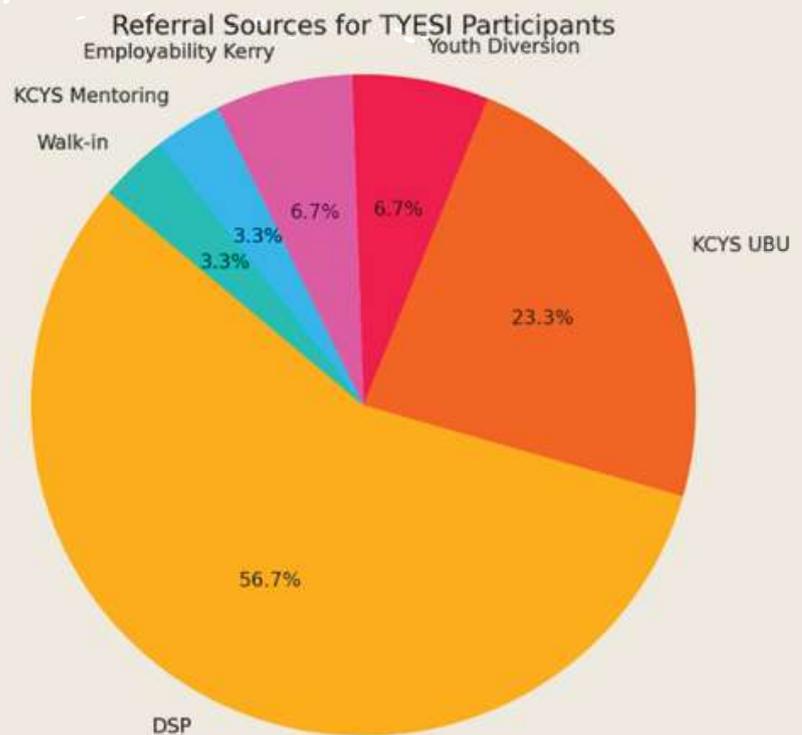
TYESI achieved key milestones:

- Meeting with Kerry ETB, where four young people explored educational pathways, with two enrolling in training for next year.
- Participation in networking events with agencies like the Irish Traveller Movement, Tralee Employability Services, and DSP.

Referrals

Referrals included:

- 17 from DSP
- 7 from KCYS UBU
- 2 from Youth Diversion
- 2 from Employability Kerry
- 1 from KCYS Mentoring
- 1 walk-in



Participants also applied for jobs online and submitted CVs to the local employability center. These milestones reflect strong partnerships and effective engagement, creating opportunities for NEETs to access education, training, and employment pathways.

Cases

Case 1:

A young person (YP) began engaging with TYESI after unsuccessful attempts with other services. YP, a NEET with ASD and transitioning, initially attended sessions with minimal communication. Over five sessions, they made remarkable progress, opening up to the youth worker and actively participating. YP is now exploring opportunities to volunteer with a local charity and is supporting the youth worker by sharing their skills in technology and game creation. This journey highlights the transformative impact of personalized support in building confidence and fostering meaningful engagement.

Case 2:

A young person joined TYESI after being referred, expressing uncertainty about his future and a lack of direction regarding education or career paths. Homeschooled and struggling with group interactions, YP found it challenging to connect with others. Through one-on-one sessions, the youth worker recognized his impressive skill in building and crafting. Together, they designed a woodcraft project to highlight and develop these abilities. Over several sessions, they explored his strengths, discussed future aspirations, and mapped potential educational pathways. By the final session, the young person had discovered newfound confidence and contacted Youthreach to start a program next year. This journey reflects the power of personalized engagement and encouragement in transforming uncertainty into proactive planning and self-belief.



Challenges:

1. Engaging the Young People We Support

A main challenge for us is working with young people who are Not in Education, Employment, or Training (NEETs), is, they can be hard to reach. This group often has barriers like a lack of motivation or logistical problems, which can make it difficult for them to attend. This can lead to missed contacts; there were 16 missed sessions in quarter four. For example, some young people we worked with were initially very quiet and did not communicate much while others were very uncertain about their future paths.

2. Working Together with Other Services

Another challenge is making sure our work with other local services is effective. We need to ensure we are not offering the exact same support as other agencies, since many services offer help with tasks like making CVs. We receive many referrals from our partners, including 17 from the Department of Social Protection (DSP) in the last quarter. We need to improve how young people are referred to our program from the DSP and other departments to ensure they are a good fit. Our goal is to make referrals "stronger, more informed, and better aligned" with TYESI's objectives.

Opportunities:

1. Becoming a Trauma-Informed Organisation to Support Better Engagement

As KCYS moves toward becoming a Trauma-Informed Organisation, we have the opportunity to better engage NEET young people who often face barriers such as low motivation, past negative experiences, and lack of trust in services. By creating a safe, welcoming environment and building trust at their pace, we can support them to feel secure and respected. Trauma awareness training equips staff to respond with empathy, reduce stress, and support mental health—leading to stronger relationships, greater resilience, and positive outcomes for both young people and staff.

Delivering sessions in a youth centre provides young people with a safe, familiar space where support feels accessible and comfortable. We also use tools like Skills Summary, which helps young people recognise and record their own skills. This not only supports CV building but also gives them ownership of their personal development and goals.

By working closely with referral partners like the Department of Social Protection (DSP), UBU, Mentoring programmes and Youth Diversion, and increasing our networking meetings providing clear information about our programme, we can ensure young people are better matched to the support we offer—leading to more meaningful engagement and long-term positive outcomes.

TYESI & KCYS' Strategic Plan 2023 – 2026

Goal 1:

TYESI does not deliver universal youth work but plays a vital complementary role by engaging young people who are excluded from universal services. It provides targeted one-to-one and group support that helps participants overcome barriers and eventually access broader opportunities.

Although TYESI is not universal, it employs a full-time youth worker dedicated to supporting high-need young people in Tralee. This expands the overall youth work capacity of KCYS.

TYESI focuses on targeted outreach to NEET young people, especially those who do not engage with mainstream services. This helps ensure that the most vulnerable are not left behind.

TYESI works in partnership with local organisations like CYPSC, DSP, Development Companies, Kerry ETB, and community groups to support re-engagement with education, training, and employment pathways.

Young people involved in TYESI help shape their own individual plans. Their feedback informs programme delivery and highlights the needs of a population often missed in universal consultations

Goal 2:

TYESI is a targeted programme for young people not in education, employment, or Training. It delivers quality, person-centred, trauma informed and co-designed youth work tailored to individual needs.

TYESI actively collaborates with other KCYS services as mentoring programme, UBU and YDP, enabling smooth internal referrals and providing a joined-up support experience for young people

TYESI used feedback from young people after a few sessions and uses it to improve and adapt the programme, ensuring it remains relevant and effective.

TYESI builds strong partnerships with agencies such as CYPSC, DSP, Kerry ETB, and others to support referrals into and out of the programme.

TYESI is funded through DCEDIY and Kerry ETB. It directly addresses early intervention and prevention by engaging young people before long-term disengagement sets in.

TYESI includes regular monitoring and evaluation. including attendance, progression, and youth worker assessments. to ensure accountability and responsiveness and meeting between youth worker, line manager and local Kerry ETB.

Goal 3:

TYESI tracks session attendance, referrals, young people's progression and engagement. We also use Outcome Star to track progression. Feedback from YP and parents and guardians are recorded at the KCYS feedback excel form.

TYESI is built on best practice in trauma-informed and youth-centred approaches. It provides flexible, needs-based support and adapts to feedback and outcomes.

TYESI staff engage with local networks such as CYPSC and Kerry ETB, indirectly contributing to broader advocacy and sharing of good practice.

Goal 6:

The youth worker in TYESI receives relevant training to enhance effectiveness and deliver high-quality support.

Goal 5:

TYESI follows all KCYS policies and national governance standards, ensuring compliance in its operations and record-keeping.

TYESI contributes by supplying outcome data, engagement reports, and case studies that feed into KCYS's quality assurance processes.



Integration Project

This project, due to a break in funding, re-started in July of 2024.

There was a significant effort put in to recruiting young people for this project. The initial phase included networking and research to devise a logic model and set out an appropriate plan for interventions. Staff members joined various networks to meet other professionals working with migrant young people. These networks included the Kerry County Council (KCC) Coordination Team, the North Kerry LART, KCC Activities Subgroup and the Youth Work Ireland (YWI) Integration Network, youth club mini-region and National structures. IWs started working immediately alongside UBU workers in established groups and joined planned activities. The aim here was for workers to build trusting relationships with the Ukrainian young people present and explore their interests with them.

Next, the team started outreach efforts. This included, researching best practice and collaborating on effective approaches which were logged. Relationships were built between workers and the local Ukrainian communities, schools and various accommodation centres housing BOTPs. The team were successful in promoting KCYS groups and youth clubs, and we saw an increase in Ukrainian young people attending established groups. One outreach group was established within an accommodation centre.

Towards the end of Q3 (September) the team established new groups in targeted areas for Ukrainian young people and continued to promote Tralee and Killarney specifically, as these 'hubs' were most densely populated with Ukrainian young people. An IW was posted in Killorglin where outreach efforts also began. Outreach efforts were started in Dingle in collaboration with NEWKD and Aiseanna na hOige.



Challenges:

The constant movement of young people through cancellation of state accommodation contracts caused huge disruption in young people's lives. We had three 'goodbye' parties for young people in the reporting period and more young people left without prior notice. We worked to link them in with youth services in their new areas via the YWI Integration Network.

Unclear and inconsistent definitions of what 'integration' can cause confusion in how services plan interventions with young people, which we tried to resolve throughout the reporting period.

The language barrier will continue to be a challenge when working with migrant young people. It is important to share best practice when working with interpreters and translation resources. This is an area of development between Kerry ETB and KCYS.

Highlights:

Despite only being active for quarters 3 and 4, there were a number of significant highlights:

- 2,172 contacts were made by Integration workers (IWs) in the reporting period across North Kerry, Tralee, Killarney and Killorglin.
- IWs engaged with a total of 536 young people. These engagements were through a combination of integration project led groups, UBU and integration project led groups and youth club based activities.
- IWs worked with a total of 313 young people of whom 181 (57%) were Ukrainian in normal scheduled activities. This figure demonstrates the efforts made to achieve full integration into youth work based activities, of the target group.
- IWs worked with a total of 93 young people in newly established groups, of whom 70 were Ukrainian (75%). This demonstrates the success of outreach efforts, recruitment tactics, and relationships built with the Ukrainian community. It also demonstrates the wishes of migrant young people to have their own safe spaces without the expectation to speak English.
- IWs hosted an 'Integration Party,' which connected Ukrainian young people living in Kerry, in collaboration with Foróige. The aim was to allow those who had been dispersed throughout the county to enjoy activities together.

Opportunities:

Within the space of 5 months, this project grew to provide a significant youth work service to Ukrainian young people in the designated areas. It also contributed to, and complimented the integration efforts being made in these locations by other organisations. It is crucial that the same level of funding is sustained into 2025 to ensure this provision continues at the same levels as 2024.

Goal 1:

The Youth Diversion Project (YDP) is actively supporting a group of young people working toward their Bronze Gaisce Award. In partnership with the ETB Community Arts programme, facilitators have been sourced to assist with this initiative. The participants showcased their artwork during the KCYS Centre launch day, demonstrating creativity and commitment. These young people have shown exceptional engagement throughout the programme, including participation in an overnight residential trip with YDP staff.

Goal 2:

YDP and UBU staff have worked collaboratively to support a bereaved young person involved in both services. This support includes one-to-one sessions and engagement through the youth café. Regular coordination meetings between the staff, the young person's family, and other involved agencies ensure a holistic and responsive approach to the young person's needs.

Goal 3:

KCYS YDP is implementing a Court Accompaniment Service in partnership with the REPPP team at the University of Limerick and the Department of Justice. YDP's involvement in this action research initiative will contribute to the development of evidence-based practice in youth justice. Furthermore, YDP staff are participating in national master trainer groups focused on delivering evidence-informed crime prevention training for work with young people.

Goal 4:

YDP staff were actively involved in the KCYS rebranding process, aligning with the strategic action to "Rebrand KDYS to reflect our mission and strategic goals." The project has transitioned from the KEY Service to KCYS YDP, with all project materials and communications updated to reflect this new identity.

Goal 5:

YDP has established robust communication systems to effectively support a dispersed team working across rural areas throughout Kerry. The team contributes meaningfully to broader KCYS governance and strategic efforts, including safeguarding initiatives, planning events, training, and team-building activities. YDP staff also represent KCYS on various external committees and interagency forums relevant to youth services in the county.

Goal 6:

The YDP team has undertaken specialised training in Court Accompaniment, enhancing their skills to support young people involved in the justice system. This aligns with the strategic action to "Cultivate a training culture that invests in staff and volunteer development."

KCYS Youth Diversion Project (YDP): A Community-Embedded Response to Youth Justice



The KCYS Youth Diversion Project is staffed by Youth Justice Practitioners (YJP's) and 1 Team Coordinator to deliver a Kerry Garda division-wide service to reach young people engaged or at risk of becoming involved in crime.

Our team consists of youth workers and family support workers. The service delivers a flexible and mobile service model, reaching young people across County Kerry who are most at risk of future offending. Youth justice practitioners are deeply embedded within local communities, engaging with young people and families in a variety of settings—including KCYS centres, community venues, schools and home environments. This approach allows for tailored, person-centred support that reflects the unique needs of each young person.

In 2024, KCYS YDP significantly broadened its scope by introducing Family Support services and a dedicated Court Accompaniment initiative for young people. These new areas of work, launched in the final quarter of the year, were made possible through additional funding from the Department of Justice. This investment supported the recruitment of two family support workers and a Court Accompaniment Worker.

Key Highlight:

KCYS YDP Court Accompaniment Service

A major milestone for the KCYS Youth Diversion Project (YDP) in 2024 was the launch of its Court Accompaniment Service during the final quarter of the year. Notably, KCYS YDP is the only Youth Diversion Project in Ireland currently delivering this service through an Action Research approach, developed in partnership with the Research Evidence into Policy, Programmes and Practice (REPPP) Team at the University of Limerick.

Throughout its initial phase, the service focused on:

- Establishing relationships with legal professionals and stakeholders within the justice system.
- Providing direct support to young people prior to and during court proceedings.
- Exploring and developing research frameworks to inform and evaluate the service model.

A significant achievement for the project was the presentation delivered by the KCYS YDP Co-ordinator and the Court Accompaniment Practitioner at the National Youth Diversion Project Conference in November 2024. This opportunity not only showcased the innovation and leadership of the KCYS YDP team but also brought national recognition to KCYS for its commitment to advancing best practices in youth justice.

Looking ahead, the YDP aims to strengthen the service by formalising protocols, expanding training opportunities, and contributing to a broader evidence base through ongoing collaboration with the REPPP team. The goal is to establish a scalable, research-informed model that can inform court accompaniment work within Youth Diversion Projects across Ireland.



2024: A Year of Deepening Impact and Strategic Growth

In 2024, KCYS YDP significantly broadened its scope by introducing Family Support services and a dedicated Court Accompaniment initiative for young people.

These new areas of work, launched in the final quarter of the year, were made possible through additional funding from the Department of Justice.

This investment supported the recruitment of two new Youth Justice Practitioners focused on Family Support and one Practitioner to lead the Court Accompaniment Service.

The latter is being delivered through an action research model in collaboration with the University of Limerick.

The work undertaken in 2024 reflects our continued contribution to KCYS's overarching strategic priorities, including:



Key Themes and Evolving Landscape in 2024

Building on trends identified in 2023, several key themes continued to shape our Youth Diversion work. The pervasive impact of the pandemic on youth mental health remains a critical concern. We observed an increasing complexity and diversity in the needs of young people referred to our service, with many presenting with complex mental health issues, including anxiety and isolation, and a significant presentation of young people with diagnosed or suspected ASD diagnoses. Mental health support was a key area of focus for the YDP throughout the last reporting period (July 2023 – July 2024), with 31.11% of cases involving engagement with CAMHS or other mental health services. Additionally, 23.33% of young people in the KEY Service were engaged in counselling services, 23.81% of whom were referred directly by YJPs. The data highlights a significant gap in community-based mental health services and supports for adolescents in Kerry.

Gaps in service and waiting lists for one-to-one support, reflecting the increased demand and complexity of young people's needs. The consistent lack of appropriate accommodation for children in care also remained a significant issue affecting young people.

Agencies across the Division are reporting an increasing number of under-16-year-olds who are not attending school. Youthreach programmes are currently oversubscribed, with more applicants than available places and lengthy waiting lists.

In response, the Kerry Horizon programme has started accepting 15-year-olds to meet the educational needs of those under 16. Additionally, through engagement with the Kerry Education and Training Board (KETB), practical workshops have been delivered to help divert early school leavers (aged 16+) toward training opportunities in industries such as construction.

Discussions with the Educational Welfare Service (EWS) regarding the establishment of an iScoil hub to support young people who are out of school has led to the establishment of same for one young person in the YDP premises, there are other young people currently requiring this service. The KCYS Youth Justice Mentor Project volunteers support this delivery. Out of school young people in the Tralee area engaged with KCYS YDP have also been referred to the newly established KCYS Youth Employability Project.



Opportunities and Successes in 2024

Opportunities present for the YDP through its contribution to national objectives and initiatives through the following actions:

- YDP YJPs participate in the YLS Master Trainers Group, linked to the REPPP Research and Development Team. Collaboration with the Research and Development Team to support the delivery of YLS SV and YLS/CMI 2.0 training to all new YJP's.
- YDP YJP is involved in the Restorative Practice (RP) Trainers Group responsible for delivery of RP to YJP's, this work is led by the REPPP Research and Development Team.
- YDP YJP participates in the Motivational Interviewing Trainers Group, led by REPPP Research and Development Team.
- Support for the delivery of Restorative Practice Training in partnership with the Research and Development Team.
- Facilitation of Community of Practice Groups in collaboration with the REPPP Research and Development Team.
- Active participation in the REPPP Relationship Research Mastery Group.
- Participation in the subgroup of YDP Advisory Committee related to Accreditation of quality youth justice interventions developed by YJP's.

“

My child has come on in leaps & bounds since joining KCYS, she was warmly welcomed & allowed to participate at her own pace so this helped her settle in with no pressure. This is so important to me as a parent that she can have a safe space to meet friends & grow & develop as a young person. It's been heartening to see her develop her confidence, make new friends & try new outdoor activities provided by the group outings & outdoor games at the centre.

Caroline

”



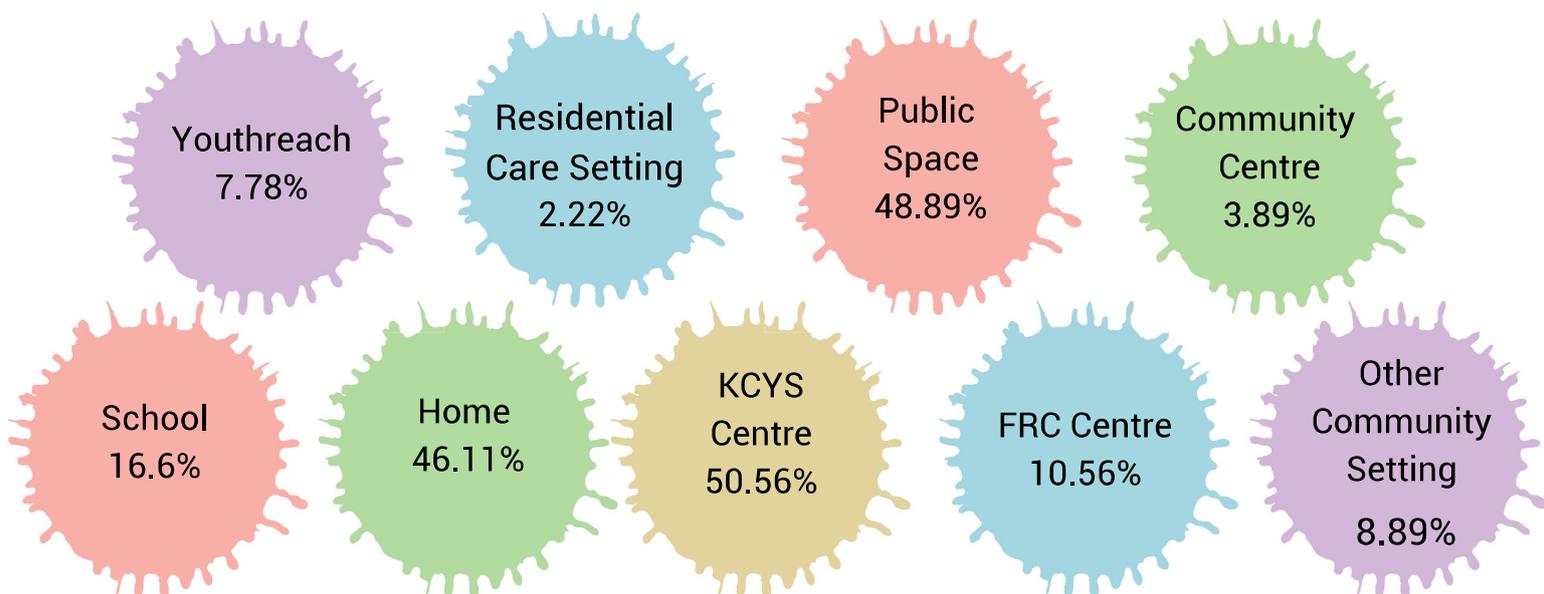
Collaboration leading to Success

The KCYS YDP collaborative approach is central to the work, this directly contributes to the better outcomes for the young people on the project. During the reporting period (12-month July 2023 – June 2024), the YDP participated in 17 Tusla Meitheal's, serving as lead practitioners in 3 of these cases. The YDP is represented on all three CFSN Tusla Networks across the county, as well as the CYPSC Drug and Alcohol Working Group. Youth Justice Practitioners (YJP's) attend and contribute to TUSLA case conferences and strategy meetings as needed for individual cases.

Collaboration supports a holistic, wrap-around intervention for young people. During the reporting period, the YDP made referrals to other services or agencies for 23.8% of the young people engaged with the YDP.

During the reporting period, 16.11% of all individuals engaging with the YDP were discussed with Duty Social Workers across 61 interactions. The YDP attended 17 TUSLA case conferences involving 14 young people. The service prioritises flexibility in engaging with participants, ensuring meetings take place in safe, comfortable trauma informed environments that are conducive to building a positive professional relationship and facilitating meaningful change.

The table below outlines the various settings where meetings with young people occurred from July 2023 to June 2024. Due to the adaptable nature of the service, some young people may have met in multiple settings over time.



During the reporting period, the YDP collaborated directly with community drug and addiction services in 6.11% of cases. Collaboration with schools occurred in 45.56% of cases, with ETB education and training mentors in 13.33%, Youthreach in 8.9%, and Education Welfare Officers (EWOs) in 18.33% of cases.

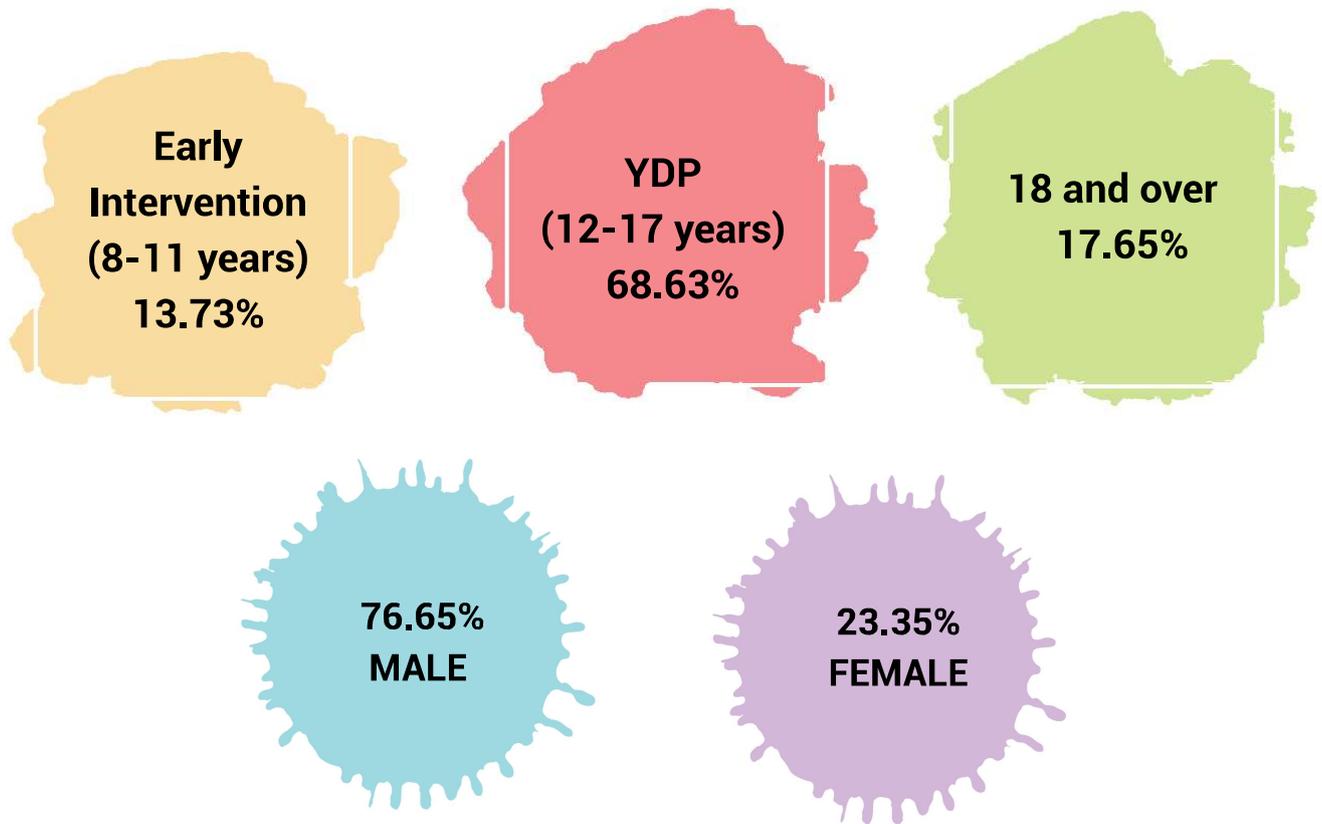
In terms of school attendance, 7.78% of young people were on reduced timetables, 19.44% received at least one suspension, and 2.22% (four individuals) were expelled. Additionally, 5% of young people accessed Home Tuition Hours through TESS, while 44.44% were facilitated in a KDYS Centre. A total of 10.56% of participants were engaged with court services during this period.

Living arrangements for engaged young people included 6 young people in residential care, 2 in foster care, 7 in private family arrangements, and 3 in supported accommodation.

During this period, 53.21% of referrals to the KEY Service YDP came from Juvenile Liaison Officers (JLOs) for young people admitted to the Garda Diversion Programme. The remaining 46.79% of referrals originated from the community, with the following breakdown: Youth Work Organisations (23.53%), Educational Retention Agencies (11.76%), Probation Service (11.76%), Parental Referrals (9.8%), Secondary Schools (9.8%), TUSLA (9.8%), An Garda Síochána (5.88%), Family Support Agencies (5.88%), CAMHS (3.92%), and Self-Referrals (3.92%).

The age cohort breakdown for these referrals was as follows:

Based on age determined at the time of referral.



Transition pathways for each young person are reviewed every six months through the assessment of their Case Management Plans. The rationale for continued engagement or exit is clearly documented. Following a young person's exit from the programme, YJPs conduct follow-up sessions to ensure a smoother transition. In some cases, young people re-engage with the YDP months after exiting, often during times of crisis or transition. When additional support is provided post-engagement, the YJP carefully records and justifies this, which typically involves supported referrals or minimal guidance as needed.



KCYS/An Garda Siochana Castleisland Soccer Blitz

The KCYS/An Garda Siochana annual Soccer Blitz in Castleisland is a fantastic community initiative with wide-reaching benefits. The partnership between the KEY Service Youth Diversion Project in the Kerry Community Youth Service (KCYS) and the Castleisland AN Garda Siochana ensures a well-organised, secure, and supportive environment for all participants, creating an inclusive and vibrant event for the local area. With three age categories, the tournament caters to young people across different stages of growth, from primary school to under-18s.

By involving youth in a structured, positive activity, the blitz provides a safe and healthy environment that helps keep them engaged and connected with positive role models in the community.



The Blitz brings together participants, families, and friends from Castleisland and surrounding areas which strengthens bonds within the community. By participating in this community-oriented event, the local Gardai show support and investment in the well-being of local youth, breaking down barriers and fostering trust within the community. Annual events like this soccer blitz become beloved traditions that residents look forward to. By consistently hosting this fun and vibrant event, KCYS and the Garda Siochana contribute to a strong, resilient community spirit in Castleisland and its surrounding townlands.

KCYS FAMILY SUPPORT SERVICES

CROIGE

In 2024, Cróige, our Family Support Project funded by Tusla – Child and Family Agency, continued to work closely with families and young people to deliver meaningful family support in our community. This project works with Tusla referrals only working with children in care and teenagers at risk in the community.

In 2024, 63 families were supported under our Access Service. 58 young people at risk were supported under our Adolescent Service.

In 2024, we continued to provide 'enhanced support' to families experiencing a range of complex and interlinked challenges. This included intensive parenting work, tailored to strengthen family relationships, build parental confidence and capacity and prevent placement breakdown.

We also delivered therapeutic interventions where appropriate, offering emotional support to young people and parents through a trauma-informed lens.

Our continued use of restorative practice supported the rebuilding of trust and communication within families, and between families and services, creating a more inclusive and respectful environment for sustainable change and to prevent family and placement breakdowns.

CREATIVE ARTS WORKSHOP FACILITATED BY PAVLINA



In 2024, our team member Pavlina facilitated a series of engaging art workshops designed to promote creativity, self-expression, and relaxation among young people. These workshops included acrylic pouring techniques, tie-dying clothes, and crochet, offering young people a chance to explore new artistic skills while also providing a therapeutic outlet for self-expression.

Pavlina's workshops were a highlight of our year, and we saw firsthand the benefits of integrating creative expression into our support services. The workshops provided a non-judgemental, supportive environment where young people could experiment, learn new skills and connect with others in meaningful ways.

Family Support Services Review Evaluation – Finbarr Fitzpatrick

In June 2024, we commissioned Finbarr Fitzpatrick of Business Improvement Solutions to undertake a comprehensive Family Support Services Review to assess the effectiveness and impact of KCYS Family Support Services. The primary aim of this evaluation was to gain a deeper understanding of what is working well, identify areas for improvement and ensure that our services are meeting the evolving needs of the families we support. We also sought to enhance the value of existing services within the community, ensuring they are both relevant and sustainable for the long term. This evaluation coincided with the expansion of KCYS Family Support Services with the introduction of our Family Time Centre and appointment of family support workers under our Youth Diversion Project. The process has also enhanced the work we undertook in 2024 on our re-brand.



The full report of this evaluation will be launched in 2025, and its findings will guide the future direction of our family support services. We are committed to using this feedback to ensure that our work continues to evolve and improve, meeting the needs of the families and young people we serve and strengthening the value of our services within the community.

Trends and Challenges Impacting Family Support Work

Throughout 2024, a number of external factors and emerging trends have shaped our work and service delivery. Notably, the shortage and breakdown of foster placements, both locally and nationally, has had a significant impact on the families we support. The increasing demand for foster care, combined with a shortage of available, stable placements, has led to a rise in placement instability, which in turn affects the well-being of young people and their families. This has created additional pressure on our services, as we work to provide stability and support for young people who may experience multiple moves or face uncertainty about their future care.

Croige's Contribution to KCYS Strategic Plan 2023 – 2026:

Goal 1: Support young people in Kerry to achieve their full potential

Strategic Actions - Strengthen our links with schools and local organisations & Conduct needs analysis: what do young people and parents want?

The Family Support Services Review plays a critical role in advancing our organisation's strategic goal of supporting young people in Kerry to achieve their full potential. By providing a comprehensive assessment of our KCYS Family Support Service, this evaluation helps us better understand the strengths and challenges of our current service delivery, ensuring that our efforts are aligned with the evolving needs of young people and families in the region.

The insights gathered from a wide range of stakeholders, young people, biological parents, foster carers, and KCYS staff help identify areas for improvement, ensuring that our services are truly youth-centred, empowering, and effective. By closely examining the effectiveness of our interventions, we can enhance the support we provide, fostering an environment where young people can develop skills, build resilience, and achieve their personal goals. This aligns directly with our mission to create a supportive framework that enables young people to thrive, whether they are in stable family environments or facing significant challenges.

Additionally, the feedback from this evaluation informs the continuous improvement of our services, ensuring that we stay responsive to the diverse needs of the young people we serve. This supports the ongoing work of empowering youth to make informed decisions, build positive relationships, and successfully transition into adulthood, thereby directly contributing to our strategic objective of helping them reach their full potential.

Goal 2: Provide targeted and integrated supports to meet the needs of young people in Kerry and their families

Strategic Action – Work closely with our funders to ensure our existing programmes are effective, responsive and meet the needs of young people

Our one-to-one work with teenagers is a cornerstone of our approach to providing targeted and integrated supports to young people and their families in Kerry. This personalised support allows us to address the unique challenges faced by each young person, fostering a deeper understanding of their individual needs, aspirations, and barriers to success. Through these tailored interventions, we are able to provide focused, youth-centred support that helps young people navigate their personal, social, and emotional challenges, building resilience and encouraging positive development. In alignment with our strategic action to work closely with our funders, Tusla, we ensure that our one-to-one work is not only effective but also responsive to the evolving needs of young people referred to us by Tusla. By offering intensive, be-spoke support, we are able to integrate additional services, such as parental supports, advocacy, and mental health support, into a holistic care plan that surrounds the young person with the necessary resources to achieve their full potential. The one-to-one sessions also give us the opportunity to build trusting relationships, which are crucial in helping young people feel heard, respected, and empowered. This trust is key to delivering the targeted support required to help young people overcome challenges, strengthen family bonds, and ultimately achieve their full potential. Through these personalised interventions, we continue to meet our strategic goal of providing integrated, responsive, and family-focused supports that are designed to ensure the well-being and future success of young people in Kerry. Our use of Outcomes Star, which is an evidence-based approach, assists us to measure progress and support young people to better identify their strengths and goals. In 2024, KCYS began embedding the use of this outcomes measurement tool across our youth work provision. The use of this measurement tool is being led by KCYS Family Support Services.

CASE STUDY: USE OF OUTCOME STAR

A 12 year old young person was referred by Tusla due to low confidence, poor self-esteem and emotional difficulties following a disclosure of sexual abuse by a family member. This young person was struggling to manage complex emotions adversely affecting her relationships, physical health, school engagement and academic performance.

The Outcomes Star assessment tool was used at the beginning, mid-point and end of the intervention to support the young person to identify her strengths and challenges, set goals and track progress over time in the following four areas: feelings and behaviour; physical health; relationships and education and learning.

The initial Outcomes Star completed by the young person identified low self-esteem, difficulties managing emotions, strained relationships with family and peers and concerns about physical health. Deterioration in education and learning including poor school attendance and a drop in academic attainment also emerged as concerns.

The work we did together focused building a safe and consistent relationship through low-pressure activities such as art, mindfulness, baking, music and walks in nature. These interventions were tailored to support emotional regulation, build trust and encourage self-expression.

Use of the Outcomes Star tool identified the following improvements from start to finish: Confidence/Self Esteem increased from a score of 2 to 4; Feelings and Behaviours from 2 to 4; Physical Health from 3 to 5. The most significant improvement was in Education and Learning which increased from a score of 1 to 5.

KDYS has been an essential lifeline for myself and my children at this difficult time in our lives. Without this service I would not have had the opportunity to connect with my children. The supervisor has been exemplary and very supportive of our situation, and the facilities and amenities available make a somewhat stressful or awkward interaction far more natural and comfortable for us all.

This is an invaluable resource for all families who find themselves going through challenging circumstances and I am very grateful to be able to utilise this service.

Deirdre



KCYS FAMILY TIME CENTRE

“Access. Support. Strength.”

In 2024, the Family Time Centre Project, funded by the RTE Toy show Appeal and administered by the Community Foundation, worked closely with families and young people to deliver meaningful access visitation service in our community.

**Families
supported in
2024
11**

**Children &
teenagers
engaged in
2024
20**

In 2024, the project supported 11 Families and 20 young people.

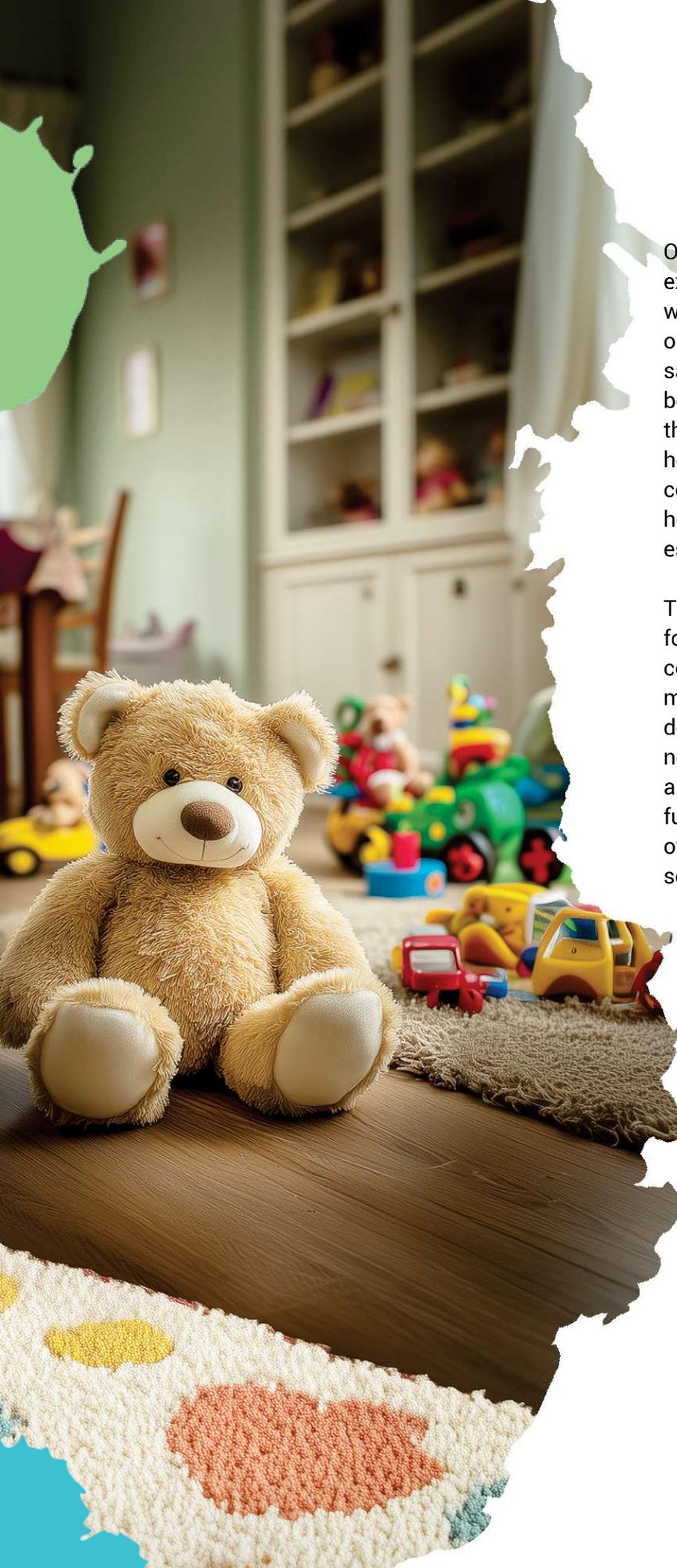
KCYS Family Time Centre aims to respond to and support families in all their forms by providing a professional, family-centred service. The Centre offers different levels of support for families experiencing separation, including fully supervised access visits, supervised handovers, or the use of our facilities alone.

During 2024, the Family Centre was utilised by private individuals involved in family law court proceedings, where the court had ordered supervised visitation with their children. In these cases, the centre plays a vital role by providing a safe, neutral, and child-focused environment where family time can take place without conflict. This ensures that children are safeguarded while still maintaining meaningful relationships with their parents. The presence of trained staff provides reassurance to both the courts and custodial parents that visits are appropriately monitored, reducing stress and creating a more positive experience for children during what can sometimes be challenging and confusing.

The facilities are provided in KCYS youth centres throughout the County and have been thoughtfully designed to create a warm, nurturing, home-like environment where children and parents can spend meaningful time together in a relaxed and natural way. This setting enables families to enjoy simple but important activities, such as playing games or sharing a meal, which strengthen connections between children and the parent living out of the home, while fostering positive shared experiences.

This service provides a welcoming space for families to interact and share quality time. Staff are friendly and we are always met with a smile. I would recommend this service.

Leah



Challenges Impacting Family Time Centre

Our service supports families experiencing a wide range of challenges which need to be taken into account in order for us to ensure that Family Time is safe and positive for children. This can be due to parents dealing with issues in their lives such as addiction, mental health issues, domestic violence, convictions and custodial sentences, homelessness and conflict between estranged parents,

The service has a responsibility to following court orders while balancing confidentiality, building trust and mandatory reporting. An increase in demand for the service indicates the need for additional trained staff. A key aim for 2025 is to secure sustainable funding to ensure the continued delivery of this vital and highly successful service.

15/05/2025

"Parent expressed thanks for my support in managing conflict during family time and appreciated the positive activities suggested to help them connect with their children".



KCYS Family Time Centre's Contribution to KCYS Strategic Plan 2023 – 2026:

Goal 2:

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

Strategic Action: Work closely with our funders to ensure our project is effective and meet the needs of all families and Children.

Our program continues to deliver excellence in the provision of family support and supervised visitation services, ensuring that both children and their parents have a safe, structured, and supportive environment in which to engage. In addition to a direct service provision, we actively signpost families to other relevant programs and resources within the wider KCYS project, maximizing the support available to meet the diverse needs of the families and children we work with.

We maintain close collaboration with existing funders, ensuring that our project remains effective, accountable, and aligned with the needs and expectations of the funders. At the same time, actively identify and develop new funding streams to secure the sustainability and growth of the project, guaranteeing that these essential services will continue to benefit families and children into 2025/26 and beyond.

Goal 1:

Support parents and children

Strategic Actions - Strengthen our links with Legal Aid Board, family law solicitor and local organisations like Adapt Kerry, and Conduct needs analysis: what do families and children need?

Our project aims to strengthen connections with the wider community to raise awareness of our service through the Family law solicitors and the Courts, among families going through separation, particularly those who for financial reasons, may struggle to access similar support elsewhere. We are committed to providing a service that responds to the unique circumstances of each family and remains accessible to all, regardless of their geographical location or financial background.



Goal 3:

To continue to provide a vital service to Families in Kerry. Strategic Action: Be recognised as a centre of excellence.

The Family Centre provides custodial parents with peace of mind by offering a secure and supportive environment where children can safely spend time with the estrange parent. At the same time, the Centre ensures that parents are not required to interact directly with one another, reducing conflict and stress for all involved.

As demand for supervised contact continues to grow, we are actively seeking funding opportunities to maintain and strengthen the project. One of our key priorities is to employ an additional staff member who can help facilitate the increasing number of court-ordered access visits. Having additional staff will allow us to accommodate more families, reduce waiting times, and ensure that every visit is supervised in a safe, supportive, and child-focused manner. This investment will enable the Family Centre to meet its growing obligations, provide high-quality services, and continue making a positive difference in the lives of children and parents during what is often a very challenging time.

KCYS Youth Centres

KCYS continues to bring our vision, mission and values - as a community where all young people are valued, supported, and have opportunities to reach their full potential - to live through our youth centres and spaces. In 2024, our main centres in Tralee, Killarney, and Listowel continued to demonstrate resilience, innovation, and strong community connection, aligning closely with our mission, values, and strategic plan.

Our additional hubs and centres in Killorglin, Castleisland, and Tralee also continued to provide valuable services to young people in their local areas. However, in Killorglin and Castleisland, the lack of dedicated administrative and maintenance support remains a challenge. Throughout 2024, the Administration team in collaboration with departments such as Finance, UBU, and Youth Diversion has supported improvements in these centres, enhancing the quality and delivery of youth work in the area.

Tralee Youth Centre

KCYS Tralee remained a vibrant and fully utilised hub in 2024, operating at capacity in both office and long-term room bookings. The daily rhythm of the centre was marked by lots of activity and diverse use, with external groups and staff alike maximising the space available. Room usage remained consistently high, responding to increasing demand and multifunctional needs of both internal and external users. Growing demand also increased use of additional youth spaces in Tralee (MY, Ragoonane and Aras an Pobal) to accommodate both activities for young people and organizational priorities such as training.

Sixteen external organisations continued to deliver services from Tralee, including Tusla, Kerry Parents and Friends, Parkinson's South, and Tralee International Resource Centre. We also supported student learning by facilitating work placements, which brought fresh energy and enthusiasm to the team.



Tralee Internal & External Booking Comparison



■ Internal ■ External

Tralee Room Usage by Internal Group

UBU	795
Management/Admin-KCYS	69
Integration	98
Croige	59
Youth Information	
CEO	
Comhairle na nOg	
YDP	305
Mentor Programme	66
Family Centre	47
Youth Clubs	
Youth Employability	70

The newly developed sensory room, funded by Tusla, became operational in 2024 and is already in growing demand.

We also enhanced our sensory garden, a valued sanctuary, by installing a walk-in greenhouse—promoting wellbeing for centre users.



Sound Therapy Workshop, an Art Showcase for Creative Communities, the National Circus Festival Ireland (NCFI), followed by holiday workshops such as the Young Engineers Christmas programme.

One of the most joyful highlights of the year was our KCYS rebrand launch day on 11th December 2024, which brought the centre to life with bouncy castles, animal experiences, and a bustling celebration involving young people, staff, and local families.

The centre also proudly welcomed Guide & Assistance Dogs Ireland to the centre—strengthening our commitment to inclusion and accessibility.

In line with our goal of organisational sustainability, critical repairs were made to an area of the centre’s roof, resolving ongoing leak issues.

Footfall in 2024 reached 27,506, a slight increase over 2023. While this did not meet our 5% growth target, it reflects increasing internal use. Our 2025 priority is to enhance outreach to attract new external bookings while prioritizing a growing need for space and facilities for our youth services.

Killarney Youth Centre

2024 marked a pivotal transition for KCYS Killarney as the centre returned to its core youth work mission following the wind-down of its role as a Ukrainian accommodation hub in November. This allowed the organisation to reclaim space for delivery of services to local young people.

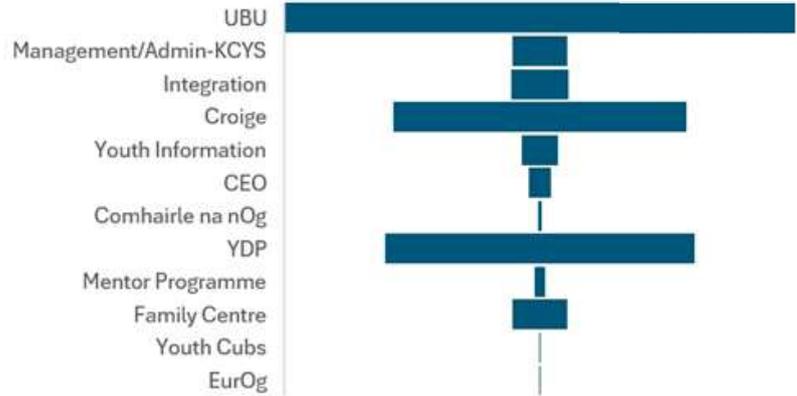
Centre usage increased steadily throughout the year, especially in the latter months. Youth group activities expanded, and the growth of our workforce staff placed pressure on available office space, signaling growing service demand.



Killarney Internal & External Booking Comparison



Killarney Room Usage by Internal Group



Killarney continued to host a wide range of external users, including yoga, ballet, and pilates classes, as well as support services such as Active Retirement, HSE Drug & Alcohol Counselling, Epilepsy Ireland, and Tusla. Notably, English language classes brought over 150 Spanish students through our collaboration with EGA, which is confirmed to return in 2025.



The centre hosted multiple impactful events: a staff and board consultation day in February, an Erasmus planning session in August, and MECPATHS training on child trafficking. These opportunities aligned with our goal of cultivating a culture of learning across the organisation.



The 2024 KCYS Rebrand launch on 11th December was a milestone event for the year, formally hosted in Killarney centre and led by young people. Esteemed guest speakers reflected on the evolving role of community youth work, highlighting the significance of youth-led leadership and collective action.

As the accommodation service concluded in November, the centre team began the process of preparing the accommodation aspect of the centre for usage in 2025, targeting local, national and European youth groups.

Staff changes were significant in the centre, which included the successful recruitment of new personnel for reception and facilities. Their positive integration and inclusion with the existing team further supported centre operations.

Challenges to the physical building were high in 2024, including repairs to roofing and skylights. Grant applications have been submitted to address outdated boilers, replace main doors, and improve car park safety—addressing long-standing priorities for infrastructure improvement and which will be key priorities for 2025.

Looking forward, 2025 will focus on promoting Killarney's facilities for wider community use and a return to mission as a council of Europe Quality Label Youth Centre.

Listowel Youth Centre

KCYS Listowel sustained consistent occupancy throughout 2024, maintaining near-equivalent levels of rental income as in previous years.

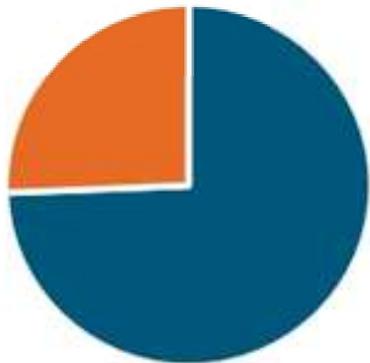


In 2024, the Listowel centre received a Community Support Fund grant to refurbish a meeting/activities room—an investment that enhances the quality of the centre environment for both young people and external partners.

A highlight of the year was the Erasmus Mobility Project in August. A dynamic exchange programme, rooted in intercultural learning and connection, was delivered from the centre with young people from UBU Listowel and the Garden of Cognition in Bulgaria.

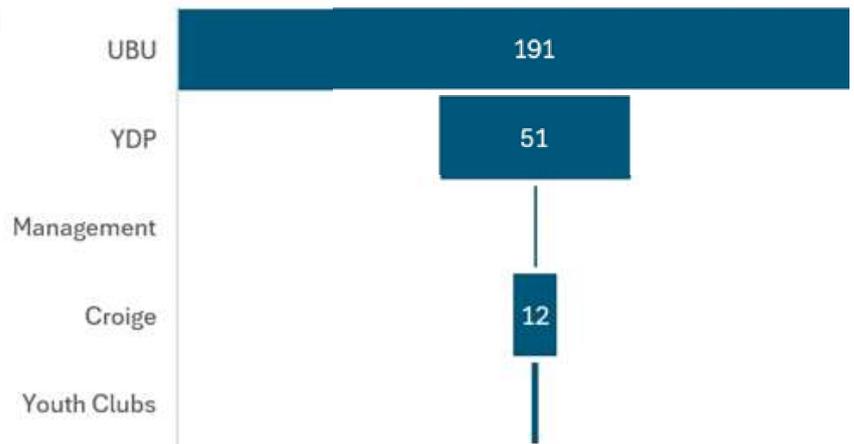
December brought the annual UBU Christmas dinner—another successful gathering for 25 young people and staff, reinforcing our community spirit, as well as activities to mark the rebranding of the organisation. All activities at the Centre align to our strategic goal of “Being a recognised as a Centre of excellence for youth work”.

Listowel Internal & Exter Booking Comparison



■ External ■ Internal

Listowel Room Usage by Internal Group



Centre staff participated in training in First Aid, Health & Safety Awareness, and Child Protection—actions aligned with our strategy to invest in staff development and build a resilient team culture.

Key priorities for 2025 include maintaining rental income levels, addressing energy efficiency through insulation, painting and repairs, and installing a water filter in the kitchen. The centre remains committed to providing a welcoming, high-quality environment for all who use the centre.

Income Generation

Operating and maintaining the centres remains a significant challenge in the current climate, particularly with rising costs. Developing sustainable income streams continues to be a key priority. Despite these challenges, all three main centres performed strongly in generating income throughout 2024.

Killarney exceeded expectations, achieving a 37% increase in income - far surpassing the initial 10% growth target. Tralee, while not reaching its 5% growth goal, maintained its performance, reflecting increased internal demand on available physical resources. Listowel continued to operate at full capacity, maximising use of available space.

Looking ahead to 2025, Tralee will explore new opportunities for the Sports Hall to support a 5% growth target, while Killarney and Listowel will focus on consolidating and building upon their strong 2024 performance.

Conclusion

Throughout 2024, our youth centres remained central to KCYS's commitment to creating safe, inclusive, and empowering spaces for young people. Despite operational challenges and resource constraints, each of our public-facing centres demonstrated adaptability, purpose, and strong community connection. From increased service demand to meaningful intercultural exchanges, staff development, and vibrant events, 2024 was a year of growth and reconnection.



Our Culture & People

As we reflect on 2024, we recognise it as a transformative year for our organisation's workforce, aligning strongly with our strategic goal to 'Be an organisation of choice for employees and volunteers'. This aspiration guided key developments in recruitment, professional development, employee wellbeing, and equitable pay practices, all of which contributed to a year marked by growth, renewal, and strengthened culture.

People and Growth

We began the year with 72 employees and concluded with 81 – an increase of 12.5%. This growth, illustrated in the chart, is not only quantitative but also qualitative, as it reflects a strategic commitment to expand our capacity and deepen the impact of our services across Kerry.

Staffing Overview 2023 -2024



Throughout the year, 21 new colleagues joined our team, more than doubling the 8 new starters in 2023. This robust recruitment activity speaks to both the attractiveness of our organisation as a place to work and our agility in responding to emerging community needs. At the same time, 10 employees exited the organisation - a turnover rate of approximately 13%. While slightly above the previous year's exiting figure of 8 employees, this remains within healthy norms for a growing, mission-driven workforce. Importantly, such staff transitions represent a natural part of our organisational lifecycle and demonstrate our capacity for renewal without compromising continuity or culture.

These figures do not include the essential contribution of our 'as-and-when' contracted workers, primarily in youth work. In 2024, 3,157 hours were delivered through flexible staffing arrangements - nearly double the 1,655 hours recorded in 2023. This model enabled us to remain responsive to fluctuating demand while protecting the sustainability of our core team.

The value of our student engagement also grew, with 19 student placements facilitated in both youth work and administration settings throughout the year. These placements supported our learning culture while contributing meaningfully to service delivery.

Recruitment & Retention

Our strategic growth was supported by a highly active recruitment year: 14 campaigns were launched to fill 19 posts. From 536 applications received, 132 candidates were invited to interview, and all posts were filled successfully. These numbers reflect not only operational effectiveness but also our reputation as an attractive employer - a core measure of progress within our strategic goals. Recruitment continues to be challenging in the current employment market, but we are consistently reviewing our processes, approaches, and employer value proposition to ensure we remain competitive and responsive.



Compliance and Quality Assurance

Maintaining high standards of compliance remained a priority. In 2024, 159 Garda Vetting applications were processed, encompassing new staff, volunteers and those who required re-vetting as per our policy. A site inspection by the National Garda Vetting Bureau in February yielded positive feedback, with a recommendation to enhance our vetting matrix – a step we are committed to actioning in 2025.

In line with the Social Welfare (Consolidation) Act 2005, a Social Welfare Inspector conducted a compliance inspection in September, covering both employee and sub-contractor arrangements. The process reaffirmed our commitment to lawful and transparent employment practices.

Investing in People

Staff development was a cornerstone of our approach to being an employer of choice. Over 2,130 hours of continuous professional development (CPD) were supported during work time, with more than an additional 620 hours undertaken by staff in their own time – a total of more than 2,750 hours across 215 learning engagements. This equates to approximately an average of 30 hours per employee and underscores our culture of continuous professional growth.

Learning opportunities reflected our values and priorities, with significant emphasis placed on Safeguarding, Diversity and Inclusion, and Trauma-Informed Practice. Staff also accessed training in specialist youth work tools and knowledge that respond to evolving sectoral needs and trends. Third Level education was strongly supported, with a number of staff pursuing qualifications such as:

- MA in Human Rights in Criminal Justice
- MA in Adolescent Health
- Specialist in Health Promotion
- Certificate in Trauma-Informed Practice
- Diploma in Youth and Community Work
- Level 8 Micro Credential in Family Law

Quotes:

“It’s funny, you go in thinking you know it, but there’s always that one thing that makes you go ‘ah, that’s useful!’”

“The workshop on Child Trafficking was excellent – the facts and figures really brought the issue to life.”

“Training like this is vital; it gave me the confidence to know how to work with all young people, regardless of their abilities.” (on inclusivity training)



90

• Staff who participated in training in 2024

11

• Staff supported to undertake third level accredited courses

2750

• Hours spent on workplace training and CPD, including 620 hours self directed learning

4.5

• Average number of days per employee spent on training

215

• Learning engagements and CPD undertaken across the staff team

Workplace Wellbeing and Culture

Creating a positive and inclusive work culture continued to be a priority in 2024. Wellbeing was an ongoing focus throughout the year, with several key initiatives highlighting its importance in the workplace. In the lead-up to National Workplace Wellbeing Day in April, staff took part in a week of daily wellbeing challenges, promoting small, meaningful actions to support personal and collective wellbeing. Alongside these activities, staff received information about supports available both internally and externally, helping to increase awareness of the resources available to promote mental, emotional, and physical health.

Our Social Committee continued to build on this momentum, hosting a vibrant summer staff event featuring a scenic walk through Ballyseedy Woods followed by a barbeque in Ballygarry Estate Hotel & Spa. Activities like the 'Know Your Organisation' quiz and staff photo competition further celebrated team spirit, camaraderie, and the importance of social connection in fostering wellbeing.



Our end-of-year Christmas Breakfast events in Tralee and Killarney were also well attended and helped close the year on a high — with fun, laughter, games, and gratitude.

As an employer, we recognise that wellbeing is not just a once-off initiative but a vital, continuous commitment. It is central to our workplace culture and integral to how we support and value our staff. We remain dedicated to fostering a positive, healthy environment where people feel connected, supported, and empowered to thrive.



Pay and Equity

In early 2024, we initiated a comprehensive review of our pay scales, starting with youth worker scales. The aim was to resolve longstanding inconsistencies and ensure fairness among staff undertaking comparable roles. This work, aligned with Youth Work Ireland's sector-wide efforts to advocate for fair pay for the sector, led to the creation of a single, consolidated pay scale for youth work staff. This remains an active priority for 2025, demonstrating our commitment to equity, transparency, and staff voice.

Guided by our strategic plan, we are continuing to build a workplace that values its people, fosters talent, and attracts committed professionals who believe in the power of youth work.

Health and Safety

In addition to our routine annual review of Health and Safety procedures, 2024 saw the commencement of a more in-depth and comprehensive review of our Health and Safety Statement. This significant piece of work was undertaken to ensure the statement remains legislatively compliant, operationally relevant and effective, and fully reflective of the diverse activities carried out across all departments. By engaging in this deeper evaluation, we aim to reinforce our commitment to creating a safe and supportive working environment for all staff, volunteers, and service users. This process will continue into 2025, involving consultation, risk reassessment, and practical alignment with best practice standards across our organisation.

Financial Year in Review

Income and Expenditure

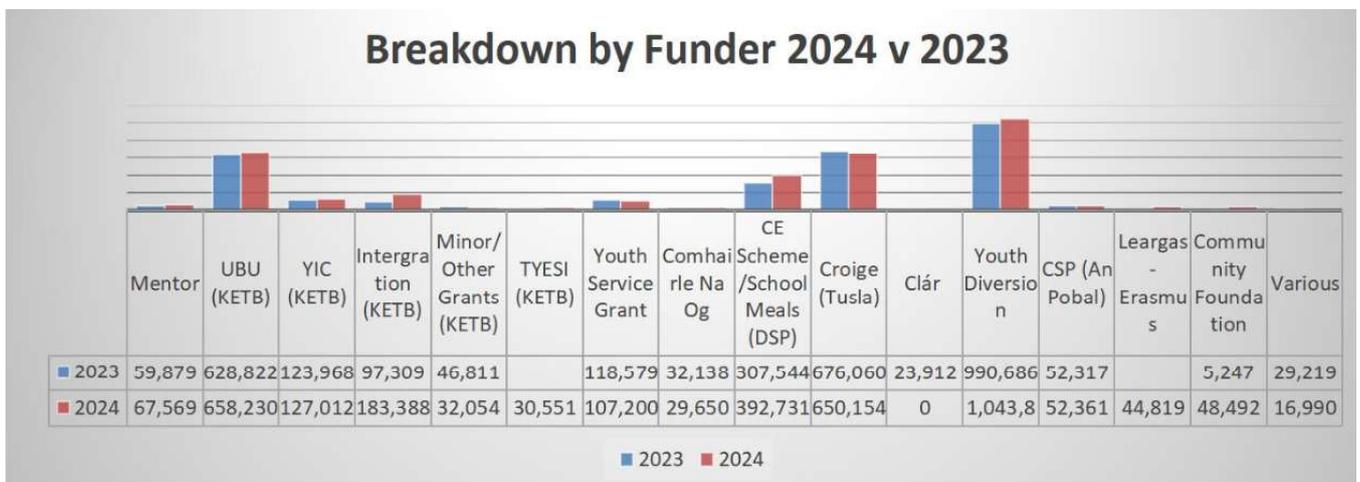
In 2024, KCYS received an overall income of €4,314,142 (€4,288,011 in 2023), a slight increase of 0.61%, and expenditure of €4,223,877, resulting in an overall surplus of €90,265.

The results for the financial year are set out in Appendix ? 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.



Breakdown by Funder 2024 v 2023

The table below provides a breakdown of income by funder in 2024. It also shows a comparison by funder with 2023.

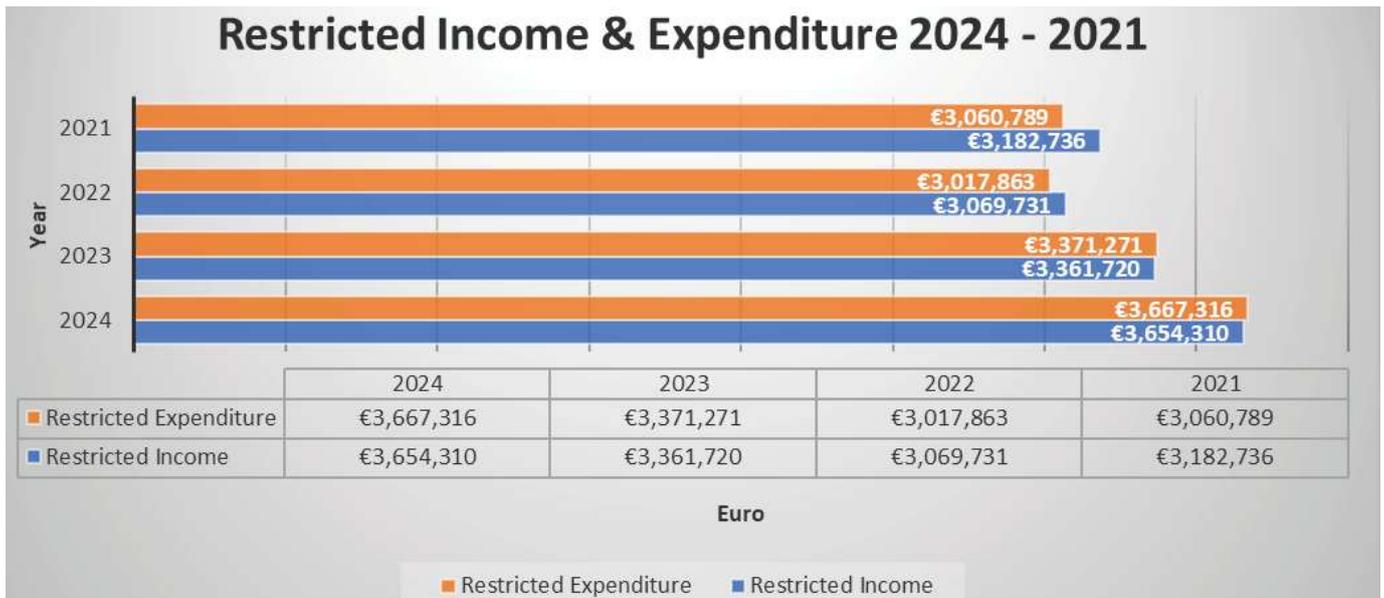


Financial Year in Review

Restricted Income

Our Restricted Funds Income in 2024 was €3,654,310 (€3,361,720 in 2023) up €292,590 on 2023, while our Unrestricted Income in 2024 was €659,832 (€926,291 in 2023) a decrease of €266,459.

Our restricted income was driven by an increase in the full year allocation of funding from DCEDIY (KETB) for our UBU programmes, the full year rollout of our Integration programme and the launch of the TYESI programme during the year. We also received additional funding from Department of Justice for 3 new roles for our Youth Diversion Project which commenced in November 2024.



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In 2024, we received additional funding from the Department of Social Protection (DSP) due to an increase in Community Employment (CE) participants within the organisation. In addition, we received new funding from Leargas which allowed us to manage international and national exchange programmes in education, youth and community work, and vocational education and training. Community Foundation Ireland funding allowed us to setup our new Family Time Centre operating mostly from our Killarney and Tralee Youth Centres. We are also thankful for continued funding received from Tusla and An Pobal to run one of our core programmes and support facilities throughout the year.

Financial Year in Review

Our Unrestricted Income was partly driven by the provision of accommodation and support to Ukrainians in our accommodation wing in our Killarney Youth Centre. However, a planned reduction of service which commenced in September 2023 successfully concluded in November of 2024 with a corresponding reduction in income. Our contract to provide accommodation ceased at that point and the accommodation wing will now revert to its original purpose of providing accommodation and support to young people throughout Ireland and Europe. We also continued to maintain a strong performance throughout the year in rental income across our facilities. (please see Centre Report for further details on this activity).

The major element of expenditure in 2024 was on staffing costs related to the delivery of programmes and services. KCYS also continues to set aside a provision for the potential legal costs relating to a legacy Youthreach pension settlement and for rent costs accrued in 2023 and 2024.

The full results for the year are set out in the Statement of Financial Activities on pages.....

Breakdown of Reserves 2021 -2024



Financial Year in Review

Financial Results

At the end of the financial year the company had gross assets of €3,373,098 (2023 - €3,173,304) and gross liabilities of €1,379,992 (2023 - €1,270,463). The net assets of the company have increased by €90,265.

Reserves Position and Policy

The Board of Kerry Community Youth Service (KCYS) has set a reserves policy which requires:

- Reserves are maintained at a **level** which ensures that KCYS' 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.

Compliance with Sector-Wide Legislation and Standards

The company engages pro-actively with legislation, standards and codes which are developed for the sector. Kerry Community 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 Community 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 KCYS Youth Centre, Fairhill, Killamey, Co Kerry.

Approved by the Board of Directors on

and signed on its behalf by:

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:

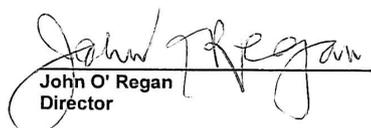
- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect 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 25/6/2025 and signed on its behalf by:


Shane O' Donoghue
Director


John O' Regan
Director

Report on the audit of the financial statements

Opinion

We have audited the company financial statements of Kerry Community Youth Service CLG ('the Charity') for the financial year ended 31 December 2024 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 2024 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 (IMSA), 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

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report is consistent with the financial statements;
- 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.

In our opinion 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.

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 MACSWEENEY

Accountants & Statutory Auditors

Allman House

Tralee Road

Killarney

Co. Kerry

25/6/2025

Date

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.

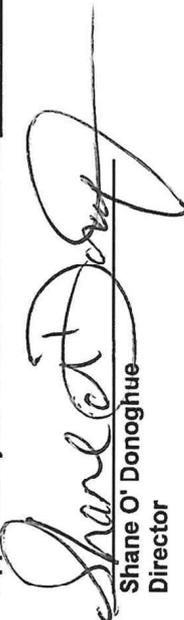
Kerry Community Youth Service CLG
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)

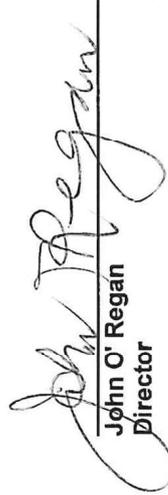
for the financial year ended 31 December 2024

	Notes	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023
Income		€	€	€	€	€	€
Donations and legacies	3.1	42,521	-	42,521	22,571	-	22,571
Charitable activities							
- Grants from governments and other co-founders	3.2	4,346	3,654,310	3,658,656	6,802	3,361,720	3,368,522
Other trading activities	3.3	612,965	-	612,965	896,918	-	896,918
Total income		659,832	3,654,310	4,314,142	926,291	3,361,720	4,288,011
Expenditure							
Charitable activities	4.1	556,561	3,667,316	4,223,877	727,540	3,371,271	4,098,811
Net income/(expenditure)		103,271	(13,006)	90,265	198,751	(9,551)	189,200
Transfers between funds		-	-	-	405,407	(405,407)	-
Net movement in funds for the financial year		103,271	(13,006)	90,265	604,158	(9,551)	189,200
Reconciliation of funds:							
Total funds beginning of the year	17	1,039,455	863,386	1,902,841	435,297	872,937	1,713,641
Total funds at the end of the year		1,142,726	850,380	1,993,106	1,039,455	863,386	1,902,841

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 25/06/2025 and signed on its behalf by:


Shane O' Donoghue
Director

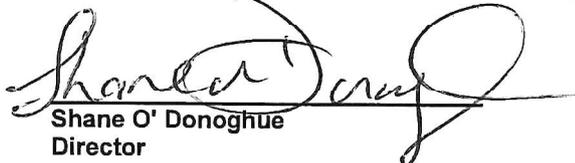

John O' Regan
Director

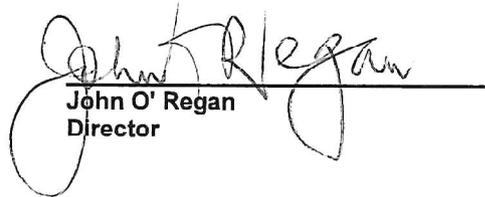
BALANCE SHEET

as at 31 December 2024

		2024	2023
	Notes	€	€
Fixed Assets			
Tangible assets	10	<u>1,884,973</u>	<u>1,976,000</u>
Current Assets			
Debtors	11	299,437	235,728
Cash at bank and in hand	12	<u>1,188,688</u>	<u>961,576</u>
		<u>1,488,125</u>	<u>1,197,304</u>
Creditors: Amounts falling due within one year	13	<u>(919,959)</u>	<u>(641,202)</u>
Net Current Assets		<u>568,166</u>	<u>556,102</u>
Total Assets less Current Liabilities		<u>2,453,139</u>	<u>2,532,102</u>
Grants receivable	14	(460,033)	(629,261)
Total Net Assets		<u><u>1,993,106</u></u>	<u><u>1,902,841</u></u>
Funds			
Restricted trust funds		850,380	863,386
General fund (unrestricted)		<u>1,142,726</u>	<u>1,039,455</u>
Total funds	17	<u><u>1,993,106</u></u>	<u><u>1,902,841</u></u>

Approved by the Board of Directors on 25/06/2025 and signed on its behalf by:


Shane O' Donoghue
Director


John O' Regan
Director

STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		90,265	189,200
Movement in endowments net of amounts converted into income		-	405,407
Adjustments for:			
Exceptional items		16,808	16,862
Depreciation		91,027	91,028
Interest receivable and similar income		(516)	(4,492)
Amortisation of capital grants received		(169,228)	(169,229)
Exceptional items		(16,808)	(16,862)
		<u>11,548</u>	<u>511,914</u>
Movements in working capital:			
Movement in debtors		(63,709)	160,582
Movement in creditors		282,204	133,791
Cash generated from operations		<u>230,043</u>	<u>806,287</u>
Cash flows from investing activities			
Interest received		516	4,492
Payments to acquire tangible assets		-	(11,202)
Net cash generated from/(used in) investment activities		<u>516</u>	<u>(6,710)</u>
Movement in endowments net of amounts converted into income		-	(405,407)
Net increase in cash and cash equivalents		230,559	394,170
Cash and cash equivalents at the beginning of the year		954,858	560,688
Cash and cash equivalents at the end of the year	12	<u><u>1,185,417</u></u>	<u><u>954,858</u></u>

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Kerry Community Youth Service CLG is a company limited by guarantee incorporated in Ireland. On 15 October 2024 the company changed its name from Kerry Diocesan Youth Services to Kerry Community Youth Services. The registered office of the company is KCYS Youth Centre, Fairhill, Killarney, Co Kerry, Ireland 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 2024 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.

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

3. INCOME						
3.1	DONATIONS AND LEGACIES		Unrestricted Funds	Restricted Funds	2024	2023
			€	€	€	€
	Donations and legacies		42,521	-	42,521	22,571
3.2	CHARITABLE ACTIVITIES		Unrestricted Funds	Restricted Funds	2024	2023
			€	€	€	€
	Grants from governments and other co-funders:					
	Income from charitable activities		4,346	3,654,310	3,658,656	3,368,522
3.3	OTHER TRADING ACTIVITIES		Unrestricted Funds	Restricted Funds	2024	2023
			€	€	€	€
	Other trading activities		612,965	-	612,965	896,918
4. EXPENDITURE						
4.1	CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2024	2023
		€	€	€	€	€
	Expenditure on charitable activities	3,794,581	-	429,296	4,223,877	4,098,811
4.2	SUPPORT COSTS			Charitable Activities	2024	2023
				€	€	€
	General management			152,281	152,281	146,005
	Finance			149,219	149,219	124,706
	Governance			39,633	39,633	37,052
	Human Resources			88,163	88,163	76,166
				429,296	429,296	383,929
5. ANALYSIS OF SUPPORT COSTS						
				2024	2023	
				€	€	
	General management			152,281	146,005	
	Finance			149,219	124,706	
	Governance			39,633	37,052	
	Human Resources			88,163	76,166	
				429,296	383,929	
6. NET INCOME						
				2024	2023	
				€	€	
	Net Income is stated after charging/(crediting):					
	Depreciation of tangible assets			91,027	91,028	
	Auditor's remuneration:					
	- audit services			7,150	7,150	
	Grants receivable received			(3,485,082)	(3,192,491)	
	Amortisation of grants receivable			(169,228)	(169,229)	

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

7. EXCEPTIONAL ITEMS	2024	2023
	€	€
Exceptional item - redundancy provision	<u>(16,808)</u>	<u>(16,862)</u>

8. EMPLOYEES AND REMUNERATION

Number of employees

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

	2024 Number	2023 Number
Employees	70	64
Senior Management	7	7
	<u>77</u>	<u>71</u>

The staff costs comprise:	2024	2023
	€	€
Wages and salaries	2,663,027	2,480,412
Social security costs	262,841	242,727
	<u>2,925,868</u>	<u>2,723,139</u>

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

	2024 Number of Employees	2023 Number of Employees
€0 - €59,999	71	65
€60,000 - €69,999	5	5
€80,000 - €89,999	<u>1</u>	<u>1</u>

Key Management Compensation: €457,635 (2023: €442,257)

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

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

10. TANGIBLE FIXED ASSETS

	Land and buildings freehold €	Long leasehold property €	Fixtures, fittings and equipment €	Motor vehicles €	Total €
Cost					
At 31 December 2024	361,611	4,036,838	291,543	31,900	4,721,892
Depreciation					
At 1 January 2024	173,381	2,292,802	266,949	12,760	2,745,892
Charge for the financial year	7,232	72,668	4,747	6,380	91,027
At 31 December 2024	180,613	2,365,470	271,696	19,140	2,836,919
Net book value					
At 31 December 2024	180,998	1,671,368	19,847	12,760	1,884,973
At 31 December 2023	188,230	1,744,036	24,594	19,140	1,976,000

11. DEBTORS

	2024 €	2023 €
Trade debtors	291,595	223,140
Other debtors	2,009	6,977
Prepayments	5,833	5,611
	299,437	235,728

12. CASH AND CASH EQUIVALENTS

	2024 €	2023 €
Cash and bank balances	1,188,688	961,576
Bank overdrafts	(3,271)	(6,718)
	1,185,417	954,858

13. CREDITORS

Amounts falling due within one year

	2024 €	2023 €
Amounts owed to credit institutions	3,271	6,718
Trade creditors	104,817	87,673
Taxation and social security costs	66,318	58,030
Accruals	321,336	297,148
Deferred Income	424,217	191,633
	919,959	641,202

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

14. GRANTS RECEIVABLE	2024 €	2023 €
Capital grants received and receivable		
At 1 January 2024	3,409,296	3,409,296
Amortisation		
At 1 January 2024	(2,780,035)	(2,610,806)
Amortised in financial year	(169,228)	(169,229)
At 31 December 2024	(2,949,263)	(2,780,035)
Net book value		
At 31 December 2024	460,033	629,261
At 1 January 2024	629,261	798,490

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	€66,461
Deficit	€14,102
Received in the financial year	€52,361
Capital Grant	Nil
Restriction on use	Support for staff wages
Tax Clearance	Yes

16. Grants and Other State Funding			2024 €	2023 €
<u>State Department</u>	<u>Agency</u>	<u>Type of Funding</u>		
DOJ	DOJ	Mentor Projects	67,569	59,879
DCEDIY	Kerry ETB	UBU Projects	658,230	628,822
DCEDIY	Kerry ETB	YIC	127,012	123,968
DCEDIY	Kerry ETB	Integration Program	183,388	97,309
DCEDIY	Kerry ETB	Minor Capital Grants / Other Grants	32,054	46,811
DCEDIY	Kerry ETB	TYESI	30,551	-
DCEDIY	Youth Worker Ireland	Youth Service Grant	107,200	118,579
DCEDIY	Kerry County Council	Comhairle Na nÓg	29,650	32,138
DSP	DSP	CE Scheme / School Meals	392,731	307,544
DCEDIY	Tusla / HSE	Croige	650,154	676,060
DRCD	DRCD	Clár	-	23,912
DOJ	Youth Worker Ireland	Youth Diversion / Climate Justice	1,043,881	990,686
DRCD	Pobal	Community Service Program	52,361	52,317
OTHER	Léargas	Erasmus	44,819	-
OTHER	Community Foundation		48,492	5,247
3OTHER	Other	Various	16,990	29,219
			3,485,082	3,192,491

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

17. FUNDS

17.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2023	435,297	872,937	1,713,641
Movement during the financial year	604,158	(9,551)	189,200
At 31 December 2023	1,039,455	863,386	1,902,841
Movement during the financial year	103,271	(13,006)	90,265
At 31 December 2024	1,142,726	850,380	1,993,106

17.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2024 €	Income €	Expenditure €	Exceptional items	Transfers between funds €	Balance 31 December 2024 €
Restricted funds						
Restricted	863,386	3,654,310	3,650,508	(16,808)	-	850,380
Unrestricted funds						
Unrestricted General	1,039,455	659,832	556,561	-	-	1,142,726
Total funds	1,902,841	4,314,142	4,207,069	(16,808)	-	1,993,106

14. 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.

15. POST-BALANCE SHEET EVENTS

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

16. APPROVAL OF FINANCIAL STATEMENTS

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

... 25/12/2024 ...

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

Operating Statement
for the financial year ended 31 December 2024

	2024 €	2023 €
Income		
Fundraising and donations	42,521	22,571
Rental income	612,965	896,918
Membership	3,830	2,310
	659,316	921,799
Expenses		
Wages and salaries	2,663,027	2,480,412
Social security costs	262,841	242,727
Staff training	3,953	1,444
Rates	317	420
Programme costs	639,819	649,244
Insurance	31,406	28,147
Light and heat	107,109	101,505
Repairs and maintenance	104,163	119,842
Printing, postage and stationery	29,782	23,530
Telephone	33,842	29,552
Motor and travel expenses	145,168	130,334
Legal and professional	32,975	125,178
Consultancy and security	52,457	49,211
Auditor's/Independent Examiner's remuneration	7,150	7,150
Bank charges	1,255	1,505
General expenses	778	720
Depreciation	91,027	91,028
	4,207,069	4,081,949
Exceptional items	(16,808)	(16,862)
Miscellaneous income		
Amortisation of capital grants received	169,228	169,229
Revenue grants received	3,485,082	3,192,491
Bank interest	516	4,492
	3,654,826	3,366,212
Net surplus	90,265	189,200

INCOME AND EXPENDITURE 2024

	€	€
Income - CSP Funding Received in 2024		52361
Cash On Hand	10889	
Trade Income - Rent		137955
Donations		1251
		191567
<u>Expenditure</u>		
Salaries incld Er Prsi- CSP Staff		66461
Salaries incld Er Prsi- Non CSP Staff		4040
Repairs & Maint		21882
Light & Heat		16835
IT Costs		598
Communication		2817
Rent		25000
Other Professional Fees		
Printing & Stationery		2920
Postage		260
Travel		586
Training		2733
Sundry		378
<u>Total Expenditure</u>		<u>144511</u>
Surplus		47057

Agency	Pobal
Government Department Grant Programme	Department of Rural and Community Development Community Services Programme
Purpose of the Grant Term	Provision of community services Expires 31 December 2027
Received in year	€52361
Expenditure	€66461
Deficit	€3212
Cash Hand	€10889
Capital Grant	Nil
Restriction on use	Support for staff wages
Tax Clearance	Yes

Looking forward to 2025

As we enter the final stage of our current Strategic Plan, we remain focused on deepening our commitment to diversity and inclusion across the workforce. This includes ongoing work to ensure our policies, practices, and culture reflect the values of equity and representation at all levels of the organisation. In line with new legislative requirements, in 2025 we will also publish our first Gender Pay Gap report - a critical step toward greater transparency and accountability. Recruitment will continue to be a key area of activity, as we strive to attract and retain talented individuals who share our mission and values. In parallel, we will implement emerging legislative changes affecting employment and workplace practice, ensuring that we remain compliant, forward-looking, and aligned with our goal of being an employer of choice.

We will also place a renewed emphasis on staff wellbeing, recognising it as fundamental to sustaining a healthy, motivated, and resilient workforce. Building on the success of previous wellbeing initiatives, we will continue to foster a supportive workplace culture through meaningful engagement, social connection, and accessible supports. This focus on wellbeing is complemented by our continued work on the organisation-wide pay review, which will remain a priority in 2025. Ensuring fairness and consistency across roles, while addressing any outstanding concerns from staff, is essential not only for equity and retention, but also for maintaining trust, morale, and a strong organisational culture.



How you can get involved with KCYS

Volunteering with us:

If you are interested in finding out more about our Mentor Project please contact - bredadowling@kcys.ie

If you are interested in setting up a Youth Club, contact - garethharteveld@kcys.ie

Make a donation:

If you would like to make a donation, please contact - johnslattery@kcys.ie

Fundraise for Us:

If you would like to fundraise for us. Please contact - fundraising@kcys.ie or one of our centres to request a KCYS fundraising pack.





Charity Registration Number:
20014292