

ANNUAL REPORT 2025



The National Youth Council of Ireland is the representative body for voluntary youth organisations in Ireland. We use our collective experience to act on issues that impact on young people.

youth.ie

Our vision is of an Ireland where young people in every community are empowered through excellent youth work to realise their potential and actively participate in an inclusive society.

Designed by: Mel Gardner

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OUR MEMBERS

NYCI is a member-led organisation. Our members' work on the ground informs our priorities, strengthens our sector's voice, and drives better outcomes for young people across Ireland.

In 2025 we welcomed Irish Refugee Council and Traveller Visibility Group, Cork into membership!



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A MESSAGE FROM OUR PRESIDENT

Welcome to the National Youth Council of Ireland Annual Report 2025.

This was a year of change, challenge and renewed opportunity for NYCI and the wider youth work sector. CSO figures indicate that there are 1.75 million people under the age of 25 in Ireland. The need for youth work and for youth work organisations has never been clearer. Youth work gives young people trusted adults, good relationships, safe spaces and opportunities to grow, connect and participate in society. Despite positive macro economic indicators, our member organisations continued to face rising costs, growing demand, workforce pressures and increasingly complex needs. Young people and their families face similar pressures.



THERE ARE 1.75 MILLION PEOPLE UNDER THE AGE OF 25 IN IRELAND. THE NEED FOR YOUTH WORK ORGANISATIONS HAS NEVER BEEN CLEARER."

The beginning of a new Government and Oireachtas term created important opportunities to build understanding of youth work among new and returning public representatives. The move of youth work into the newly reconfigured Department of Education and Youth, alongside the appointment of new Ministers, also marked a significant moment for the sector. NYCI will continue to work constructively with our member organisations, the Department, Ministers, officials and partners to strengthen youth work policy, investment and delivery.

This year also marked a major leadership transition for NYCI. Mary Cunningham retired as Chief Executive after more than two decades of outstanding service. Mary's leadership helped shape youth policy, youth participation and youth work practice in Ireland.

Her commitment to young people, our member organisations and the voluntary youth work sector has left a lasting legacy. On behalf of the Board, staff, members and wider youth work community, I thank Mary for her dedication, compassion and unwavering belief in the potential of every young person.

In November 2025, Mick Ferron commenced as CEO. I want to take the opportunity to welcome Mick, who brings deep experience in youth work, leadership and service delivery, and a strong understanding of the opportunities and pressures facing young people and the organisations that support them. This change in leadership marks a new chapter for NYCI, building on strong foundations while looking ahead to the future needs of the sector.

I want to thank our Board, staff, funders, the management of our member organisations, partners and supporters for their commitment throughout the year. Most of all, I thank the young people, youth workers and volunteers whose energy, leadership and experience continue to guide and inspire NYCI's work.



Denis O'Brien
President,
National Youth
Council of Ireland

A MESSAGE FROM OUR CEO

I am pleased to introduce the National Youth Council of Ireland Annual Report 2025.

This report shows the breadth and impact of NYCI's work across the year. In 2025, we worked with our members to keep youth work and young people's issues high on the political and public agenda. We advocated for sustained investment in youth work, supported young people to speak directly to decision-makers, and brought the realities facing youth services to Government, the Oireachtas, the media and the wider public.

Our members remained at the heart of this work. Their experience on the ground shaped our advocacy, informed our programmes and strengthened the collective voice of the sector. We are deeply grateful to the youth workers, volunteers, staff, leaders and young people who contributed to NYCI's work in 2025.



WE ARE PROUD OF WHAT WAS ACHIEVED IN 2025, BUT WE KNOW THE PRESSURES FACING YOUNG PEOPLE AND YOUTH WORK ORGANISATIONS REMAIN SERIOUS."

Across the year, NYCI engaged thousands of youth workers, volunteers and young people through training, events and networks. We worked in partnership across the island of Ireland and internationally. We supported members with practical tools, resources and campaigns. We used research, media and digital campaigning to raise public awareness of the issues affecting young people. We also continued to strengthen our internal systems, governance and capacity so that NYCI can serve the sector effectively.

We are proud of what was achieved in 2025, but we know the pressures facing young people and youth work organisations remain serious. As we look ahead, NYCI will continue to represent the collective voice of the youth work sector, advocate for sustainable investment, and support excellent youth work in every community.

I look forward to working with our members, staff, Board, funders and partners in the years ahead to build on this work and strengthen youth work for the young people in our communities.



Mick Ferron
CEO,
National Youth
Council of Ireland

WHO WE ARE

We build solidarity in the youth work sector

The National Youth Council of Ireland is the representative body for voluntary youth organisations in Ireland. We use our collective experience to act on issues that impact on young people.



OUR VISION, MISSION AND VALUES

Vision

An Ireland where young people in every community are empowered through excellent youth work to realise their potential and actively participate in an inclusive society.

Mission

To represent the collective voice of the youth work sector and build capacity, leadership and influence to deliver better outcomes for young people.

Role

NYCI is a membership organisation that represents the shared interests of voluntary youth organisations and uses our collective expertise to act on issues that impact on young people.

We do this by:

- Representing the shared interests of voluntary youth organisations.
- Building solidarity among our members.
- Advocating on issues that impact on the lives of young people.
- Promoting the development of evidence informed high quality specialist youth work practice.
- Capacity building and professional development.

VALUES

- We value the experience and views of our member organisations and will consult them and represent them with integrity.
- We believe that all young people have a right to develop a sense of belonging and empowerment in a fair and just society.
- We are concerned for young people disconnected from the mainstream.
- We are an organisation that promotes learning, innovation and forward thinking.
- We believe that a strong vibrant voluntary youth sector has a critical role to play in engaging all young people.
- We believe that better outcomes are achieved when young people are involved in making decisions that affect them.
- We value volunteering and the vital role it plays in a healthy vibrant community.
- We value the diversity of the voluntary youth sector and believe that is a key strength.

OUR STRATEGIC PLAN

In 2025, NYCI continued to deliver on our Strategic Plan 2023–2027, which sets out our vision for an Ireland where young people in every community are empowered through excellent youth work to realise their potential and actively participate in an inclusive society.

The strategy focuses on four priority areas:

1. Influencing policy,
2. Increasing the impact of youth work,
3. Strengthening partnerships
4. Ensuring NYCI remains a high-performing organisation.

It also guides our work on inclusive practice, sustainable funding and innovation, so that youth work can respond to the changing needs of young people.

Through this plan, NYCI continues to grow its membership, improve services, and lead advocacy efforts for the youth work sector in Ireland.



[DOWNLOAD THE PLAN](#)

GOALS SET OUT IN OUR STRATEGIC PLAN 2023-2027

01

INFLUENCE

NYCI and its members influence the policies to empower and support young people

02

IMPACT

NYCI supports the sector to deliver impactful, responsive and inclusive youth work

03

PARTNERSHIP

NYCI achieves impact by working in partnership

04

PERFORMANCE

NYCI is a high performing organisation

OUR OUTGOING CEO: REFLECTIONS ON MARY CUNNINGHAM'S LEADERSHIP AT NYCI

As Mary Cunningham retired as Chief Executive of NYCI at the end of 2025, we celebrate her remarkable contribution to youth work and young people across Ireland. Over more than two decades, Mary helped shape major developments in youth policy, practice and participation, with a strong commitment to youth voice, inclusion, partnership and the youth work sector.



SUPPORTING YOUTH VOICE IN SOCIAL CHANGE

Mary has been a strong advocate for placing young people at the centre of decisions that affect their lives. Under her leadership, NYCI supported youth participation and helped young people to influence decisions and shape public debate.

This commitment was reflected in NYCI's support for a Yes vote during Ireland's Marriage Equality referendum in 2015, including through the BeLong To YES Coalition.

STRENGTHENING NORTH-SOUTH YOUTH WORK COLLABORATION

Mary helped strengthen North-South connections across the youth work sector. Through initiatives such as the North-South Youth Work Sector Practice Development Hub and work linked to the Shared Island initiative, NYCI supported youth workers from both jurisdictions to share learning and strengthen practice.

ADVANCING YOUTH INCLUSION AND RIGHTS

The development of Ireland's first LGBTI+ National Youth Strategy was another important milestone during Mary's time at NYCI. As a member of the Oversight Committee, she helped ensure that the voices and lived experiences of LGBTI+ young people helped shape the strategy.

SUPPORTING SMALLER MEMBER ORGANISATIONS

Mary's tenure strengthened NYCI's role as a support for smaller youth organisations. Through advocacy, capacity building, professional development and sector support, NYCI worked to ensure that all member organisations could access support and have their voices heard.

A LEGACY OF COMMITMENT TO YOUNG PEOPLE AND YOUTH WORK

Above all, Mary championed the belief that high-quality youth work enriches lives, builds resilience and empowers young people to participate fully in society. Her leadership helped ensure that youth work remained visible, valued and influential in shaping national priorities for young people.



FAMILY, FUN, AND A SENSE OF WARMTH

Alongside her many professional achievements, Mary will be remembered by colleagues for her warmth, sense of fun and strong focus on family. Her humour, kindness and humanity helped shape the culture of NYCI.

Mary's leadership has left a lasting mark on NYCI and the wider youth work community. We thank her for her dedication, compassion and unwavering belief in the potential of every young person. Her legacy will continue to guide and inspire us.

OUR IMPACT

This section outlines our achievements and performance in 2025 as we worked to represent the collective voice of the youth work sector, build capacity and leadership, and deliver better outcomes for young people.



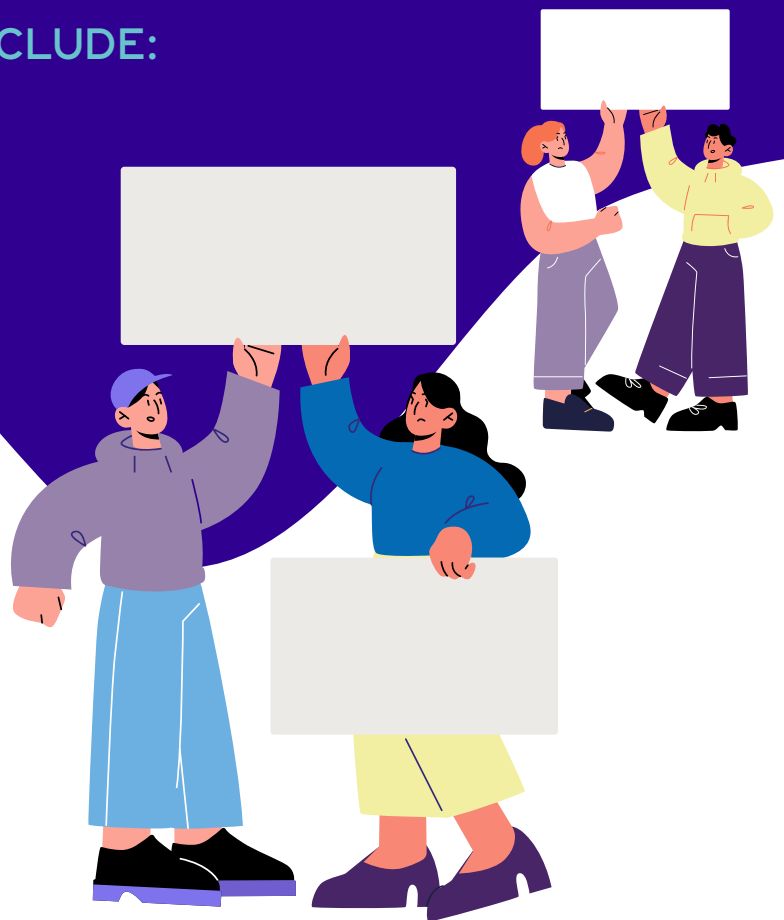
OUR IMPACT

AT A GLANCE

KEY ACHIEVEMENTS
ACROSS EACH PILLAR OF
OUR STRATEGIC PLAN INCLUDE:

01 INFLUENCE

INFLUENCE NYCI AND ITS
MEMBERS INFLUENCE THE
POLICIES TO EMPOWER AND
SUPPORT YOUNG PEOPLE



841 media mentions

of NYCI campaigns
on youth work and
youth issues

over
80 Oireachtas
members

at our lobbying
day to meet young
people, youth
workers and youth
organisations from
across the country

02 IMPACT

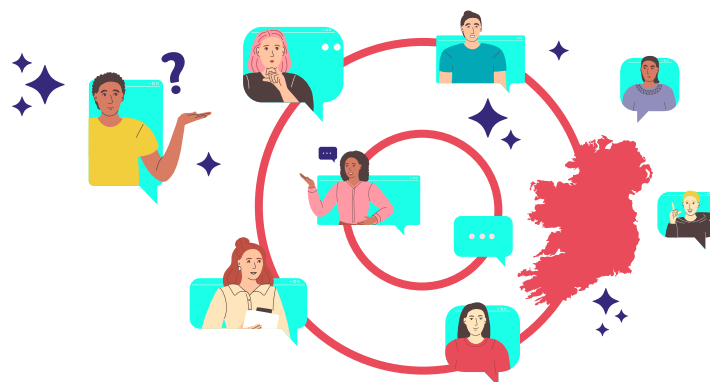
NYCI SUPPORTS THE SECTOR TO
DELIVER IMPACTFUL, RESPONSIVE AND
INCLUSIVE YOUTH WORK

We engaged over

7,700 youth workers, volunteers
and young people

Through more than

340 events, trainings and
networking opportunities



We continued to support hubs
and communities of practice

IN RESPONSE TO

The evolving needs of youth workers nationwide

AND DEVELOPED A NEW PROJECT

NEW

Empowering youth workers
through AI, Data and
Emerging Technologies



03 PARTNERSHIP

NYCI ACHIEVES IMPACT BY WORKING IN PARTNERSHIP

PARTNERED WITH:

Maynooth University and
Education and Training
Boards Ireland (ETBI) to host:

over 150

Youth workers, policymakers
and other stakeholders at
major conference:

PARTNERED WITH:

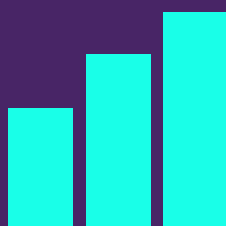
The Department of Education
and Youth, ETBI and the youth
work sector to support:

OÍCHE NA HÓIGE/YOUTH NIGHT

(RE)VALUING PARTNERSHIP IN YOUTH WORK

04 PERFORMANCE

NYCI IS A HIGH PERFORMING ORGANISATION



Grew our staff team

to an
average
of **38**

Increasing capacity
to support the sector

Commenced
implementation
of new CRM
system



CHALLENGES

IN 2025

GROWING PRESSURE ON YOUTH WORK AMID RISING NEED AND SYSTEMIC STRAIN

In 2025, NYCI and its members continued to operate in an increasingly challenging environment, shaped by continued cost-of-living pressures, workforce shortages, and rising levels of need among young people.

Young people's lives are also becoming more complex, with many increasingly exposed to hate, misinformation and polarisation online. This makes safe, trusted offline youth work spaces more important than ever.

While global political and economic uncertainty remains a backdrop, the impacts are being felt most acutely at local level, where youth services are struggling to sustain provision in the face of growing demand, inadequate funding structures, and escalating costs.

FINDINGS FROM THE 2025 NYCI MEMBERS' SURVEY

CLEARLY HIGHLIGHT THE DEPTH AND INTERRELATED NATURE OF THESE CHALLENGES:



FUNDING INSECURITY IS UNDERMINING SERVICE SUSTAINABILITY

Nearly 77% of members are either very or quite concerned about having sufficient funds to provide services over the next 12 months.

- Many organisations report they can meet current demand but cannot expand services, while others are already reducing services due to financial constraints.
- Members identified annual funding allocations, lack of multi-annual funding, and limited core funding as key barriers to service planning and organisational stability.

STAFFING PRESSURES ARE INTENSIFYING

- Staffing costs were identified by over 84% of members as their single biggest financial challenge.
- 75% reported difficulty filling vacant posts, with roles often remaining unfilled for more than a month.
- High staff turnover, reduced hours, and challenges recruiting and retaining experienced staff are impacting service continuity, quality, and governance.
- Members repeatedly highlighted that insecure funding and non-competitive pay are making the sector less attractive as an employer.

RISE IN COSTS ARE ERODING PROGRAMME DELIVERY

- Members reported sharp increases across key cost areas, including:
 - heating and utility bills,
 - insurance,
 - food budgets,
 - staffing, and
 - transport for both staff and young people.
- Many organisations are diverting resources away from programmes simply to keep services operational, with staff spending increasing time chasing short-term funding rather than delivering youth work.

We have created waiting lists explaining that we are at capacity now due to staff shortages.”

NYCI MEMBER ORGANISATION
SURVEY RESPONDENTS

DEMAND FOR YOUTH SERVICES CONTINUES TO RISE – BUT CAPACITY IS STRETCHED

- 85% of members reported increased demand for their services in the last six months.
- Of those experiencing rising demand, over 80% felt not well equipped or not at all equipped to manage it.
- Increased demand has resulted in:
 - cuts to programmes,
 - fewer residential and trips,
 - the introduction of waiting lists,
 - greater reliance on volunteers, and
 - young people being turned away or services reduced temporarily.





YOUNG PEOPLE ARE FACING COMPLEX, INTERSECTING CHALLENGES

Over 85% of members agreed or strongly agreed that they are seeing an increase in deprivation among the young people they work with.

Key issues identified include:

- poverty and food poverty,
- housing insecurity,
- mental health challenges,
- disengagement from education and employment,
- discrimination and barriers to integration, and
- lack of access to safe, universal youth spaces — especially in rural areas.

Youth workers consistently reported that they are increasingly required to prioritise meeting young people's basic needs before meaningful youth work can begin.

"We're not in a position to meet demand. So to put it simply, young people are going without the services."

NYCI MEMBER ORGANISATION
SURVEY RESPONDENTS

CAPITAL INVESTMENT NEEDS REMAIN LARGELY UNMET

- Almost all members reported a need for capital funding, with over half identifying a significant need.
- Priority areas include basic IT infrastructure, furniture, equipment, safety upgrades, and building maintenance and refurbishment.
- Several services are operating from ageing or inadequate facilities that limit accessibility, growth, and the quality of youth work delivery

NYCI National
Youth
Council
of Ireland

RESPONSE

In the following pages you will see how throughout 2025, NYCI worked to respond to these pressures by advocating for increased, sustainable and multi-annual investment in youth work; supporting members through training, networking and policy engagement; and ensuring that the realities facing both young people and youth services were clearly communicated to policymakers and the wider public.

ACHIEVEMENTS AND PERFORMANCE

In 2025, NYCI worked to represent the collective voice of the youth work sector, strengthen capacity and leadership, and influence change for young people.

This section highlights our work to support youth organisations and the wider youth work sector, alongside our campaigns on issues affecting young people. It also shares examples of the impact of this work for young people, youth workers, organisations and communities across Ireland.



PILLAR

01

ADVOCACY, COMMUNICATIONS & INTERNATIONAL WORK

Under pillar one of our strategic plan, NYCI works to 'influence the policies to empower and support young people'. We campaign on issues affecting young people, our member organisations and the youth work sector.

We communicate the value of youth work and the breadth of work carried out by NYCI and our members. We also support young people to use their voice in important international forums.



ADVOCACY AND POLICY WORK

Driven by the sectoral 'Vision for Youth Work', NYCI's Policy and Advocacy team continued to campaign throughout 2025 for increased investment and support for the youth work sector, and on key youth issues, to ensure young voices and the key policy issues affecting young people are heard at the highest levels of Government, and within the Oireachtas.

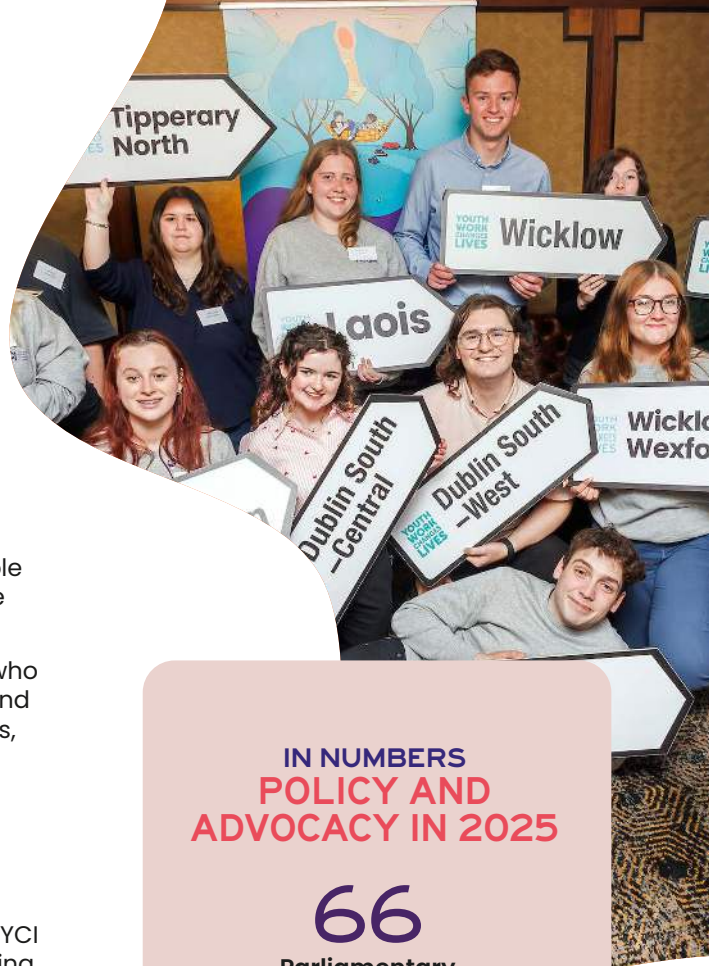
This work was informed and supported by NYCI's members, who played a vital role in ensuring that the sector's experiences and needs were to the forefront of engagement with Departments, members of the Oireachtas and government.

COMMUNICATING THE VALUE OF YOUTH WORK: NEW GOVERNMENT & NEW OIREACHTAS 2025

2025 marked the beginning of a new Government and Oireachtas term. This created an important opportunity for NYCI to build understanding of youth work among new and returning TDs and Senators.

NYCI focused on a clear message: youth work is best understood through the lived experiences of young people and the frontline expertise of youth workers and youth organisations. When public representatives see youth work in their own communities, they better understand its value and its relevance to national policy.

To support this work, NYCI developed and shared a dedicated [Youth Work and the Oireachtas](#) briefing document, an advocacy and lobbying toolkit for members, and an online toolkit on framing and messaging around youth work. These resources helped NYCI, members and Local Champions speak clearly and consistently about the value and impact of youth work.



IN NUMBERS POLICY AND ADVOCACY IN 2025

66

Parliamentary
questions

04

Seanad debate
mentions

07

Dáil debate
mentions

05

Oireachtas
Committee
presentations

17

Meetings with TDs
and Ministers

03

Meetings with Senators

17

Submissions made,
including written,
online and in-person
submissions



BUDGET 2026 AND INVESTMENT IN YOUTH WORK

In 2025, NYCI worked with members to agree a unified investment ask for Budget 2026. Following an Extraordinary General Meeting and extensive consultation, the sector agreed a shared ask of **€21.3 million** to stabilise existing youth work services and grow the reach of youth work across Ireland.

NYCI published a comprehensive Pre-Budget Submission, supported by an *At a Glance* member briefing and a practical campaign toolkit. These resources helped members bring a clear, evidence-based message to Ministers, officials and Oireachtas members throughout the pre-budget cycle.

The shared message was clear: investment is needed to protect existing youth work services and extend their reach, impact and sustainability for young people across Ireland.

LOBBYING IN ACTION: NYCI LOCAL CHAMPIONS

NYCI's Local Champions Project continued to show the power of youth leadership, storytelling and direct political engagement. In 2025, 49 young people took part in training on youth work framing, storytelling, media, advocacy and political engagement.

LOCAL CHAMPIONS PUT THIS LEARNING INTO ACTION THROUGH

Their work resulted in:

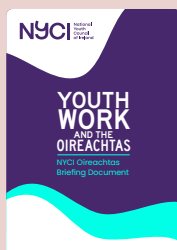
- 31 independent communications to political representatives about the importance of youth work
- 15 lobbying meetings, including with two senior Ministers
- Tangible outcomes such as Parliamentary Questions, constituency level visits to youth services, and public posts from politicians recognising youth work in their areas

The project was evaluated at the end of the year, with 82% of participants rating it as "excellent". The project demonstrated what happens when young people are supported to step confidently into political spaces: they become credible messengers, powerful advocates, and essential partners in shaping the future of youth work nationally.

A SNAPSHOT OF OUR OUTPUTS



Online toolkit for members on **framing and messaging around youth work**



Development of introductory strategy for new Oireachtas members to NYCI and youth work, with an accompanying **document on new Oireachtas priorities**



Advocacy, influencing and lobbying toolkit for members



LEINSTER HOUSE: NYCI'S LOBBYING DAY 2025

One of our flagship advocacy moments of 2025, NYC's annual lobbying day took place on 2 July at Buswells Hotel opposite Leinster House.

OVER 80 OIREACHTAS MEMBERS

Attended to meet young people, youth workers and youth organisations from across the country

The event helped connect the national Budget 2026 ask with real local examples of what youth work means for young people and communities.



I'm proud to have reached out and lobbied TDs in my local constituency. It was very daunting to cold email politicians, asking to meet and discuss youth work in the 2026 budget, but I overcame that fear, and it turned out to be a great experience that I'll take with me for a long time.

I learned a lot in the past year of being in the NYC, but one of the biggest takeaways is my confidence in going out and achieving what I want to achieve"

LOCAL CHAMPION

Our collective campaign helped secure an €8 million increase for Youth Affairs in Budget 2026, a welcome step forward, but one that still fell well short of the investment needed to sustain and grow youth work.

A SNAPSHOT OF OUR OUTPUTS



Pre Budget Submission 2026

NYC's comprehensive, costed submission on youth work, endorsed by NYC membership.

Pre-budget Submission At a Glance

Briefing document for members to use in meetings and lobbying efforts.



Campaign toolkit

A practical lobbying toolkit to support local and national advocacy.



PUTTING YOUTH WORK AND YOUTH ISSUES IN THE SPOTLIGHT: POLLING AND RESEARCH

NYCI used research and polling in 2025 to raise public awareness of the issues affecting young people and the role youth work plays in responding to them.

We commissioned nationally representative RED C research showing that:

3/5 under-25s

were considering emigration and that over 80% feared for their future.

Our RED C polling also highlighted strong public support for offline youth spaces. It found that:

89% of Irish adults

Believe **investing in offline spaces** is essential for supporting young people's mental health, while only one in four adults is aware of safe, supportive spaces in their local community.

The research also showed that:

85% of the public

Agree **offline youth spaces provide a safe environment** for young people to talk about things they see online with peers and trusted adults, such as youth workers and volunteers.

Together, these findings helped strengthen NYCI's advocacy by showing both the pressures facing young people and the public support for investment in youth work.

Budget must address young people's fear for their futures

Young people's needs are continually neglected even though they are disproportionately impacted by the housing crisis, writes **Kathryn Walsh**



NEXT week, the Dáil and Seanad return after the summer recess. Less than three weeks after that the finance minister will deliver Budget 2026. In the usual pre-budget furor, ministers and backbenchers will begin to lay out what they will start to see some shape on what will be announced. Against the backdrop of the cost-of-living crisis, much will be made of easing the burden on hard-pressed families and businesses. But one group continually neglected is young people.

Young people in Ireland today face a complex set of challenges, from housing

The unfortunate reality is young people often fall victim to a perfect storm of being able to live off 'mum and dad' and they can bubble outside the cost of living. Ensuring a minimum standard is a prerequisite for enabling people to pursue opportunities, increasing their employment, and, critically, staying in Ireland is what they want.

Young people are not a single monolithic group. They live vastly different lives shaped by social, cultural, ethnic, and geographic factors.

It takes about two hours if there are no delays on the train and the traffic is okay.



'Just not enough places' accommodation is the r

Two-thirds of those aged 18-24 believe they would be better off in other countries



Emmet Malone

Accommodation is seen as the biggest cost of living challenge faced by young people, according to research published by the National Youth Council of Ireland (NYCI).

Just over 50% of people aged 18-24

the wider cost of living crisis is the biggest issue.

However, it

Children and young people need safe offline spaces to thrive

Youth work provides environments where young people develop confidence and

Cost-of-living crisis driving young adults to consider emigrating

Rent is among major factors

CHARLIE WESTON
Large numbers of young adults are considering emigrating to escape the cost of living pressures in Ireland.

As well as the cost of living, the National Youth Council of Ireland (NYCI) found that mental health issues are the single greatest concern for young people.

This translates directly to digital engagement. Young people with strong offline identities and support networks are better equipped to engage in digital spaces.

The findings generated more than

150 pieces of media coverage

including in national outlets such as The Irish Times, Irish Examiner and Irish Independent, helping to drive public debate on the urgent need for greater investment in young people.

ELECTIONS AND DEMOCRACY: YOUTH VOICE & VOTER REGISTRATION

Ahead of the 2025 presidential election NYCI ran a national campaign on social media to support young people to register and vote.

THAT REACHED OVER

233,000 young people

GENERATED MORE THAN

82,000 engagements

AND WAS SUPPORTED BY

**33 pieces of regional
media coverage.**

NYCI also supported the introduction of the Vote at 16 Bill by Deputy Aidan Farrelly, which proposed a constitutional amendment to lower the voting age from 18 to 16. Although the Government deferred the Bill for 12 months, NYCI will continue to engage on its progression.

We also developed a new [Voting 101 resource](#) for youth work settings, helping youth workers open conversations with young people about democracy, participation and representation.

STRATEGIC COMMUNICATIONS

In 2025, our communications and campaigns engaged audiences across traditional and digital media, inspiring action on youth work and youth issues.

MEDIA RELATIONS

In 2025, NYC's media presence included **841 mentions** across national and regional print and broadcast media.

Highlights included 150 pieces of media coverage of the launch of our RED C research, including in national outlets such as RTE, The Irish Times, Irish Examiner and Irish Independent, helping drive public debate on youth issues.

Budget must address young people's fear for their futures



Children and young people need safe offline spaces to thrive

Kathryn Walsh
Youth work provides environments where young people develop

“Youth work provides environments where young people develop... it's about creating safe spaces where they can thrive and build resilience.”



'Just not enough places': Young people say accommodation is the most pressing issue

Two-thirds of those aged 18-24 believe they would be better off in other countries

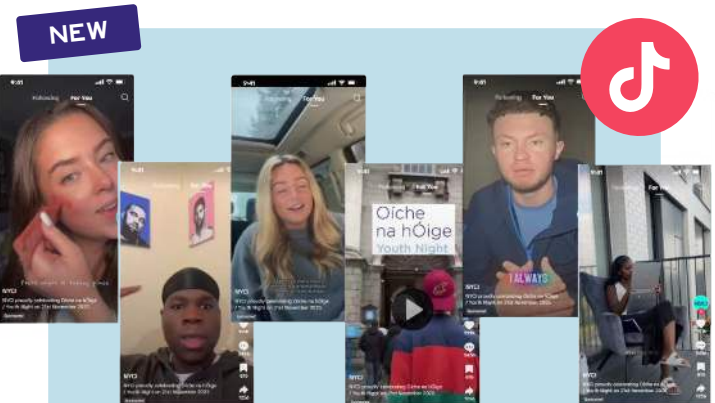


Emmet Malone

Researcher at the Centre for the Study of Social Policy, Dublin City University

Cost-of-living crisis driving young adults to consider emigrating

Rent is among major factors
Research shows young adults are more likely to consider emigrating due to the cost-of-living crisis, with rent being a major factor.



OÍCHE NA HÓIGE/YOUTH NIGHT CREATOR CAMPAIGN

Ahead of the inaugural Oíche na hÓige/ Youth Night, worked with a diverse group of young creators from all over Ireland to deliver storytelling campaign across TikTok and Instagram: NYC paid social reached over 700,000 people and organic videos from young creators generated more than 53,000 views.

DIGITAL MARKETING

Digital marketing efforts focused on impactful online actions, growing our audience, and fostering meaningful engagement. Key achievements included:

- **Website:** youth.ie reached 166,054 users.
- **Google Ads:** Google Ads brought 7,906 users to youth.ie, using €38,000 in Google Ads grant funding.
- **SEO:** organic search brought 101,258 users to youth.ie.
- **Email marketing:** NYC email campaigns continued to exceed industry benchmarks, with an open rate of over 36%.
- **Social media and digital campaigning:** our campaign supporter list grew from 7,500 in 2024 to 8,990 in 2025, supporting future campaign mobilisation. Campaigning strategies focused on meaningful engagement.

#YOUTHWORKCHANGESLIVES CAMPAIGN

To support our budget advocacy, and the work of our members, we rolled out a digital engagement campaign to highlight the impact of youth work, resulting in:

- **256k** Reach on Facebook & Instagram
- **5.2%** Engagement rate on Meta
- **3,625** Open letter signers
- **51%** Opt-in rate to get involved in future campaigns
- **615** Emails sent to Minister for Education & Youth

INTERNATIONAL WORK

NYCI supports young people's and youth workers' involvement in international activities, youth work and youth policy.

Part of the national delegation to the **European Youth Work Convention** to work on the roadmap towards a European Strategy for youth work policy implementation.

Supported a youth delegation to attend the **European Youth Event** and facilitate their own workshop on inclusion and youth participation in the EU Parliament in Strasbourg.

The **Inspiring Future Youth Workers** resource based on a pilot project supports youth work services to inspire the future youth workers of Ireland, creating spaces to bring together different stakeholders in practice and education and training, promoting sustainability of the youth work sector

Amplified youth voice by engaging over **450 young people in 15 trainings**, workshops and events as part of the Young Voices EU Youth Dialogue process in Ireland.

Developed a consultation report on "Connecting EU with Youth" bringing to light the perspectives of over 350 young people in Ireland. The key findings, synthesized into five main themes: Youth financial insecurity and challenges; Importance of youth work at national and European levels; Global peace and security; Youth participation; and Communications and information about the EU.

YOUNG VOICES EU YOUTH DIALOGUE PROJECT



Young people from the Young Voices EU Youth Dialogue project presented to the Oireachtas Committee on EU Affairs, highlighting the impact of youth work and the need for sustainable funding under the upcoming new EU Programmes, Erasmus+ and ESC.

The engagement was one of the recommendations from the "Connecting EU with Youth" youth consultation report.



The Young Voices group is such hard-working group of young people striving to make the world a better place. I am so lucky to be part of that group. My journey with the NYCI has just started, and I can't wait to see the ways I can help young people like me to ensure we get the future we deserve.

SOPHIE LYNAM,
YOUNG VOICES GROUP MEMBER, FROM HER BLOG ON BEING PART OF THE EUROPEAN YOUTH EVENT NYCI DELEGATION.



SANDRA



“ I grew up in a working-class area. Education wasn't a priority and I didn't have a Leaving Certificate. As I got older and had a son with a disability, I realised it wasn't a choice. To escape inequality, I had to go back.

I did a level 5 course on project management as a way of supporting disability initiatives. From this, I got the education bug and I wanted to progress. I could see inequality in so many different parts of life, but seeing it empowered me. I got more involved in youth work and volunteering and I've gained a better understanding of people's challenges and difficulties.

Now I can use my own struggles to relate to people from different backgrounds and experiences. I can approach situations with a level head, instead of immediately trying to fix them.”

YOUTH WORKER SANDRA ON HOW YOUTH WORK
BROADENS THE MIND AND INCREASES EMPATHY
AND UNDERSTANDING

FROM OUR MEMBERS STORIES FROM OUR MEMBERS STORIES FROM OUR MEMBERS STORIES FROM OUR MEMBERS

PILLAR

02

PROGRAMMES AND PRACTICE DEVELOPMENT

Pillar two in our strategic plan outlines our goals to support the sector to deliver 'impactful, responsive, and inclusive youth work'. To achieve this, our programmes work to build the capacity of the youth work sector.

We do this by sharing best practice and innovation, connecting with both statutory and voluntary sector organisations to promote youth work, and continually developing resources and supports to enhance the work of the sector.



In 2025, young people and youth workers continued to face a complex and changing environment. NYCI's Programmes continued to support the youth work sector through training, resources, funding, networking and communities of practice. Good practice remained at the heart of this work, alongside a strong focus on inclusion, participation and responding to emerging needs.

COLLABORATION

We increased collaboration across NYCI teams to provide joined-up training and support for the youth work sector.

- Our Global Youth Work and Equality and Intercultural teams worked together on an autumn summer school to support youth workers developing LGBTQ+ projects, and collaborated on work to mark Black History Month.
- Our National Youth Health Programme and Child Protection Programme collaborated on the development of a Romeo and Juliet defence infographic.
- Our Equality and Intercultural and Youth Arts teams worked together on the Youth Arts Summer School, Fostering Change.



NEW PROJECT

Empowering youth workers through AI, Data and Emerging Technologies

OUR MEMBERS

Relationships and our members remain central to this work. NYCI staff continue to collaborate with those who work with and on behalf of young people, and to engage meaningfully with young people themselves to inform and shape our work.

We engaged almost

5,700 youth workers, volunteers and young people

Through more than

340 events, trainings and networking opportunities



This section provides a snapshot of the diverse range of NYCI programmes and initiatives delivered during 2025.

YOUTH ARTS

Promoting quality youth arts practice in the youth work sector

SPARK Youth Arts Festival celebrated youth participation in youth arts through webinars, youth arts advocacy and a youth arts event for youth work groups with 254 participants, including 161 young people who engaged in youth arts activities supported by the SPARK Mini-Grant Scheme.



- 9 bespoke youth arts training events were delivered with 125 participants.
- 10 bespoke training events took place with local partners in 4 Youth Arts Hubs engaging 132 participants.
- 15 students began the Certificate in Youth Arts 2025-26 course and engaged in nearly 50 hours of learning
- A Summer School 'Fostering Change: Inclusive Youth Arts Practice' was delivered with NYCI's Equality & Intercultural Team and Global Youth Work teams
- Members from Youth Arts SPEAKS, a youth arts advocacy project for 18 to 24-year-olds, facilitated a workshop on youth-led creative consultation and worked together on a youth arts advocacy zine.

GRANTS & AWARDS

- 15 youth organisations received an Artist and Youth Work Residency Grant, engaging 246 young people in collaborative, high quality youth arts projects.
- 5 youth organisations were awarded Cavan Monaghan Youth Arts Bursaries, supporting 143 young people to engage in youth arts locally.



Participating in the NYCI Summer School was a refreshing and enriching experience. I gained hands-on skills in creative arts that not only sparked my imagination but also helped me express my thoughts in new ways. Most importantly, I had the opportunity to engage in open and honest conversations about diversity, which deepened my understanding and broadened my perspective on inclusion in youth spaces."

SUMMER SCHOOL PARTICIPANT 2025



CHILD PROTECTION

Our Child Protection Programme supports the youth work sector to meet its child safeguarding and protection responsibilities.

EVENTS

We successfully ran **two DLP Hubs** in **Cork** and **Portlaoise** and heard about Garda and social work responses from the Statutory Services and talked about reviewing and updating our Child Safeguarding Statements and Risk Assessments.

We supported **Children First Awareness Week 2025** with a series of events, both online and in-person, throughout the week attended by almost **300 participants**, and heard from speakers on topics such as **Peer Abuse, Domestic Violence, Child Trafficking, and Online Exploitation**, as well as hearing **youth work organisations** describe the **ways they implement safeguarding in their services and involve young people**.

TRAININGS

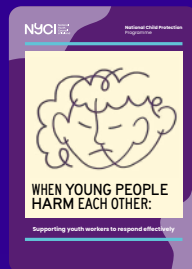
We delivered a variety of Child Protection trainings to over **550 participants** in 2025.

6,118 participants were trained via **our Child Protection Awareness Programme (CPAP) Train the Trainer Programme**, and an information and networking event was held for 50 CPAP Trainers.

Our **Level 8 Certificate in Child Protection & Welfare** delivered in partnership with Maynooth University launched in September with 16 new students and completed Semester One and Two!



Learned something new including the extra supports from Tusla and very interesting to hear from the Garda Sergeant about how reports are dealt with. Excellent first DLP Hub"



Launched a new resource **"Peer Abuse Guidance: Supporting Youth Workers to Respond Effectively"**



Thank you for a wonderful Children First Awareness Week. It was very informative, and all the speakers were excellent. It was all relevant to what we do and what we strive to achieve"



EQUALITY & INTERCULTURAL

Our Equality and Intercultural programme supports the youth work sector on inclusive practice

Successful multi annual grant from Rethink Ireland Connected Communities fund to carry out a Hate and Hostility project and exploring masculinity in youth work

Successful grant from Community Foundation Ireland for a pilot project in Cork on addressing divisive narratives

Youth consultation in Co Clare with 163 young people on what integration measures Clare services need to make to create the most inclusive environment for young people in the county

467 youth workers trained over 30 events

Coordinated a Network of youth workers working with young people in IPAS accommodation – young people being transferred are supported to resettle



I have taken away loads from this workshop [...] Language is so important for inclusive practice, that it is not enough to say 'Everyone is welcome' and 'We stand for a space of peace and Justice' but instead to name racial inequalities and actively welcome Travellers, young POC, people with migration background and to attend to their specific needs."

YOUTH WORKER,
PARTICIPANT IN RACIAL JUSTICE TRAINING



Completion of our new ground-breaking resource from anti-racism to racial justice



Launched an Information Hub for young people in International Protection to access information on Education, employment, accommodation, age appeal assessments and other services including Youth Information Chat service



Completion of our Understanding and Addressing Racism E-learning



GLOBAL YOUTH WORK – YOUTH 2030

Global Youth Work is good youth work. It explores a young person's role in their local community and in a globalised world.



Year 4 of the five-year Youth 2030 Global Youth Work (GYW) Strategic Partnership with Irish Aid, in consortium with Concern Worldwide, Trócaire, and Maynooth University.

The Youth 2030 GYW Programme takes a whole-of-youth-sector approach, engaging a wide community of practice including youth workers and leaders, managers, organisations, volunteers, trainers, researchers, third level educators, boards of management, local communities, local government, young people, and policy makers.

Strengthened engagement and capacity across the youth sector through collaboration and delivering a wide range of trainings on Global Youth Work, power, social justice, climate change, climate justice, planetary health and One World Week. This work deepens the understanding of global youth works transformative nature and reinforces that there's nothing normal about inequality.

TRAININGS & EVENTS

- Supported meaningful youth participation through the **10th year of the UN Youth Delegate Programme** and the 4th year of the Climate Youth Delegate Programme.
- Delivered **95 trainings and events, engaging 1707 participants** across the Youth 2030 programme.
- Provided One World Week Seed Fund grants to 15 organisations to support local youth-led global justice activities. Provided 4 Innovation Grants of €5,000 each to 4 youth organisations to deepen their GYW knowledge and engagement.
- 18 youth workers enrolled in the Level 8 Certificate in Global Youth Work and Development Education (2025/26), and 15 graduated from the Certificate course which is delivered in collaboration with Maynooth University (2024/25).



Your input was truly inspiring and motivating, and it was clear how deeply the topics connected with our students. The way you highlighted the important links between youth work and education really resonated with them – they have since told me of the way you encouraged them to reflect and critique, bringing a macro lens to their experiences.

The encouragement to think outside the box and to challenge conventional perspectives has sparked exciting ideas among our group"

UNIVERSITY LECTURER

COLLABORATIONS & CAPACITY BUILDING

- Worked with the All-Ireland Youth Work Educator's Forum to progress Global Youth Work in the Higher Education Institutions on the island of Ireland.
- Worked and consulted with 9 youth organisations in the Global South and highlighted some of their work during One World Week.
- Youth 2030 contributed to NYCI's submission to the *EU Presidency* – Public Consultation on the Development of the Priorities and Policy Programme for Ireland's Presidency of the Council of the European Union 2026, to support a greater focus on global citizenship education and education for sustainable development.
- Continued to focus on the SDGs with support from an educational resource for youth workers: "From the Ground Up: Tackling Inequality with the SDGs", which was a two-year strategic focus.

NATIONAL YOUTH HEALTH PROGRAMME

Promoting health and wellbeing in the youth work sector

Launched **Stay Safe Online: Empowering Young Minds Against Cyberbullying**, a new resource to support youth workers, parents, guardians and caregivers to help young people recognise, report, block and overcome cyberbullying.

Specialist Certificate in Youth Health Promotion completed in 2024-2025 with 15 participants from 14 different organisations nationwide.

Presented at the Oireachtas Committee on Drug Use to emphasis the importance of youth work as a protective factor for young people to engage in their communities, develop skills and have a safe space where they feel supported.

4 organisations nationwide were awarded their HQM status. Limerick Youth Service- Gold, Neighbourhood Youth Project- Bronze, Youth Work Ireland Midlands- Gold and Leitrim Community Training Centre- Bronze.



29 TRAINING & EVENTS

REACHING

500 PARTICIPANTS

“

Thank you so so much for coming down to us and delivering a very valuable and fantastic training. The staff are still talking today about how good the training was and how valuable it will be in their work. Thank you both so much.”



In partnership with NYCI's Child Protection Team, developed and disseminated an infographic **Understanding Ireland's Romeo and Juliet Defence** which supports the youth work sector on understanding the defence but also giving practical guidelines in how to support young people if they are impacted.

NORTH-SOUTH PRACTICE DEVELOPMENT HUB

The hub strengthens North-South youth work relationships, supporting organisations, staff and volunteers to improve learning experiences for young people across the island.



The North-South Practice Development Hub engaged with 217 individual youth workers, managers, academics and policy makers from 71 local youth services, national youth work agencies, public bodies and government officials from across the island of Ireland.

Convened a North-South policy and practice seminar on the role of volunteers in youth work, bringing together leaders from national and regional youth organisations, policymakers, and key sectoral stakeholders. 50 participants attended, representing both the voluntary and statutory sectors (21 from Northern Ireland, 27 from Ireland, and 2 with all-island roles). The seminar facilitated the exchange of effective strategies and practical approaches to the recruitment, training, support, and retention of volunteers across the island. The event included the launch of **Starting Out 2.0**.



Great to continue building bridges with our Northern Ireland colleagues and develop some shared understanding beyond the border region."

Co-ordinated a North-South theory and practice sharing workshop on models, frameworks, and approaches to participation in youth work. The event brought together youth workers, managers, and sectoral stakeholders to examine how theory can inform meaningful youth participation across diverse contexts and settings. It also provided opportunities for professional networking and for identifying potential areas for cross-border youth engagement and collaboration. A total of 47 participants attended, including 26 from Northern Ireland and 21 from Ireland. The event included an input on the EU **PEACEPLUS Change Maker Funding** Programme.

Co-facilitated, in partnership with ETBI, a North-South meeting between the Education Authority (EA) Youth Service and ETB Youth Officers. The meeting brought together 21 Youth Officers representing 14 ETBs and 11 EA Senior Youth Officers. Its purpose was to build connections and strengthen cross-border relationships within the youth work sector, through shared exploration of respective functions, structures, funding arrangements, roles, and policy contexts.



It's important to give more space for sharing of experiences. So many knowledgeable experts in this room. Need to hear more from each other."

Connected 18 youth workers from 10 Dublin-based youth services with Dr Colm Walsh (Queen's University Belfast) and Leigh Whitley (Education Authority Youth Service) for a one-day practice development session on **Y-BOX**, an evidence-informed framework for engaging young men around the themes of violence and masculinities.



YOUTHIMPACT

By the end of December 2025, YouthImPact—the Quality and Impact Body for the PEACEPLUS Youth Programme and a cross-border partnership comprising NYCI, Co-operation Ireland (lead partner), Pobal, and Ulster University—had delivered 30 training, development, and support sessions and events. These engagements reached a total of 264 youth workers across Northern Ireland and the border counties of Ireland. YouthImPact is supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).

SKILLS SUMMARY

Skills Summary is an online tool that captures and measures transversal skills (such as communication, teamwork, adaptability, and more) that young people gain through youth work and volunteering. It also helps organisations measure impact and is a mandatory tool in the Targeted Youth Employability Support Initiative (TYESI).

528 & 184
YOUNG PEOPLE YOUTH WORKERS
& OTHERS

IN THE ROLE OF SUPPORTING
YOUNG PEOPLE'S DEVELOPMENT
SIGNED UP WITH SKILLS SUMMARY.

TRAINING AND EVENTS

First national conference on transversal skills in youth work

40 youth workers, educators, policymakers and young people gathered at Wood Quay for 'Foundations for the Future' – the first event of its kind. Expert speakers, best practice sharing, interactive workshops, and the launch of the new training and resources.

Training reach continued to grow across Ireland

In-person, online and e-learning sessions delivered to youth workers across Ireland, including tailored sessions for IWA job coaches, PeacePlus cross-border workers, and staff in TYESI projects. Over 95% of participants reported increased confidence and knowledge.

SPARK YOUTH ARTS AND SKILLS SUMMARY SHOWCASE DELIVERED

44 participants from organisations across Ireland came together for a full-day NYCI cross-programme event celebrating young people's creative projects and transversal skills – a vibrant, inclusive space for young people to shine.

EVIDENCE BASE FOR EMPLOYERS STRENGTHENED

'The Role of Youth Work in Developing Workplace Skills' report published. New employer infographic produced. Employer webinar with South Dublin Chamber and The Wheel reached 30 participants.



SKILLS SUMMARY COMMUNITY OF PRACTICE TAKING ROOT

The *Network of Skills Champions* was launched – a new community of practice for youth workers committed to embedding transversal skills in their everyday work, growing from the conference into 2026.



The possibilities of helping young people to recognise and value skills which they have already, and how this opens up so much more of their potential. This feels like a great structure to help engage and support young people. I'm inspired."

TRAINING PARTICIPANT
SKILLS SUMMARY IN YOUTH WORK, 2025



NEW RESOURCES TO SUPPORT ALL USERS

14 Skills cards with activity guide, updated offline resources, Do's and Don'ts learning cards, a new instructional video, expanded 'Job Search Toolkit' – all designed with accessibility and inclusion as a core priority, including for young people with low literacy levels or limited digital access.

STEAM ENGAGEMENT

Ensuring STEAM (Science, Technology, Engineering, Art, Maths) is used to improve the lives of young people and inspire their curiosity.

In 2025 in conjunction with our partners The Ombudsman for Children's Office and Insight, DCU we launched our new project empowering young people through AI, Data and Emerging Technologies, whilst also wrapping up the *Full STEAM Ahead* programme for Youthreach and STEAM in Youth work projects.

STEAM IN YOUTH WORK

- Supported 8 Frontline STEAM Partnership Projects, enabling youth workers to deepen their understanding of STEAM and confidently co-create and deliver projects with up to 150 young people.
- Expanded the STEAM in Youth Work Degrees initiative, delivering a four-part workshop series in TU Dublin.
- Delivered STEAM toolkits and tutorials to 50 youth workers and facilitated a successful STEAM residential training programme to equip them with the skills and resources needed to run STEAM summer camps within their organisations
- Held a national STEAM Expo, bringing together young people, youth workers and partner organisations to showcase their work and engage in hands-on STEAM activities. The event involved 81 young people and 16 practitioners, many of whom had no prior experience with STEAM



There was a genuine sense of pride in what they created and accomplished. Equally important was the social aspect many formed new friendships and felt a stronger connection to their community."

YOUTH WORKER MANAGING
THE FRONTLINE STEAM PROJECTS



FULL STEAM AHEAD FOR YOUTHREACH

- Delivered a 125-hour accredited by DCU (5 ECTS) Professional Learning and Development Module to 16 Youthreach staff from 24 Youthreach centres. Which has prepared them to implement the new STEAM QQI level 3 Award.
- We collaborated with our three ETBs partners (GRET, LMETB, CKETB) to further develop tried and tested STEAM learning resources for submitting to QQI for accreditation. This culminated in LMETB as lead ETB for submission of a special purpose QQI STEAM award, thus supporting the sustainability of STEAM in Youthreach in the sector long-term.

AI AND YOUNG PEOPLE

- AI Youth Juries: ran a nationwide youth consultation using a Citizens' Jury model that engaged 48 young people in deliberations on topics including: AI and jobs, Misinformation and disinformation, AI & Education, AI & the environment and AI & the law, Chatbots and AI Companions.



- Partnered with Microsoft Dream Space to adapt an AI curriculum for young people in non-formal education settings.
- Collaborated with three youth organisations; Crosscare, Finglas, Carlow YS, and Familibase to run pilot projects involving AI, data, and emerging technologies.
- Began development on a CPD course for youth workers that focuses on practical AI skills and digital competencies.



We saw their confidence grow as they experimented, shared ideas, and took ownership of their learning. Many stepped out of their comfort zones, whether by presenting their work, leading within a group, or simply engaging with something entirely new."

YOUTH WORKER
MANAGING ONE OF THE FRONTLINE STEAM PROJECTS

DYLAN



“ I’m from Ballyfermot. It isn’t the wealthiest area, but the community is tight and supportive. I got involved in the Family Base youth group when I was about 13 or 14. It provides young people with opportunities that we wouldn’t otherwise have.

Although it’s a general youth club, a lot of the youth workers are focused on music, and there’s a recording studio and many different musical instruments on the site. I started by joining the music group, and learned to play a few instruments.

This little space helps us to develop our creative skills: we’ve had open weeks where we play music for people, and we performed at the Crinniú na nÓg festival of youth creativity.

Youth work has helped me to develop my musical skills and to become more confident.”



DYLAN, 18, ON THE
IMPORTANCE OF YOUTH
WORK IN PROVIDING
OPPORTUNITIES FOR
YOUNG PEOPLE

FROM OUR MEMBERS STORIES FROM OUR MEMBERS

STORIES FROM OUR MEMBERS

STORIES FROM OUR MEMBERS



PARTNERSHIPS & ENGAGEMENT

Pillar three in our strategic plan outlines that 'NYCI achieves impact by working in partnership'. As a representative body, bringing together the voices of our diverse and vibrant membership collaboration is at the heart of our work.



COLLABORATION

Below you'll find a snapshot of the collaboration, both sectoral and external, as well as partnerships and engagement we worked on to ensure strong representation of the youth work sector and youth issues.



- Member of the Youth Justice Advisory Group.
- Continued North/South collaboration through the North/South Education and Training Standards Committee (NSETS), with NYCI continuing to provide the NSETS Secretariat.
- Continued to work collaboratively with Education and Training Boards Ireland, including jointly commissioning an evaluation of UBU Goal 1, which will continue into 2026. NYCI also delivered a keynote speech at ETBI's Youth Matters Conference in June.
- Successfully engaged with the Irish Youth Foundation to support initial research into the impact of misinformation and disinformation on young people in Ireland.
- Facilitated regular meetings of NYCI's Specialist Organisations Network and Heads of Organisations meetings.
- Supported Oíche na hÓige/Youth Night, a partnership between the Department of Education and Youth, ETBI and the youth work sector. NYCI led a high-impact communications campaign, with NYCI promotions reaching over 500,000 people and videos from young creators generating more than 53,000 views.

Launched our new project to empower young people through AI, data and emerging technologies, in partnership with the Ombudsman for Children's Office and Insight Research Ireland Centre for Data Analytics at Dublin City University.



- See '**Representation on External Bodies 2025'** in the appendix on page 89 for a complete list of partnership, coalitions and collaborations we engaged in.

(RE)VALUING PARTNERSHIP IN YOUTH WORK

In June 2025, NYCI partnered with Maynooth University's Centre for Youth Research and Development, and Education and Training Boards Ireland (ETBI) to host **(Re)Valuing Partnership in Youth Work**.

The one-day conference marked the 40th anniversary of the landmark White Paper, *In Partnership with Youth: The National Youth Policy*.

It brought together

over

150 youth work practitioners, policymakers, academics and advocates

to reflect on the legacy of youth work policy in Ireland, take stock of current challenges and opportunities, and explore the future of youth work in Ireland with contributions from over 25 expert speakers and panellists bringing diverse national and international insights from across youth work policy, practice, and research.



OUR SECTOR'S SHARED VISION FOR YOUTH WORK

The Vision for Youth Work document, launched in 2023 following extensive consultation, continues to guide our work. It sets out a roadmap for youth work policy and practice over the next decade.

At its core, the vision states:

All young people living in Ireland have access to high-quality, well-resourced youth work services, which meet their expressed needs, delivered by paid professionals and well-supported volunteers.

The vision is built around eight themes outlined in the [Vision for Youth Work document](#):

- Nature and purpose of youth work
- Access and opportunity; equality and equity
- Personal and social impact
- Connection and action, from local to global
- People: capacity, support and diversity
- Quality, relevance and responsiveness
- Recognition and resources
- Structures and systems





AMANDA



There's been a disconnect between the Gardai and some of the young people here in Balbriggan. We have one of the youngest, most culturally-diverse and fastest-growing populations in Ireland.

My background is in youth justice, which is focused on diverting young people away from crime. About two years ago, I was approached about a project to help improve relations between some African boys and the local Garda. Many of these boys are involved in our local youth club. We wanted them to sit down and take part in interviews with strangers about their thoughts on the Gardaí and the justice system. It was a big ask, but they understood that it could lead to improvements – for them, their families and their friends.

They didn't just blame the guards for everything; they were really open to change. They might not have sat down with a stranger on such a sensitive matter, but they knew their youth workers and they trusted us. We didn't guide them in any way, except to say that we wanted them to speak their truth. The local superintendent, Paul Franey, made sure they were free to speak about what the Garda are getting right and what they're getting wrong – but also to let the boys know that they're there for them. Relations have already improved, and this will benefit the boys and the local community.

Without youth workers as a trusted bridge, I'm not sure this would've happened."

AMANDA, A YOUTH WORKER IN BALBRIGGAN,
ON HOW YOUTH WORK CAN OPEN UP NEW
LINES OF COMMUNICATION AND HELP BOTH TO
PREVENT AND RESOLVE CONFLICTS

FROM OUR MEMBERS

STORIES FROM OUR MEMBERS

STORIES FROM OUR MEMBERS

STORIES FROM OUR MEMBERS

STORIES FROM OUR MEMBERS



GOVERNANCE & FINANCIALS

Pillar 4 of NYCI's strategic plan emphasises our commitment to being a high-performing organisation. Central to this commitment is robust governance and sound financial management.

In this section of our annual report, we detail our governance structures and financial performance, showcasing the integrity and transparency that underpin all our operations. Our strong governance framework ensures we adhere to best practices, while our prudent financial management allows us to effectively support and expand our initiatives. Together, these elements enable NYCI to deliver on its mission and continue to drive positive outcomes for young people across Ireland.



REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Directors Mick Ferron (Resigned 15 August 2025) Ciara Murphy (Appointed 6 August 2025) Patrick Manley (Resigned 31 January 2025) Denis O'Brien Cillian Dolan (Appointed 11 November 2025) Billy Campbell (Appointed 24 July 2025) David Backhouse Ellen Collins Gregory Tierney (Resigned 24 July 2025) Mary Horgan Nicola Toughey Katie Donohoe Roger Warnock (Appointed 11 November 2025) Iarla Flynn Reuban Murray (Resigned 1 May 2025) Michael Power David Birchall (Appointed 11 November 2025) Carmel Walsh Maeve Bridget Richardson (Appointed 24 July 2025)	
Company Secretary	Mhc Corporate Services Limited (Appointed 31 January 2025) Patrick Manley (Resigned 31 January 2025)	
Charity Number	CHY 6823	
Charities Regulatory Authority Number	20013516	
Company Registration Number	58814	
Registered Office and Principal Address	3 Montague Street Dublin 2 Ireland	
Auditors	GSW Faulkner Orr (Audit & Assurance) Limited Second Floor One Stephen Street Upper Dublin 8 Ireland	
Principal Bankers	Permanent TSB College Green Dublin 2 Ireland	Bank of Ireland Camden Street Dublin 2 Ireland
Solicitors	Mason Hayes and Curran South Bank House Barrow Street Dublin 4 Ireland	

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 2025.

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' 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 National Youth Council of Ireland present a summary of its purpose, governance, activities, achievements and finances for the financial year 2025.

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

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

Mission, Objectives and Strategy

Mission Statement

To represent the collective voice of the youth work sector, build capacity, leadership, and influence to deliver better outcomes for young people.

Our values:

- We are an organisation that consults and represents our members with integrity.
- We believe that all young people have a right to develop a sense of belonging and empowerment in a fair and just society. We are concerned for young people disconnected from the mainstream.
- We are an organisation that promotes learning/ innovation, and forward thinking.
- We believe that a strong, vibrant voluntary sector has a critical role to play in engaging young people.
- We believe that better outcomes are achieved when young people are involved in making

decisions that affect them.

- We value volunteering and the vital role it plays in a healthy vibrant community.
- We value the diversity of the voluntary youth sector and believe that it is a key strength..

Strategy

Strategic Priorities – Four Pillars:

1. NYCI and its members influence the policies available to empower and support young people.
2. NYCI supports the sector to deliver impactful, responsive and inclusive youth work.
3. NYCI achieves impact by working in partnership with its members and others.
4. NYCI is a high-performing organisation.

Enablers:

These three enablers emerged over the course of the strategic development process and consultation with our stakeholders. Each of them underpin, inform and support the delivery across our strategic plan.

01 Vision for Youth Work

The Vision for Youth Work sets out a vision for the future direction of youth work in Ireland over the next 10 years. Developed out of extensive consultations with the youth work sector, it provides a roadmap for the development of youth work policy and practice. Many of the priorities in this Strategy strive towards achieving the Vision for Youth Work.

02 Diversity & Inclusion

The diversity of the voluntary youth sector is one of its key strengths, and its vital that we continue to nurture and develop it at all levels in this Strategy. This ranges from the sector's youth work practices and approaches to the people who participate in or deliver youth work, to the policies and resources that enable youth work and supports for young people to continue to be inclusive.

03 Collaboration

As a membership organisation, we know we are stronger together. Delivering this Strategy will involve collaboration across the organisation, with members, with the voluntary and statutory sectors, with peer organisations working in relevant sectors, with partners across government – and of course, with young people themselves.

04 Promoting youth friendly policy

We ensure advocacy is one of NYCI's most essential and important tools enabling us to be an informed voice on issues that impact on young people and the youth sector. We promote young people's participation in all aspects of their lives, and in particular the principle of involving young people in public decision processes that affect their daily lives.

05 Being a vibrant membership organisation

We ensure that NYCI is well run, responsive and effective. Our members are the lifeblood of NYCI. We are committed to ensuring that we engage our members in all aspects of our work. We strive to remain relevant to our members' needs and that we address those needs thoroughly, effectively and in a timely manner. We ensure that our members' voice is strong in shaping not just the work we do but how we do our work.

Structure, Governance and Management

Structure

NYCI is the representative body for voluntary youth organisations in Ireland. Our primary target group includes CEOs, staff and volunteers in youth organisations and our secondary target group includes young people.

Our role: NYCI is a membership organisation that represents the shared interests of voluntary youth organisations and uses our collective expertise to act on issues that impact young people. We do this by: -

- Representing the shared interests of voluntary youth organisations.
- Building solidarity among our members.
- Advocating on issues that impact on the lives of young people.
- Promoting the development of evidence informed high quality specialist youth work practice.
- Capacity building and professional development.

Most of the work carried out by NYCI is in the areas of Policy and Advocacy and Best Practice Development and Support.

Policy and Advocacy:

- Influence's policy and legislation through engagement with Government, the political system, a broad and extensive range of statutory and voluntary agencies, other key stakeholders and through public engagement.
- Advocates on a range of economic and social policy issues impacting on young people and the youth sector.
- Represents the sector on a range of strategic bodies, committees, and advisory structures.

Best Practice Development:

- The National Youth Council of Ireland offers a comprehensive training, development and consultancy service to the youth work sector and other children's and young people's organisations.
- We support organisations to develop their practice in specialist areas, such as youth arts, youth health promotion, global youth work, equality and interculturalism, STEAM, particularly AI & Youth Work, international affairs, and child protection.
- We support networks and hubs where members can come together with others with similar aims.
- We use our subject area expertise to influence policy into practice and vice versa.

Governance

NYCI has a Board of Directors of 15 people, 12 of whom are elected from within The National Youth Council of Ireland membership and three functional directors who were selected to meet skills needs identified by the Board. The Board's role is as follows: -

- Determine mission, policies, and strategic direction
- Approve and monitor budgets
- Other governance functions
- Oversees appointment and management of the CEO

Board members - Legal duties

- Ensure that the National Youth Council of Ireland is carrying out its charitable purpose for the public benefit
- Comply with the National Youth Council of Ireland's constitution
- Ensure that the National Youth Council of Ireland keeps proper books of account
- Manage the assets of the National Youth Council of Ireland
- Make appropriate investment decisions
- Ensure the Charities Regulator is informed if you are of the opinion that there are reasonable grounds for believing a theft or fraud has occurred
- Act in the best interests of the National Youth Council of Ireland
- Ensure that the National Youth Council of Ireland is registered on the Charities Regulator's Register of Charities
- Ensure that the National Youth Council of Ireland prepares and furnishes an annual report to the Charities Regulator
- Ensure that the National Youth Council of

Ireland furnishes financial accounts to the Charities Regulator

- Ensure full compliance with the requirements of the Charities Regulator
- Act with reasonable care and skill

Board members

- Recommend to the AGM the appropriate strategic direction for NYCI, in conjunction with the membership and staff and oversee the implementation of the agreed current strategy plan.
- Review, approve, prioritise and monitor the organisation's programmes and services, ensuring they adhere to all legal requirements, are in line with the strategic and operational plans and that they effectively serve NYCI's mission.
- Approve needed policies governing organisational activity and ethics framework for all those who work for, or on behalf of NYCI. Where such policies need approval from the AGM, make policy recommendations to the AGM.
- Ensure appropriate lobbying activities take place and relationships are established to maximize the funding available to NYCI.
- Approve the annual financial statement and budget, monitor spending, create policies to manage and protect the organisation's assets and property and see to it that finances are handled according to all legal requirements and in the best interests of NYCI.
- Protect NYCI against liability by ensuring the provision of adequate insurance and creating policies designed to minimise the amount of risk for the organisation.
- Enhance and protect the reputation of NYCI, through its behaviour, its effective governance of the organisation and its activities on behalf of the organisation members.
- Ensure the quality of governance for the NYCI by a) promoting the nomination and election and development of individuals who can provide the best leadership for the organisation; b) overseeing proper elections at AGM as defined in the Constitution and Rules and Procedures and c) training new board members.
- Conduct productive meetings where key organisational issues are dealt with in an efficient way. Create effective working groups, network groups and committees and ensure they have adequate terms of reference, procedures, resources and/or personnel. Use external expertise when needed.

- Appoint the CEO. Provide support to and facilitate the development of the CEO and conduct the CEO annual assessment.
- Approve comprehensive, fair personnel policies that meet legal requirements and protect both the organisation and those who work for it. Monitor organisational activity to make sure that practice lives up to policy.
- Recognise and respect areas of staff responsibility. Allow and support the staff to exercise this responsibility effectively and avoid interfering in matters that are properly the domain of staff. Create policy to guide staff activities and safeguard the interests of the organisation.

Sub-Committees can be formed based upon terms of reference agreed by the Board

- Membership of Sub-Committees should reflect different experiences and skills. Membership may also include non-Board members.
- A record is kept of all sub-committee meetings and decisions
- Each sub-committee is accountable to the Board – each formal Board meeting to have an agenda item allowing a report from each sub-group
- All Sub-Committees are strictly advisory in nature
- The National Youth Council of Ireland has the following Sub-Committees: The International Advisory Committee, the Policy and Advocacy Sub-Committee, the Finance, Risk and Audit Sub-Committee, the HR and Governance Sub-Committee and Membership Review Sub-Committee.
- The Officers of the Board, the President, Vice President and Treasurer of the Board together make any decisions between Board meetings as may be necessary from time to time.

The Officers of the Board, the President, Vice President and Treasurer of the Board together make any decisions between Board meetings as may be necessary from time to time.

Attendance at Board meetings

Members serve a term of 3 years and ordinary members are eligible for re-election for a further 3 years at the relevant AGM. The Board meets at least 7 times a year and all matters discussed are treated as confidential. All elected Board members are Directors of the limited company which is a company limited by guarantee and a 'registered' charity under Irish law.

The AGM of NYCI also elects a President, Vice-President, and Treasurer.

Name	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	% Attendance
Dennis O'Brien	✓		✓		✓	✓	✓		✓		✓	✓	100%
Nicola Toughy					✓	✓	✓		✓		✓	✓	75%
Carmel Walsh	✓		✓		✓	✓	✓					✓	75%
David Backhouse	✓		✓		✓	✓			✓		✓	✓	88%
Greg Tierney	✓		✓		✓	✓							50%
Iarla Flynn	✓												13%
Mary Hogan	✓		✓		✓		✓		✓		✓		75%
Michael Power			✓				✓		✓				38%
Mick Ferron	✓		✓		✓		✓					✓	63%
Rueban Murray	✓		✓		✓								38%
Ellen Collins	✓		✓			✓	✓		✓		✓		75%
Katie O'Donoghue	✓		✓		✓	✓	✓		✓		✓		88%
Ciara Murphy							✓		✓		✓	✓	50%
Billy Campbell							✓		✓		✓	✓	50%
David Birchall												✓	13%
Rodger Warnock													0%
Cillian Dolan												✓	13%
Maeve Richardson											✓		13%
Senior Management Team													
Mary Cunningham	✓		✓		✓	✓	✓		✓		✓	✓	100%
Alison Fox	✓				✓	✓	✓		✓		✓	✓	100%
Kathryn Walsh	✓		✓				✓		✓		✓	✓	75%
Lynne Oglesby	✓		✓		✓	✓	✓		✓		✓	✓	100%

Review of Activities, Achievements and Performance

Training Programmes

- NYCI offers numerous training opportunities for member organisations and others in the wider youth sector. It is designed to support organisations integrate specialist youth work, in the following areas: Equality and Inter-culturalism, Youth Health Promotion, Youth Arts, Global Youth Work, STEAM in Youth Work, STEAM in Youthreach, International Affairs and Climate Justice into their core programmes through a combination of training, individual programme support and resource production. We also provide a comprehensive programme to support best practice, support and advice in Child Safeguarding through our Child Protection Programme.

Professional Certificates independently accredited

- NYCI offers a range of Professional Certificates, accredited by the University of Galway and Maynooth University. We currently offer the following accredited Professional Certificate Programmes: Certificate in Youth Health Promotion (Level 8) and Youth Mental Health; accredited by University of Galway, Youth Arts Certificate (Level 7) and Certificate in Global Youth Work (Level 8), both accredited by Maynooth University.

Consultancy Services

- NYCI provides youth organisations with bespoke training and consultancy services from across the Programme areas, designed to meet their particular identified needs.

Health Quality Mark

- NYCI has developed the Health Quality Mark, a set of quality standards, as a health promotion initiative to enhance best practice and a high standard of quality in all aspects of health promotion in youth organisations.

Access All Areas

- NYCI has developed Access All Areas, a toolkit to enhance best practice and raise standards in all aspects of equality, inclusion, and inter-culturalism.

8 Steps to Inclusive Youth Work

- This toolkit sets out 8 easy to follow steps, to help organisations identify how good inclusive practice is evident and measurable in the practice of youth organisations.

NYCI Garda Vetting Consortium

- The Consortium facilitates Garda Vetting for over 100 small organisations in conjunction with the National Vetting Unit in An Garda Síochána.

Skills Summary

Skills Summary is a partnership project between the National Youth Council of Ireland, SpunOut.ie, and Accenture. It is funded by the Department of Children, Equality, Disability, Integration and Youth through Dormant Accounts and recognised as a measurement tool in the Youth Employability Initiative. Skills Summary is an easy-to-use online tool that measures the skills young people gain by participating in youth work and volunteering opportunities, building their confidence, so that they can better communicate the value of these essential transferrable life skills to future employers.

North-South Practice Development Hub

The Hub is a joint initiative between NYCI and the Education Authority Youth Service in Northern Ireland. The purpose of the Hub is to strengthen and develop sustainable north-south youth work sector relationships among and between organisations, staff and volunteers. The work involves: –

- Sharing learning from research, policy and practice initiatives
- Facilitating knowledge exchange and study visits
- Co-ordinating specialist training
- Linking and supporting youth groups interested in developing cross-border projects

Networking and Learning Events

- National Youth Council of Ireland organises a wide range of local, regional, and national events from small informal meetings and seminars or workshops to large scale conferences.
- The events facilitate learning and provide opportunities for individuals and organisations to come together, share information, network, and address common needs or issues together.
- National Youth Council of Ireland Annual Conference, held its Annual Conference in December of 2024 which brought together the wider youth work sector to discuss our shared NYCI – Vision for Youth Work with a particular focus on Aspects 5 and 7.

Other events include:

- Heads of Organisations Meetings; meetings to ensure that Heads of Organisations are kept up to date and informed of the latest developments
- Information seminars; customised networking events that facilitate learning and strengthen competences
- Specialist Organisation Meetings; customised networking meetings that facilitate learning and strengthen competences

- Equality Network; networking meetings that facilitate sharing of information for those working in inter-cultural youth work
- Youth Arts Hubs; the youth arts programme works with ETBs to develop better regional partnerships to support youth arts provision more effectively in youth work organisations.
- Global Youth Work Learners Network; connecting the global youth work and development education community in Ireland.

Good Practice Guides

- The National Youth Council of Ireland produces a wide range of good practice guides on specialist youth work practice. See our website www.youth.ie

Help & Advice

- Access by telephone and e-mail to information and advice on the broad range of topics that affect young people and voluntary youth work organisations.
- Sign posting service - if the National Youth Council of Ireland is unable to answer a question/ query we will re-direct the query to someone who can.

Website: www.youth.ie

- A comprehensive one-stop information shop providing information, resources, and publications for youth organisations
- Acts as a 'sign posting facility' that provides links to other websites
- Includes dedicated area for Member Organisations

Communications

NYCI effectively engages a diverse audience including members, youth workers, volunteers, government bodies, young people, politicians and the media via our website, social media, and the monthly e-zine Clár na nOg. In 2025, our media presence included 841 mentions with a reach of over 236 million, valued at €1,036,000. Our digital strategy has significantly enhanced engagement across platforms. Through email marketing, Google

AdWords, search engine optimization (SEO), and social media campaigns, we've driven impactful online actions, grown our audience, and fostered meaningful engagement. Key achievements include:

- Website (youth.ie) saw 166,054 users
- Google Ads brought in 7,906 users, spending a €38,000 ad grant.
- Email Marketing exceeded industry benchmarks with an open rate of over 36%
- SEO strategy in 2025 contributed to 101,258 user via organic traffic

- Social Media & Digital Campaigning strategies focused on meaningful engagement. Campaign supporters list grew from 7,500 in 2024 to 8,990 in 2025.

Financial Review

The results for the financial year are set out on page 17 and additional notes are provided showing income and expenditure in greater detail.

Financial Results

At the end of the financial year the company had gross assets of €2,685,990 (2024 - €2,631,148) and gross liabilities of €1,180,574 (2024 - €1,103,052). The net assets of the company have decreased by €(22,680).

Reserves Position and Policy

This Reserves Policy was developed by The National Youth Council of Ireland following the "Guidelines for Development of a Reserves Policy" document, published originally by The Wheel and reviewed to comply with the Guidance on Charity Reserves from the Charities Regulator. This policy is reviewed regularly by the Finance, Audit and Risk Sub-Committee and approved by the Board.

The Board has set a reserves policy which requires:

- Reserves are maintained at a level which ensures that The National Youth Council of Ireland has sufficient funds set aside to cover unexpected expenses or financial shortfalls, helping to maintain operations during difficult periods;
- The board can make informed decisions about funding new activities and helps in annual budgeting
- Can identify potential financial risks, such as cash flow, and supports NYCI to manage these effectively

The reserves policy explains to stakeholders, including funders and beneficiaries, why NYCI holds certain funds in reserves instead of spending them immediately.

- A proportion of reserves are maintained in a readily realisable form.
- The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle.

It takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's legal obligations

It is prudent and good governance for the National Youth Council of Ireland to have a reserves level that:

- At a minimum allows it to meet its obligations as an employer to paying redundancy payments to its staff
- Allows it to implement its activity plans for an interim period should an important income stream cease unexpectedly. In acknowledgement that in a crisis certain cut could be made immediately should they be necessary.
- NYCI's mortgage on 3 Montague Street is fully paid off so there is no longer any liability associated with the mortgage that it has on its office premises.

Therefore, the total sum of reserves required on an ongoing basis should be in the order of €360,000 which is based on calculations developed by the Finance Director and approved by the Finance Audit and Risk Sub committee.

At the end of 2025, as per audited accounts, Current unrestricted reserves at 31.12.2025 are €1,258,328 and included in that is a revaluation reserve of €1,053,858.

It is also noted that all decisions regarding the use of Reserves will be taken by the Board following consideration and recommendation from the Finance, Risk and Audit Sub-Committee, this authority should be clearly stated in the schedule of matters reserved for the Board.

Future Developments

The Directors are not expecting to make any significant changes in the nature of the business in the near future.

Directors and Secretary

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

- Mick Ferron (Resigned 15 August 2025)
- Ciara Murphy (Appointed 6 August 2025)
- Patrick Manley (Resigned 31 January 2025)
- Denis O'Brien
- Cillian Dolan (Appointed 11 November 2025)
- Billy Campbell (Appointed 24 July 2025)
- David Backhouse
- Ellen Collins
- Gregory Tierney (Resigned 24 July 2025)
- Mary Horgan
- Nicola Toughey
- Katie Donohoe
- Roger Warnock (Appointed 11 November 2025)
- Iarla Flynn
- Reuban Murray (Resigned 1 May 2025)
- Michael Power
- David Birchall (Appointed 11 November 2025)
- Carmel Walsh

- Maeve Bridget Richardson (Appointed 24 July 2025)

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

The secretaries who served during the financial year were;

- Mhc Corporate Services Limited (Appointed 31 January 2025)
- Patrick Manley (Resigned 31 January 2025)

Compliance with Sector-Wide Legislation and Standards

The company engages pro-actively with legislation, standards and codes which are developed for the sector. National Youth Council of Ireland subscribes to and is compliant with the following:

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

Post-Balance Sheet Events

In 2022, Pobal carried out an audit of funding awarded in 2021. Since the year end 31 December 2025, this was concluded and the outcome of the audit resulted in a repayment of €40,006 relating to ineligible expenditure, which has been settled in full in February 2026.

The directors have assessed this as an adjusting post-balance sheet event, as it relates to conditions that existed at 31 December 2025. Accordingly, a provision/expense of €40,006 has been recognised in these financial statements.

Comparative figures have not been restated as the matter relates specifically to the current reporting period.

Designated Funds

Both the Finance and Audit Sub-Committee and the Board have concurred that continued investment in strategic initiatives is essential to achieving NYCI's long-term objectives. Accordingly, the Board has approved the allocation of an initial €70,000 from unrestricted reserves to Designated Funds for the purpose of supporting forthcoming strategic investment projects.

These designated funds will be subject to periodic review over the next five years to ensure compliance with NYCI's obligation not to retain surplus reserves beyond what is necessary, and to confirm that all funds are being appropriately directed toward the organisation's charitable objectives.

The Auditors

The auditors, GSW Faulkner Orr (Audit & Assurance) Limited 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 3 Montague Street, Dublin 2.

Approved by the Board of Directors on 11 June 2026 and signed on its behalf by:

Mary Horgan

Mary Horgan
Director

Denis O'Brien

Denis O'Brien
Director



DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

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.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Approved by the Board of Directors on 11 June 2026 and signed on its behalf by:



Mary Horgan
Director



Denis O'Brien
Director

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the company financial statements of National Youth Council of Ireland ('the Charity') for the financial year ended 31 December 2025 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 2025 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 3 to the financial statements, 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

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.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 13, 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.

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.

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.

Laura Fallon
for and on behalf of
GSW FAULKNER ORR (AUDIT & ASSURANCE) LIMITED
Statutory Auditors Second Floor
One Stephen Street Upper
Dublin 8
Ireland



STATEMENT OF

FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2025

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)

The notes on pages 20 to 37 form part of the financial statements 17 for the financial year ended 31 December 2025

		Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €
Income	Notes						
Charitable activities							
Grants from governments and other co-funders	5.1	-	3,879,989	3,879,989	77,616	3,382,025	3,459,641
Other trading activities	5.2	85,743	-	85,743	44,689	-	44,689
Total income		85,743	3,879,989	3,965,732	122,305	3,382,025	3,504,330
Expenditure							
Charitable activities	6.1	112,583	3,875,829	3,988,412	113,707	3,384,781	3,498,488
Net income/ (expenditure)		(26,840)	4,160	(22,680)	8,598	(2,756)	5,842
Transfers between funds		(102,425)	102,425	-	-	-	-
Other recognised gains/ (losses):							
Surplus/(deficit) for the financial year		(129,265)	106,585	(22,680)	8,598	(2,756)	5,842
Unrealised gains/(losses) on investments		-	-	-	276,500	-	276,500
Net movement in funds for the financial year		(129,265)	106,585	(22,680)	285,098	(2,756)	282,342
Reconciliation of funds :							
Total funds beginning of the year	18	1,434,493	93,603	1,528,096	1,149,395	96,359	1,245,754
Total funds at the end of the year		1,305,228	200,188	1,505,416	1,434,493	93,603	1,528,096

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 11 June 2026 and signed on its behalf by:

Mary Horgan

Mary Horgan
Director

Denis O'Brien

Denis O'Brien
Director

BALANCE SHEET AS AT 31 DECEMBER 2025

	Notes	2025 €	2024 €
Fixed Assets			
Tangible assets	12	1,107,026	1,129,674
Current Assets			
Debtors	13	173,972	112,032
Cash at bank and in hand	14	1,404,992	1,389,442
		1,578,964	1,501,474
Creditors: Amounts falling due within one year	15	(1,169,547)	(1,076,143)
Net Current Assets		409,417	425,331
Total Assets less Current Liabilities		1,516,443	1,555,005
Grants deferred	16	(11,027)	(26,909)
Total Net Assets		1,505,416	1,528,096
Funds			
Restricted trust funds		200,188	93,603
Designated funds (Unrestricted)		46,900	-
General fund (unrestricted)		1,258,328	1,434,493
Total funds	18	1,505,416	1,528,096

The total unrestricted funds includes a revaluation reserve of €(1,053,858) (2024 - €(1,053,858))

Approved by the Board of Directors on 11 June 2026 and signed on its behalf by:

Mary Horgan

Mary Horgan
Director

Denis O'Brien

Denis O'Brien
Director

CASH FLOWS FROM OPERATING ACTIVITIES

Statement Of Cash Flows for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Net movement in funds		(22,680)	282,342
Adjustments for:			
Gains and losses on investments		-	(276,500)
Depreciation		41,430	56,746
Amortisation of capital grants received		(15,882)	(25,896)
		2,868	36,692
Movements in working capital:			
Movement in debtors		(61,940)	(4,358)
Movement in creditors		93,404	1,228
Cash generated from operations		34,332	33,562
Cash flows from investing activities			
Payments to acquire tangible assets		(18,782)	(6,538)
Net increase in cash and cash equivalents		15,550	27,024
Cash and cash equivalents at the beginning of the year		1,389,442	1,362,418
Cash and cash equivalents at the end of the year	14	1,404,992	1,389,442

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

1. GENERAL INFORMATION

National Youth Council of Ireland is a company limited by guarantee incorporated in Ireland. The registered office of the company is 3 Montague Street, Dublin 2, 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. The company number is 58814 and the charity number is 6823.

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 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 2025 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". The following are the categories of funds maintained:

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.

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.

NYCI are now in compliance with SORP and all grants received from 2023 onwards are accounted for accordingly.

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.

Pension

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the income and expenditure account in the period to which they relate to.

Revaluation

The company's land and building freehold are carried at fair value less any accumulated depreciation and any accumulated impairment losses. Revaluations on the property are reviewed regularly to ensure the carrying amount does not differ materially from fair value at the end of the reporting period.

If a material difference is identified, a formal revaluation is carried out. Increases are credited to the revaluation reserve unless reversing a prior decrease recognised in profit or loss. Decreases are charged to profit or loss unless offset against a revaluation reserve for the same asset.

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
Fixtures, fittings and equipment	15% Straight line
Computer and office equipment	10% & 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

No current or deferred taxation arises as the company has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

The company is compliant with relevant circulars, including Circulars 44/2006 "Tax Clearance Procedures Grants, Subsidies and similar type payments."

3. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements.

4. CRITICAL ACCOUNTING JUDGEMENT AND ESTIMATES

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(a) Establishing useful economic lives for depreciation purposes of property, plant and equipment

Long lived assets, consisting primarily of, fixtures, fittings and equipment, comprise a significant portion of total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual value. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

5. INCOME

5.1 CHARITABLE ACTIVITIES

	Unrestricted Funds €	Restricted Funds €	2025 €	2024 €
Grants from governments and other co-funders:				
Youth Services and Governance Programme	-	1,172,808	1,281,032	1,022,998
Development Education Programme	-	658,863	658,863	641,382
Health Programme	-	307,001	307,001	347,542
Arts Programme	-	250,287	250,287	262,777
Child Protection Programme	-	275,033	275,033	183,660
Equality & Intercultural Programme	-	326,113	326,113	313,105
International & Structured Dialogue	-	155,488	155,488	165,367
STEAM/STEM	-	208,371	208,371	261,503
Skills Summary	-	102,183	102,183	100,000
NSETS	-	36,439	36,439	38,712
North/South & Peace Plus	-	279,179	279,179	122,595
	-	3,879,989	3,879,989	3,459,641

Detailed breakdown of income from charitable activities is attached to the appendices.

5.2 OTHER TRADING ACTIVITIES

	Unrestricted Funds €	Restricted Funds €	2025 €	2026 €
Membership fees	35,057	-	35,057	20,000
Training Fees/Sundry	50,686	-	50,686	24,689
	85,743	-	85,743	44,689

6. EXPENDITURE

6.1 CHARITABLE ACTIVITIES

	Direct Costs €	Other Costs €	Support Costs €	2025 €	2024 €
Youth Services and Governance Programmes	448,189	666,799	169,781	1,284,769	1,021,763
Development Education Programme	631,273	21,937	5,205	658,415	641,380
Health Programme	276,002	15,850	15,152	307,004	347,542
Arts Programme	228,273	16,400	5,600	250,273	262,778
International & Structured Dialogue	125,124	16,473	3,580	145,177	165,368
Child Protection Programme	252,034	19,194	3,805	275,033	183,660
STEAM/STEM	192,891	9,700	5,780	208,371	261,650
Skills Summary	86,183	14,769	1,231	102,183	99,840
Equality & Intercultural	297,903	11,152	10,064	319,119	313,108
NSETS	36,439	-	-	36,439	38,712
North/South & Peace Plus	263,731	4,736	2,783	271,250	121,330
Governance Costs (Note 6.2)	22,155	-	-	22,155	41,357
	2,860,197	797,010	222,981	3,880,188	3,498,488

6.1 GOVERNANCE COSTS

	Direct Costs €	Other Costs €	Support Costs €	202 €	2024 €
Board expenses	18,281	-	-	18,281	41,357
Legal costs	3,874	-	-	3,874	-
	22,155	-	-	22,155	41,357

6.3 SUPPORT COSTS

	Charitable Activities €	2025 €	2024 €
Cleaning	4,953	4,953	3,495
Sundry	1,231	1,231	6,224
Communications	18,913	18,913	15,267
Maintenance & Storage	7,077	7,077	2,645
Insurance	10,998	10,998	9,785
Bank interest charges	577	577	463
Audit and accountancy	9,082	9,082	8,611
Depreciation	41,430	41,430	56,756
CRM	25,379	25,379	8,626
Subscription	28,506	28,506	30,714
Light & Heat	5,523	5,523	4,603
Professional Fees	17,600	17,600	4,212
Computer maintenance	39,505	39,505	33,071
Stationery/photocopying	12,207	12,207	8,165
	222,981	222,981	192,637

7. ANALYSIS OF SUPPORT COSTS

	Basis of Apportionment	2025 €	2024 €
Cleaning	Per capita / usage	4,953	3,495
Sundry	Per capita / usage	1,231	6,224
Communications	Per capita / usage	18,913	15,267
Maintenance & Storage	Per capita / usage	7,077	2,645
Insurance	Per capita / usage	10,998	9,785
Bank interest charges	Governance	577	463
Audit and accountancy	Per capita / usage	9,082	8,611
Depreciation	Governance	41,430	56,756
CRM	Per capita / usage	25,379	8,626
Subscription	Per capita / usage	28,506	30,714
Light & Heat	Per capita / usage	5,523	4,603
Professional Fees	Governance / per capita	17,600	4,212
Computer maintenance	Per capita / usage	39,505	33,071
Stationery/photocopying	Per capital / usage	12,207	8,165
		222,981	192,637

8. NET INCOME

	2025 €	2024 €
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	41,430	56,746
Auditor's remuneration:		
- audit services	9,082	8,611
Amortisation of grants deferred	(15,882)	(25,896)

9. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed during the financial year was as follows:

	2025 Number	2024 Number
Communication, Finance and administration	5	5
Management	5	4
Programmes	24	25
	34	34
The staff costs comprise:		
	2025 €	2024 €
Wages and salaries	1,687,405	1,591,047
ER PRSI	173,088	162,787
Pension	119,788	114,583
	1,980,281	1,868,417

10. EMPLOYEE SALARY BANDS

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

	2025 Number of Employees	2024 Number of Employees
€60,000 – €70,000	3	3
€70,001 – €80,000	3	2
€90,001 – €100,000	-	1
> €100,000	1	-

11. KEY MANAGEMENT PERSONNEL

Total salaries including PRSI ER & Pension paid to Key Management Personnel are as follow:

	2025 €	2024 €
CEO	150,333	119,554
Other Management	269,760	252,591
	420,093	372,145

No Directors who served during the year received any remuneration or expenses from the charity.

In 2025, CEO remuneration costs represented 14 months of CEO salary due to the cross over between the start date of the new CEO and finish date of outgoing CEO.

12. TANGIBLE FIXED ASSETS

	Land and buildings freehold €	Fixtures, fittings and equipment €	Computer and office equipment €	Total €
Cost				
At 1 January 2025	1,191,500	50,029	151,103	1,392,632
Additions	-	-	18,782	18,782
At 31 December 2025	1,191,500	50,029	169,885	1,411,414
Depreciation				
At 1 January 2025	115,330	18,982	128,646	262,958
Charge for the financial year	23,830	2,785	14,815	41,430
At 31 December 2025	139,160	21,767	143,461	304,388
Net book value				
At 31 December 2025	1,052,340	28,262	26,424	1,107,026
At 31 December 2024	1,076,170	31,047	22,457	1,129,674

A revaluation of the Property was undertaken by an independent valuer on 11 February 2025. Although the formal valuation was completed in 2025, the directors have determined that the conditions giving rise to the increase in value existed at the balance sheet date. Accordingly, the revaluation has been recognised in the financial statements for the year ended 31 December 2024, resulting in a surplus of €276,500. The revaluation surplus of €276,500 has been credited to the revaluation reserve.

13. DEBTORS

	2025 €	2024 €
Trade debtors	31,930	22,237
Other debtors	3,263	1,733
Prepayments	20,535	21,136
Accrued Income	118,244	66,926
	173,972	112,032

14. CASH AND CASH EQUIVALENTS

	2025 €	2024 €
Cash and bank balances	1,391,041	1,375,491
Cash equivalents	13,951	13,951
	1,404,992	1,389,442

15. CREDITORS

Amounts falling due within one year

	2025 €	2024 €
Trade creditors	109,979	163,303
Taxation and social security costs	51,835	57,317
Other creditors	9,039	5,464
Pension accrual	22,642	20,236
Accruals	224,101	102,181
Deferred Income	751,951	727,642
	1,169,547	1,076,143

16. GRANTS DEFERRED

	2025 €	2024 €
Capital grants received and receivable		
At 1 January 2025	139,406	139,406
Amortisation		
At 1 January 2025	(112,497)	(86,601)
Amortised in financial year	(15,882)	(25,896)
At 31 December 2025	(128,379)	(112,497)
Net book value		
At 31 December 2025	11,027	26,909
At 1 January 2025	26,909	52,805

17. STATE FUNDING

GRANT 1

Agency	Pobal
Sponsoring Government Department	Department of Education & Youth
Grant Programme & Purpose	Youth Services Grant – Main
Total Grant	€878,968
Deferred Income	€0
Term	Expires 31 December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 2

Agency	Pobal
Sponsoring Government Department	Department of Education & Youth
Grant Programme & Purpose	Child Protection
Total Grant	€248,940
Deferred Income	€0
Term	Expires 31 December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages support, programme costs & overhead contribution

GRANT 3

Agency	Pobal
Sponsoring Government Department	Department of Education & Youth
Grant Programme & Purpose	Dormant Account Funds – Skills Summary
Total Grant	€100,000
Deferred Income	€0
Term	Expires 31 December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 4

Agency	N/A
Sponsoring Government Department	Department of Education & Youth
Grant Programme & Purpose	NSETS
Total Grant	€35,000
Deferred Income	€0
Term	Expires 31 December 2025
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 5

Agency	Pobal
Sponsoring Government Department	Department of Education & Youth
Programme & Purpose	Health Programme
Total Grant	€86,952
Deferred Income	€0
Term	31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages & programme costs

GRANT 6

Agency	HSE
Sponsoring Government Department	Department of Health
Grant Programme & Purpose	Youth Health Development Grant Aid Agreement Sc 39
Total Grant	€218,616
Deferred to 2026	€5,108
Term (Extended)	2026
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 7

Agency	Arts Council
Sponsoring Government Department	Department of Culture, Communications and Sport
Programme & Purpose	Strategic Funding Scheme
Total Grant	€130,000
Deferred Income	€0
Term	Expires 31 December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution and Artist and Youth Work Residency Grant Scheme

GRANT 8

Agency	Pobal
Sponsoring Government Department	Department of Education & Youth
Grant Programme & Purpose	Youth Service Grant – Programmes
Total Grant	€25,000
Deferred Income	€0
Term	Expires 31 December 2025
Received year end	2025
Capital grant	No
Restriction on use	Artist and Youth Work Residency Grant Scheme

GRANT 9

Agency	Irish Aid
Sponsoring Government Department	Department of Foreign Affairs & Trade
Grant Programme & Purpose	Development Education Strategic Partnership
Total Grant	€520,000
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 10

Agency	Pobal
Sponsoring Government Department	Department of Rural & Community Development and the Gaeltacht
Grant Programme & Purpose	SSNO Round 3 BO3427-1601
Total Grant	€81,212
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 11

Agency	Research Ireland
Sponsoring Government Department	Department of Further and Higher Education, Research, Innovation and Science
Grant Programme & Purpose	Youth Reach
Total Grant	€42,248
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 12

Agency	Research Ireland
Sponsoring Government Department	Department of Further and Higher Education, Research, Innovation and Science
Grant Programme & Purpose	Youth Work
Total Grant	€110,091
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 13

Agency	Research Ireland
Sponsoring Government Department	Department of Further and Higher Education, Research, Innovation and Science
Grant Programme & Purpose	STEAM in AI
Total Grant	€269,879
Deferred to 2026	€193,226
Term	2025 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 14

Agency	N/A
Sponsoring Government Department	Department of Rural and Community Development and the Gaeltacht
Grant Programme & Purpose	Advocacy
Total Grant	€18,840
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs, overhead contribution, researcher fees & associated costs

GRANT 15

Agency	Pobal
Sponsoring Government Department	Department of Education and Youth
Grant Programme & Purpose	Oíche na hÓige/Youth Night 2025
Total Grant	€41,342
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Researcher fees & associated costs

GRANT 16

Agency	POBAL
Sponsoring Government Department	Department of Education and Youth
Grant Programme & Purpose	International & Structured Dialogue
Total Grant	€15,298
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, Programme costs

GRANT 17

Agency	Pobal
Sponsoring Government Department	Department of Education and Youth
Programme & Purpose	Shared Services
Total Grant	€123,000
Return to department	€0
Term	Expires 31 December 2025
Received year end	2025
Capital grant	No
Restriction on use	Programme costs only

GRANT 18

Agency	N/A
Sponsoring Government Department	Department of Education and Youth
Grant Programme & Purpose	Youth Climate Justice Fund
Total Grant	€70,915
Deferred Income	€0
Term	Expires 31 December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 19

Agency	Community Foundation Ireland
Sponsoring Government Department	N/A
Grant Programme & Purpose	Community Foundation Ireland
Total Grant	€41,139
Deferred to 2025	€13,422
Term	2025 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 20

Agency	Co-operation Ireland
Sponsoring Government Department	Special EU Programmes Body
Grant Programme & Purpose	Children & Young People PIV-001
Total Grant	€165,485
Accrued in 2024	€39,601
Term	2024 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs & staff wages

GRANT 21

Agency	Co-operation Ireland
Sponsoring Government Department	Special EU Programmes Body
Grant Programme & Purpose	Peace Plus
Total Grant	€180,677
Deferred Income	€0
Term	2025 - 2026
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 22

Agency	EU Commission
Sponsoring Government Department	EUVD
Grant Programme & Purpose	EU Delegates
Total Grant	€82,268
Deferred to 2025	€45,510
Term	2025 - 2027
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 23

Agency	Leargas
Sponsoring Government Department	N/A
Grant Programme & Purpose	Young Voices 00852
Total Grant	€1,106
Deferred Income	€0
Term	2022 - 2025
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 24

Agency	Leargas
Sponsoring Government Department	N/A
Grant Programme & Purpose	Young Voices
Total Grant	€14,800
Deferred to 2025	€8,930
Term	2025 - 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 25

Agency	Pobal
Sponsoring Government Department	Department of Education and Youth
Grant Programme & Purpose	Irish Translation Fund
Total Grant	€118,664
Deferred Income	€108,224
Term	2025 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 26

Agency	Irish Youth Foundation
Sponsoring Government Department	N/A
Grant Programme & Purpose	Research
Total Grant	€13,500
Deferred to 2025	€790
Term	2025 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 27

Agency	N/A
Sponsoring Government Department	Department of Education and Youth
Grant Programme & Purpose	Youth Services Grant (National Youth Arts Programme)
Total Grant	€70,000
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Staff wages, programme costs & overhead contribution

GRANT 28

Agency	N/A
Sponsoring Government Department	N/A
Grant Programme & Purpose	Electoral Commission
Total Grant	€5,000
Deferred to 2025	€2,667
Term	2025 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 29

Agency	N/A
Sponsoring Government Department	Department of Education and Youth Grant
Programme & Purpose	Health – Trauma Training
Total Grant	€15,739
Deferred to 2025	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 30

Agency	Rowan Foundation
Sponsoring Government Department	N/A
Grant Programme & Purpose	Equality
Total Grant	€36,598
Deferred to 2025	€34,113
Term	2025 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 31

Agency	N/A
Sponsoring Government Department	Department of Education & Youth
Grant Programme & Purpose	Bonn Process
Total Grant	€40,000
Deferred to 2025	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 32

Agency	Erasmus
Sponsoring Government Department	Department of Further and Higher Education, Research, Innovation and Science
Grant Programme & Purpose	Bonn Process
Total Grant	€10,000
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 33

Agency	Community Foundation
Sponsoring Government Department	N/A
Grant Programme & Purpose	Equality-Hate & Hostility
Total Grant	€35,000
Deferred to 2025	€21,387
Term	2025 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 34

Agency	N/A
Sponsoring Government Department	Department of Education & Youth
Grant Programme & Purpose	Equality – Intercultural
Total Grant	€67,514
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 35

Agency	Pobal
Sponsoring Government Department	Department of Education & Youth
Grant Programme & Purpose	Equality – Youth Services Grant
Total Grant	€50,000
Deferred Income	€0
Term	Expires 31st December 2025
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

GRANT 36

Agency	Rethink Ireland
Sponsoring Government Department	N/A
Grant Programme & Purpose	Equality
Total Grant	€40,800
Deferred to 2025	€40,800
Term	2025 – 2026
Received year end	2025
Capital grant	No
Restriction on use	Programme costs

18. RESERVES

	Revaluation Reserve €	Funds €	Total €
At the beginning of the year	1,053,858	474,238	1,528,096
(Deficit)/Surplus for the financial year	-	(22,680)	(22,680)
At the end of the year	1,053,858	451,558	1,505,416

18. FUNDS

18.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2024	1,149,395	96,359	1,245,754
Movement during the financial year	285,098	(2,756)	282,342
At 31 December 2024	1,434,493	93,603	1,528,096
Movement during the financial year	(129,265)	106,585	(22,680)
At 31 December 2025	1,305,228	200,188	1,505,416

18.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2025 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2025 €
Restricted funds					
Arts	(11,326)	250,287	250,273	11,312	-
Child Protection	(48,794)	275,033	275,033	48,794	-
Development Education	6,337	658,863	658,415	-	6,785
Health	501	307,001	307,004	-	498
Intercultural Strategy	32,995	326,113	319,119	-	39,989
International & Structured Dialogue	4,801	155,488	145,177	-	15,112
STEAM	(32,969)	208,371	208,371	32,969	-
PEACE	1,434	-	-	-	1,434
Skills Summary	(634)	102,183	102,183	634	-
NSETS	(8,716)	36,439	36,439	8,716	-
Youth Services & Governance	141,324	1,172,808	1,194,341	-	119,791
North/South	8,650	279,179	271,250	-	16,579
	93,603	3,771,765	3,767,605	102,425	200,188
Unrestricted funds					
Designated Fund	-	-	90,428	137,328	46,900
Unrestricted General	380,635	85,743	22,155	(239,753)	204,470
Revaluation Reserve	1,053,858	-	-	-	1,053,858
	1,434,493	85,743	112,583	(102,425)	1,305,228
Total funds	1,528,096	3,965,732	3,988,412	-	1,505,416

18.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Long-term deferred income €	Total €
Restricted trust funds	1,107,026	1,578,964	(1,169,547)	(11,027)	1,505,416
	1,107,026	1,578,964	(1,169,547)	(11,027)	1,505,416

19. 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

20. POST-BALANCE SHEET EVENTS

In 2022, Pobal carried out an audit of funding awarded in 2021. Since the year end 31 December 2025, the was concluded and the outcome of the audit resulted in a repayment of €40,006 relating to ineligible expenditure, which has been settled in full in February 2026.

The directors have assessed this as an adjusting post-balance sheet event, as it relates to conditions that existed at 31 December 2025. Accordingly, a provision/expense of €40,006 has been recognised in these financial statements.

Comparative figures have not been restated as the matter relates specifically to the current reporting period.

21. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 11 June 2026.



ADDITIONAL

GOVERNANCE INFORMATION

In line with the standards set by the Good Governance Awards, this section provides additional governance information that is not detailed in the financial accounts. At NYCI, we are committed to upholding the highest standards of governance, ensuring transparency, accountability, and integrity in all our operations.

This section outlines our governance practices, policies, and initiatives that reinforce our dedication to being a high-performing and well-governed organisation.

Origins of the National Youth Council of Ireland (NYCI)

The National Youth Council of Ireland (NYCI) was established in 1967 through the coming together of the principal voluntary youth organisations. NYCI was set up to represent the interests of young people and youth organisations and continues to do this right up to the present day. NYCI's role is recognised in legislation (Youth Work Act) and as a Social Partner. It is the umbrella body for youth work organisations. From small beginnings in 1967 it has grown to become Ireland's leading voice on youth issues, representing organisations working with over 380,000 young people nationwide. The National Youth Council of Ireland is the representative body for voluntary youth organisations in Ireland. We use our collective experience to act on issues that impact on young people.

Conflict of Interest Policy

NYCI upholds a conflict of interest policy. This policy is a standing item on the board agenda, and it was reviewed by the Board within the last three years to maintain its relevance and effectiveness.

Risk Management

NYCI maintains a comprehensive risk register that systematically identifies, assesses, and manages potential risks, ensuring proactive responses to challenges.

SUMMARY OF TOP RISKS AND HOW THEY ARE MANAGED:

Core Funding Grants Removal

- **Risk:** Loss of core funding grants.
- **Management:** Maintain positive relationships with funders, timely report submissions, proactive advocacy, and raising NYCI's profile to mitigate funding cuts.

Programme Funding Ending

- **Risk:** Loss of programme funding to other providers.
- **Management:** Strengthen relationships with departments, focus on outcome reporting, and regular reviews of work, outcomes, and budgets.

Failure to Meet Non-Statutory Income Targets

- **Risk:** Not meeting non-statutory income targets.
- **Management:** Regular monitoring, quarterly financial reviews, and proactive performance management with realistic action plans.

Fraud Risk

- **Risk:** Risk of fraud by staff or volunteers.
- **Management:** Implement robust financial

policies, ensure awareness of Whistle-blower Policy, and adhere to fundraising good practices.

Insufficient Oversight/Control of Finances

- **Risk:** Insufficient financial oversight leading to unforeseen issues.
- **Management:** Quarterly budget reviews, tight project budgeting, compliance with grant conditions, and stronger funding allocation policies.

NYCI's proactive risk management approach ensures we remain a high-performing and resilient organisation, effectively addressing and mitigating potential risks.

Approach to remuneration

A comprehensive remuneration review was conducted in 2023, against community and voluntary sector benchmarks.

Board Induction and Continuous Development

NYCI places a strong emphasis on the induction and development of Board members. Each year, we hold a Board residential focused on skills building and strengthening governance, to help ensure Board members are well-equipped to lead the organisation effectively.

In 2025, the Board residential focused on reviewing our Strategic Plan, strengthening the impact of our advocacy and campaigning work, and building our understanding of risk. The strategic planning workshop gave Board members an opportunity to reflect on progress, consider challenges, and identify what is needed to support the plan's continued implementation.

As part of our advocacy and campaigning work, the Board reviewed NYCI's Pre-Budget Submission campaign and Youth Work Changes Lives campaign. Roderic O'Gorman TD, former Minister at the Department of Education and Youth, also shared his reflections on the effectiveness of NYCI's work and how we can continue to communicate our message clearly.

The final workshop focused on risk management and supported Board members to identify, assess and manage organisational risks.

In Q2 2025, the Board also undertook a Board effectiveness review. A report with recommendations was provided to the Board in July 2025 with a view to these recommendations being reviewed at the 2026 Board residential with new Board members and the new CEO, so that further actions can be agreed and implemented.

Term limits for Board members

Term limits for Board members are prescribed in the NYCI Constitution, [available on youth.ie](https://www.nyci.ie/youth/nyci-constitution).

BIOGRAPHIES: NYCI BOARD OF DIRECTORS

Denis O'Brien

PRESIDENT (FORÓIGE)

Denis O'Brien has over 30 years' experience in the voluntary youth work and youth sector in Ireland. He is Volunteer Development Manager with Foróige, where he leads on the development and support of volunteers across the organisation. His role includes volunteer recruitment, management and retention, as well as the design and implementation of best practice standards. Denis is also a member of Foróige's internal child safeguarding and protection working group.

Nicola Toughey

VICE-PRESIDENT (CATHOLIC GUIDES OF IRELAND)
[STEPPED DOWN AS VICE-PRESIDENT DURING 2025]

Nicola Toughey has been involved in Girl Guiding for over 44 years and has worked in the Catholic Guides of Ireland National Office since 2013. She has also been a volunteer leader with CGI in Wexford for 19 years. As National Office Coordinator, Nicola works closely with NYCI and other youth organisations through the Specialist Organisations Network, and represents CGI at a range of meetings, including with the Department.

Carmel Walsh

VICE-PRESIDENT (BELONG TO)[APPOINTED VICE-PRESIDENT DURING 2025]

Carmel Walsh is Youth Work Services Manager at Belong To. She is responsible for the strategic planning and delivery of LGBTQ+ youth work in Dublin, and oversees the Family Support Service and the National Network of LGBTQ+ youth groups in Ireland. Carmel has a strong background in youth work, European funding, research and cooperation projects, with a focus on improving the quality of youth work for LGBTQ+ young people.

David Backhouse

(YMCA IRELAND)

David Backhouse has been an active youth worker in Ireland since 2008. Originally from Canada, he has worked across a range of youth and community initiatives, mainly through the YMCA. In 2016, David became Cork Regional Director for YMCA and, in 2019, took up his current role as Deputy National Secretary. He is responsible for YMCA Ireland operations in the Republic of Ireland and supports YMCA agencies across the island.

Michael Power

(INVOLVE YOUTH AND COMMUNITY SERVICE)

Michael Power is CEO of Involve Youth and Community Service, where he has worked since 2008. He previously held a senior role with Travellers' Voice Magazine and managed the Travellers' Voice Community Services Programme. Michael has led campaigns highlighting Travellers in education and employment, including the Degrees Ahead campaign, which focused on Travellers in third-level and adult education. His work supports greater representation and challenges negative stereotypes.

Mary Horgan

TREASURER (YOUTH WORK IRELAND)

Mary Horgan is Head of Finance at Youth Work Ireland National Office and is a qualified member of Certified Public Accountants of Ireland. She has worked in finance in the youth sector for over 25 years, first with Catholic Youth Care and now with Youth Work Ireland. In her current role, Mary works with Youth Work Ireland's 20 member youth services on finance, compliance and governance matters. She brings strong financial and sectoral experience to her role as Treasurer of NYCI.

Katie Donohoe

(SPUNOUT)

Katie Donohoe is Voices Editor with spunout, where she leads editorial work that amplifies the experiences and perspectives of young people. She works closely with young writers, creators and advocates to support them to share their stories and develop their skills. Katie has a strong background in digital media, youth voice, equality and social justice. She previously worked as Head of New Media Production at Gay Community News. She holds an MSc in Multimedia, a Level 9 Certificate in Non-Profit Leadership and Management, and a professional diploma in Performance Management.

Ellen Collins

(IRISH GIRL GUIDES)

Ellen Collins is an active member and leader with Irish Girl Guides. Based in Cork, she works with girls in Guide Branch and Senior Branch. Ellen sits on the Irish Girl Guides International Committee as the representative to the NYCI International Advisory Committee, and is Public Relations Officer on the National Senior Branch Committee. She is also Head of Communications for Orbit 2025, an international camp hosted by IGG. Ellen holds a BCL from University College Cork and is undertaking an LL.M in Children's Rights and Family Law.

Maeve Richardson
(ICTU YOUTH COMMITTEE)

Maeve Richardson is Vice Chair of the Irish Congress of Trade Unions Youth Committee. She has been involved with NYCI since 2015 through Young Voices and represented NYCI at the European Youth Event in Strasbourg in 2018. Maeve has experience across a range of youth and student organisations, including the Irish Second-Level Students' Union, the Union of Students in Ireland and Scouting Ireland. She also brings governance experience from board roles with ICOS and AHEAD.

Ciara Murphy
(CROSSCARE)

Ciara Murphy is Deputy Senior Manager for Youth Services with Crosscare and has over 22 years' experience working with marginalised young people across Dublin. She brings strong expertise in organisational development and service delivery, with a focus on creating safe, well-resourced and sustainable spaces for youth work. Ciara is committed to amplifying the voices of young people and supporting the voluntary youth sector to respond to emerging needs.

Billy Campbell
(IRISH SECOND-LEVEL STUDENTS' UNION)

Billy Campbell is Deputy President of the Irish Second-Level Students' Union, representing second-level students across Ireland. In this role, he leads on internal strategy, supports key events and works closely with the President, staff and Coiste Gnó officers on union priorities. Billy has been involved in the ISSU since 2023, when he served as Regional Officer for Dublin North. He has also been a member of Fingal Comhairle na nÓg and is involved in NYCI's international programme as a Youth Delegate.

Roger Warnock
(YOUNG SOCIAL INNOVATORS)

Roger Warnock is Chief Executive Officer of Young Social Innovators. He has over 25 years' senior leadership experience across the voluntary, public and private sectors in Ireland, Northern Ireland and internationally. Roger has led work in youth development, social innovation, governance and organisational change. He has advised governments and international bodies on social innovation and authored Ireland's first Social Innovation Strategy. He holds an MBA in Strategic Marketing and professional certifications from Oxford Saïd Business School and the London School of Economics.

Iarla Flynn
FUNCTIONAL DIRECTOR (PUBLIC AFFAIRS EXPERT)

Iarla Flynn is a government and public affairs leader with over 25 years' experience in the technology, telecommunications and public sectors. He is Director of Government Affairs and Public Policy for Northern Europe at Google, where he leads a team covering 10 countries and oversees regional public affairs strategy, advocacy and partnerships.

Iarla has held senior public policy roles with Google in Ireland, Australia and New Zealand, and previously worked in regulatory and government affairs in the telecommunications sector and the Department of Communications. He brings strong experience in strategy, advocacy, communications, partnership development and team leadership. He holds a Masters in Economic Policy Studies from Trinity College Dublin and a Bachelor of Commerce from University College Cork.

David Birchall
FUNCTIONAL DIRECTOR (HR EXPERT)

David Birchall is a HR professional with 25 years' experience across a range of sectors, including the charity and social care sector. He also has over 40 years' experience as an active volunteer with the Order of Malta, serving at local, regional and national level across operations, HR, finance and youth work.

David brings strong experience in strategic management, policy development, governance and day-to-day operations. His professional and voluntary experience support his ability to provide constructive guidance, challenge and insight, with a focus on building consensus and supporting effective decision-making.

Cillian Dolan
FUNCTIONAL DIRECTOR (LEGAL EXPERT)

Cillian Dolan is a trainee solicitor working in the EU Law department of an international law firm. He brings legal drafting, advisory and governance experience, with a strong understanding of regulatory frameworks, compliance, risk management and directors' responsibilities.

Cillian previously worked with the European Consumer Centre, where he drafted legal case reports and consumer guidance materials under Irish and EU law. He has also supported young people through academic tutoring at NUI Galway and as a judge for student moot court competitions. Cillian brings legal expertise, a commitment to youth-focused advocacy and a strong interest in inclusion, fairness and equal participation.

NYCI SENIOR MANAGEMENT TEAM

In 2025, NYCI transitioned to new CEO leadership. Mick Ferron commenced as CEO in November 2025, with a brief overlap period during which Mick Ferron and Mary Cunningham acted as co-CEOs to support a smooth handover.

Mick Ferron

CEO (COMMENCED NOVEMBER 2025)

Mick Ferron commenced as Chief Executive Officer of NYCI in November 2025. As CEO, he has overall responsibility for the organisation's leadership, strategic direction, management and administration. He works with the President, Board of Directors, senior management team, staff, members, funders, Government Departments and other stakeholders to represent the interests of young people and the youth work sector.

Mick brings over two decades of experience in youth work and leadership. Most recently, he served as Regional Youth Services Manager with Sphere 17 Regional Youth Service, where he led strategic development, service delivery and advocacy for young people in disadvantaged communities. His career spans frontline youth work, programme design and sectoral representation, giving him a deep understanding of the challenges and opportunities facing young people and youth work today.

Mary Cunningham

CEO (UNTIL DECEMBER 2025)

Mary Cunningham served as Chief Executive Officer of NYCI from 2002 until December 2025. She had overall responsibility for the organisation's direction, management and administration, ensuring that the interests of members are represented, that young people's issues and youth work are on the political and policy agendas and that the members are provided with high quality services that meet their needs.

Reporting to the President and the Board of Directors, she led the senior management team, which includes the Directors of Programmes, Policy and Advocacy and Finance and Operations. She represented the organisation publicly and developed and maintained strong positive relationships with funders and Government Departments, with members, the Board, senior management, professional staff and a variety of other stakeholders, representing the interests of young people and the youth work sector.

Mary worked for most of her professional life in the voluntary sector. She holds a B. Ed degree and an MBA from Ulster University.

Alison Fox

DIRECTOR OF PROGRAMMES

Alison oversees NYCI's Programme areas and supports the overall co-ordination and operations of the organisation to ensure consistency of approach and cross collaboration both within and external to NYCI, we aim to deliver responsive and impactful supports and training within the sector to support its evolving needs when working with young people.

Alison is a youth worker by profession and has had various roles within the community, statutory and voluntary sector over the last 27 years. Alison holds a Master in Applied Social Studies, Higher Diploma in Youth & Community Work and a Bachelor of Arts Degree.

Kathryn Walsh

DIRECTOR OF POLICY AND ADVOCACY

Kathryn oversees NYCI's policy, advocacy, communications and international affairs work, and ensures NYCI builds a robust evidence basis – and grows its public and political profile – to give voice to the interests of its members, put young people at the heart of the policy agenda, and drive positive change for youth work organisations and young people.

Kathryn was a Senator for 5 years from 2011–2016 and has also worked in a variety of advisory roles in the Oireachtas. Prior to joining NYCI, she was policy manager in an Irish health NGO. Kathryn holds a Masters in Public Policy, a MEconSc in European Economic and Public Affairs and a BA (Hons) in Economics, Politics and Law.

Lynne Oglesby

DIRECTOR OF FINANCE AND OPERATIONS

Lynne manages the Finance and Operations department within NYCI to ensure effective and efficient management of the finance function whereby ensuring transparent reporting on NYCI's finances to internal and external stakeholders.

In previous roles Lynne has worked for various industries and not for profit organisations ranging from Health Care to Financial Services, whereby she has gained valuable experience in developing systems and processes to ensure efficient systems.

Lynne is a Fellow of the Association of Chartered Certified Accountants, she holds a BSc in Management & Finance and a Diploma in FRS102.

OVERVIEW OF SUB-COMMITTEES OF THE BOARD

The purpose of the information below is to provide a brief overview of our board sub-committees. Full details are outlined in the terms of reference of each committee.

Attendance at sub-committee meetings is currently noted, but not recorded on an official register. This practice will be introduced from 2026 on.

Finance Audit and Risk Sub-Committee

- **Role:** Monitors financial activities, controls, budgets, fiscal accountability, income-raising plans, annual budget, audit processes, and risk management.
- **Members:** Mary Horgan (chair), Mick Ferron (Resigned July 25), Michael Power, Billy Campbell, Secretariat: Lynne Oglesby, Mary Cunningham, Alison fox

Governance and HR Sub-Committee

- **Role:** Provides advice on HR policies, staff remuneration, fairness in staff dealings, governance policies, compliance with best practices, and supports the recruitment and development of the Director.
- **Members:** Nicola Toughey (Chair), Greg Tierney, Secretariat: Mary Cunningham, Ciara Murphy, Alison Fox

International Advisory Committee

- **Role:** Coordinates international activities and policies, advises the NYCI Board on international matters, promotes member involvement in international activities, and advocates on international and European youth policy.
- **Members:** David Backhouse (chair), Edith Geraghty, Máire Fitzgerald, Adam Lambe, Dean Murray, Marina Lambrakis, Claire Cox, Micheal McLoughlin, Ellen Collins, Aisha Alameen Betro, Jacky Casserly, Amy McAuley, Callium Hedderman, Aisling Molone, Leo Galvin.

Policy and Advocacy Committee

- **Role:** Develops and informs NYCI's policy and advocacy agenda, ensuring member organisations' views are incorporated into NYCI's plans and actions, and contributes to the development of policy papers and pre-budget submissions.
- **Members:** Reuban Maurray (Chair until May 2025); Carmel Walsh (Chair from June 2025); Iarla Flynn; Maeve Richardson; Billy Campbell; Edith Geraghty; Karen Hannify; Michael McLoughlin; Sean Sheehan; , Yvonne Fleming (until September 2025), Jill Pitcher Farrell (until September 2025)



LINDA



“ Every day, young people with different issues come through our doors. We never know what’ll happen on any given day, so we need an understanding of the various different support services and how they can help.

This is vital knowledge that not everyone has – but youth workers do. When a young person comes to us, the first thing we do is listen. But we often need to refer them for help, either to local or national services. We know how to navigate the various systems.

Sometimes, we get frustrated because there is nowhere to send them for help, or the waiting lists are long. But there’s usually some kind of way around it, perhaps through the home school liaison or school completion services, or through working with an organisation like Crosscare. Because we get to know the people in various services, we work together to get around bureaucracy and make sure that we help our young people. Without services like ours, there simply wouldn’t be help for young people.”

YOUTH WORKERS HAVE THE EXPERTISE TO SUPPORT YOUNG PEOPLE THROUGH BUREAUCRACY AND MAKE SURE THAT THEY GET THE HELP THEY NEED, SAYS YOUTH WORKER LINDA

APPENDICES

OUR MEMBERS

- Amnesty International Ireland
- An Óige
- AsIAm Ireland
- BeLoNG to Youth Services
- Blakestown & Mountview Youth Initiative
- Boys Brigade
- Catholic Guides of Ireland
- Central Remedial Clinic
- Church of Ireland Youth Department
- Cherry Orchard Integrated Youth Project
- Coláiste na bhFiann
- Crosscare
- ECO-UNESCO
- EIL Intercultural Learning
- Feachtas
- Finglas Youth Resource Centre
- Foróige
- Friends of Africa
- Gaisce – The President’s Award
- Girls Brigade Ireland
- Girls Friendly Society
- Involve Youth Service Ltd
- Irish Association of Youth Orchestras
- Irish Girl Guides
- Irish Methodist Youth & Children’s Department
- Irish Red Cross Youth
- Irish Second-level Students’ Union
- Irish Traveller Movement
- Irish Wheelchair Association
- Killinarden Community Council Youth Project
- Labour Youth
- Localise Youth and Community Service Ltd
- Macra na Feirme
- Migrant Rights Centre Ireland
- No Name Club
- Ógras
- Ogra Fianna Fail
- Order of Malta Cadets
- Scouting Ireland
- Solas Project
- Sphere 17 RYS
- SpunOut.ie
- St. Andrew’s Talk About Youth Project
- St. Vincent de Paul Youth
- Swan Youth Service
- Union of Students in Ireland
- Voluntary Services International
- West End Youth Centre
- YMCA Ireland
- Young Fine Gael
- Young Irish Film Makers
- Young Social Innovators
- Youth Theatre Ireland
- Youth Work Ireland

IN 2025 WE WELCOMED IRISH
REFUGEE COUNCIL AND
TRAVELLER VISIBILITY GROUP,
CORK INTO MEMBERSHIP!

OUR FUNDERS

A heartfelt thank you to our members for supporting us in everything we do. Thank you also to the public for supporting our campaigns, programmes and initiatives.

We are grateful to all our funders, whose support helps make this important work possible.

Core Funding

NYCI would like to recognise the vital core funding provided by the Department of Education and Youth which enables the important work of the organisation in supporting our members and the youth work sector to bring about better outcomes for young people. Below we also acknowledge the specific funding provided to each of our programmes and initiatives.

National Youth Arts Programme

Key Funders: The Arts Council; Department of Education and Youth.

Main Objective: To support the development of youth arts practice and provision in youth work and non-formal education settings; to build the capacity of youth workers and artists to create high-quality, youth-centred arts practice that empowers young people and supports their development; and to advocate for improved youth arts provision for young people and recognition of the value of youth arts.

National Child Protection Programme

Key Funders: Department of Education and Youth.

Main Objective: To support the youth work sector to meet their responsibilities in relation to safeguarding and child protection and fulfil their legal obligations under Children First through the provision of training, developing resources, provision of advice and guidance, responding to emerging safeguarding and child protection issues, and advocacy on behalf of the youth work sector.

Equality and Intercultural programme

Key Funders: Department of Rural and Community Development and the Gaeltacht; Department of Education and Youth.

Main Objective: To build the capacity and understanding of the youth work sector that they may deliver responsive, diverse and inclusive practice based on the principles of social justice; to develop resources, and training, and to advocate for policies that meet the needs of minority and marginalised young people; to respond to emerging issues, through thought leadership and amplification of minority voices.

National Youth Health programme

Key Funders: HSE Sexual Health and Crisis Pregnancy Programme; HSE; Department of Education and Youth.

Main Objective: To build the capacity of the youth work sector by embedding health promotion practices and policies which in turn will support the health and wellbeing of not only the young people involved within the youth work sector but the volunteers and staff.

International

Key Funders: Department of Education and Youth; Leargas and European Commission.

Main Objective: We aim to facilitate and promote the involvement of youth organisations and young people in international activities and to encourage youth organisations to include an international dimension to their youth work, through creating opportunities for sharing of best practice in youth work and facilitating international collaboration.

Skills Summary

Key Funders: Department of Education and Youth

Main Objective: Support the youth sector to use the Skills Summary tool to support young people to recognise and capture skills gained through youth work and non-formal education to build their confidence and learn to articulate those skills for themselves and future employers.

STEAM Programme

Key Funders: Science Foundation Ireland (SFI) (became Research Ireland in 2024)

Main Objective: To increase the uptake of and embed STEAM (Science, Technology, Engineering, Arts, Maths) in both the Youth Work and Youthreach sectors, opening up opportunities to young people previously underserved in science and related subjects.

Youth 2030 – Global Youth Work

Key Funders: Irish Aid, Concern Worldwide, Trócaire

Main Objective: *The Youth 2030 – Global Youth Work Programme* seeks to strengthen, support, and empower the youth sector in Ireland ensuring young people are informed, skilled and engaged as Global Citizens through Global Youth Work, challenging injustice, inequality, and climate change, in solidarity with those left behind.

North/South Youth Work Development Hub

Key Funders: Education Authority

Main Objective: The purpose of the North-South Youth Work Sector Practice Development Hub is to strengthen and develop sustainable north-south youth work sector relationships among and between organisations, staff and volunteers, and enhance the quality of the learning experience of young people participating in youth services across the island.

YouthImPact

Key Partners: Co-Operation Ireland, Pobal and University of Ulster

Key Funder: PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).

Main Objective: The purpose of YouthImPact is to maximise the quality of the Youth Programmes by promoting a high-quality, youth-centred approach, concentrating on youth work methods that foster sustainable good relations and employability outcomes for thousands of children and young people.

Policy & Advocacy

Key Funders: Department of Rural and Community Development and the Gaeltacht, Community Foundation of Ireland.

Main Objective: NYC's policy and advocacy function advocates on issues which impact on the lives of young people, on our member organisations and on the youth work sector. The Department of Rural and Community Development and the Gaeltacht supports the NYC's work developing policy. The Community Foundation of Ireland supports NYC's grassroots advocacy and helps ensure the sustainability and impact of its campaigns.



REPRESENTATION ON EXTERNAL BODIES 2025

- Arts Council Safeguarding Advisory Group
- Asylum Support Network, IRC
- BelongTo Child Safeguarding Committee Group
- Child Safeguarding Committee for the Youth Work Sector
- Children's Rights Alliance 123 Online Safety Campaign
- Coalition Against Hate Crime
- Coalition 2030
- Community and Voluntary Pillar of Social Partnership
- CRC Human Rights Committee
- Department of Foreign Affairs Human Rights Committee
- Developmenteducation.ie Management Committee
- DCEDIY Advisory Group for Education for Sustainable Development
- Dóchas Communications Group
- Dóchas Development Education Group
- Dóchas Policy Group
- European Anti-Poverty Network Policy Group
- European Commission International Partnerships Youth Dialogue Platform
- Education for Sustainable Development Advisory Group for Schools
- ESF+, Monitoring Committee for the EIST Programme, and Programme for Employability, Inclusion and Learning Programme Monitoring Committee
- Foróige Online Safety Advisory Committee
- Foróige Go Virtual Advisory Committee
- European Youth Forum Council of Members
- FIT Coalition for Tech Apprenticeship Access and Inclusion Advisory Group
- Global Education Week National Co-ordinator for Ireland, North South Centre
- Irish Aid Strategic Partners Group
- Irish Coalition to End Youth Homelessness
- Irish Development Education Association Board
- Irish Development Education Association Youth Taskforce
- Irish Development Education Association Policy Working Group
- Irish Development Education Association Quality and Impact Working Group
- Irish Network Against Racism
- Irish Ocean Literacy Network
- Irish Volunteer Year for Sustainable Development
- Labour Market Advisory Council
- Léargas Board
- Léargas Europe Goes Local Working Group
- Léargas Grants Committee for Erasmus+
- Listen Up! Project Advisory Group
- Maynooth University Department of Applied Social Studies Professional Programmes Advisory Group
- Men's Health Forum
- National Working Group for EU Youth Dialogue
- North/South Education and Training Standards Committee
- University of Galway Health Promotion Board
- QQI Community and Youth Work Standards Development Group
- Safefood Food Poverty Network
- Stop Climate Chaos Coalition
- UNECE ESD Steering Committee Youth Network
- The Water Forum
- Collaborative Inter-Agency Group, Europe is Open to You



NyCI National
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