

# Annual Report 2021



Belong To LGBTQ+  
Youth Ireland

# all different



Kai Kenny enjoying Pride at Ferns Diocesan Youth Service.

# all together

**Belong To**

Parliament House  
13 Parliament Street  
D02 P658, Ireland

Tel: +353 (01) 670 6223  
Fax: +353 (01) 670 6219  
info@belongto.org  
www.belongto.org

**Design and Layout:**

Dave Darcy  
One Strong Arm  
www.onestrongarm.com

**Illustrations:**

Fuchsia MacAree  
www.macaree.ie

© Belong To 2022



# Contents

|   |    |
|---|----|
| A Message from the Chair, Dominic Hannigan..... | 04 |
| A Message from our CEO, Moninne Griffith.....   | 05 |
| Our Mission, Vision, and Values.....            | 06 |
| Looking Back on 2021.....                       | 07 |
| Looking Forward.....                            | 08 |
| Amplifying Youth Voices.....                    | 10 |
| A Team Effort.....                              | 12 |
| Switched On.....                                | 14 |
| Changemakers.....                               | 16 |
| Hope on the Horizon.....                        | 18 |
| Empowering LGBTQ+ Youth.....                    | 20 |
| The Power of Community.....                     | 24 |
| Youth Workers United.....                       | 26 |
| Watch and Learn.....                            | 28 |
| Educate and Celebrate.....                      | 30 |
| Stand Up Awareness Week.....                    | 32 |
| People Power.....                               | 34 |
| Life in Lockdown.....                           | 36 |
| Rooting for Each Other.....                     | 38 |
| <br>  |    |
| Staff and Volunteers.....                       | 40 |
| Energy Efficiency Report.....                   | 42 |
| Structure, Governance, and Management.....      | 43 |
| Financial Overview.....                         | 51 |
| Directors' Responsibilities Statement.....      | 57 |
| Independent Auditor's Report.....               | 59 |
| Reference and Administrative Details.....       | 62 |
| Notes to Financial Statements.....              | 63 |



# A Message from the Chair, Dominic Hannigan

Belong To opened its doors as a youth service in 2003 to provide a safe space for LGBTQ+ young people to find support and acceptance. Thanks to our supporters, staff team, volunteers, Board, funders, partners, and most importantly, the LGBTQ+ young people we work with, we have grown to become the leading national LGBTQ+ youth organisation in Ireland.

On behalf of the Board, I am proud to present our Annual Report and financial statements for the year ending 31st December 2021. Within this Report, we offer an overview of our work in 2021, outlining both the challenges we encountered along the way and our achievements. For the organisation, 2021 was a year of strong growth and one where we had a positive impact on the lives of those who need us most.

Our *Life in Lockdown* research showed us that the Covid-19 crisis continued to affect the lives and wellbeing of LGBTQ+ youth in 2021. The research shows that 97% of LGBTQ+ youth struggled with anxiety, stress, or depression. The pandemic posed a greater risk to marginalised and vulnerable groups, including LGBTQ+ young people. Prior to the Covid-19 pandemic, research highlighted the mental health struggles experienced by LGBTQ+ youth in Ireland. These young people are twice more likely to self-harm, three times more likely to experience suicide ideation, and four times more likely to experience anxiety and depression than their non-LGBTQ+ friends. These risks have been exacerbated for young LGBTQ+ people over the past two years.<sup>1</sup>

Against the backdrop of the global pandemic, we grew considerably in size with the addition of seven new team members in 2021. Such growth allowed us to meet the growing needs of LGBTQ+ young people, their families, and the professionals who support them. This growth was enabled by the support of our donors, funders, and multi-annual partnerships with Google.org and Dropbox. Our fundraising income and target for 2021 reflected the reality of the loss of two major income streams, Pride and the Rainbow Ball, which were cancelled in line with public health advice. Like every other charity in Ireland, we faced ongoing adversity in the fundraising landscape. It was only with the help of our incredible supporters that we were able to ensure a successful 2021 and achieve our targets. I whole-heartedly thank our donors and funders for their dedication to the wellbeing of LGBTQ+ young people in Ireland.

As an organisation, we are transparent in our work, in how we operate, and in our governance. Indeed, being trustworthy is one of our values. In 2021, we were awarded Charity Board of the Year for the second year in a row at the Charity Excellence Awards, organised by the Charities Institute Ireland. This award recognises excellence in governance, accountability, and leadership by the Board of Trustees of the winning organisation.

Following a decade of sitting on the Board of Directors, I was honoured to be appointed as Chair of Belong To in 2021. I am grateful to my colleagues on the Board, who bring a wealth of experience and expertise from diverse sectors. Their commitment ensures high standards of transparency and accountability for the organisation. There were a number of changes in the composition of the Board and Subcommittees during 2021, which you will read about in this Report. Most significant was the departure of Nikki Gallagher, who served as Chair from 2017 to 2021. On behalf of the Board, I would like to thank Nikki for her valuable contributions to Belong To during her tenure.

As we look to the future, I feel confident that we will achieve the ambitious goals set out in our new Strategic Plan 2022-2024, *All Different, All Together*. We developed this Strategic Plan in 2021 to equip us with a roadmap to achieve our vision: a society where LGBTQ+ young people are equal, safe, and thriving. As part of this process, we spoke to our partners, our team, the media, politicians, educators, donors, youth workers, families, and LGBTQ+ young people to ensure that this Plan reflects their perspectives. I would like to thank each of these individuals and everyone who supports us as we continue to provide vital supports for LGBTQ+ young people in Ireland and advocate for their rights and safety.

In Pride,



*Dominic Hannigan*

**Dominic Hannigan (he/him)**  
Chair of the Board of Directors

<sup>1</sup> Belong To, Glen (2016) LGBTIreland Report.

# A Message from the CEO, Moninne Griffith

Covid-19 continued to hold a firm grip on the world in 2021. Yet, despite the challenges we faced because of the pandemic, 2021 was a year of growth for Belong To. Our ability to grow during a global pandemic reflects our resilience and agility. This Report maps out the work we did during the final year of our Strategic Plan 2019-2021, *Sharing the Learning*. In 2021, we built a stronger organisation, welcoming seven new individuals to our staff team. With this additional capacity, we could continue to provide support to LGBTQ+ young people and be there for them during what was a tough year for many.

As evident in our *Life in Lockdown* research, levels of self-harm and suicide ideation increased among LGBTQ+ youth in 2021. Many safety nets, supports, and services were unavailable because of lockdowns. More than half of LGBTQ+ young people surveyed told us they are not fully accepted in their home environment. Family rejection, feeling unaccepted, and a denial of identity can result in loneliness, stress, anxiety, and more complex mental health challenges.<sup>1</sup> As you will read in this Report, through our range of frontline services, we are here for LGBTQ+ young people and provide spaces for them to come together, be who they are, and receive the support they need. We are sure that whatever lies ahead, the impact of Covid-19 will be with us for years to come. Our commitment is to continue to understand how this affects our service users and be here for every LGBTQ+ young person who needs us.

As I write these words in 2022, the LGBTQ+ community in Ireland is in a state of shock and grief following the tragic deaths Michael Snee and Aidan Moffitt in Sligo earlier this year. This is an upsetting reminder of how much we still have to do to achieve LGBTQ+ equality. Despite Marriage Equality, Gender Recognition, and Pride parades, anti-LGBTQ+ rhetoric continues to destroy lives in Ireland. We have witnessed a rise in incidences of hate-speech and hate-crime targeting our community in recent years. LGBTQ+ young people in our service experience prejudice and discrimination in their homes, schools, communities, and online as internet hate spills over into real world harm. We watched in horror as Pride flags were destroyed in Waterford last summer and witnessed the devastating impact this has on LGBTQ+ young people nationwide. This trend is reflected internationally, with a rise in anti-LGBTQ+ rhetoric across Europe, and a subsequent increase in LGBTQ+-related hate crime reported in every country in Europe.<sup>2</sup> As we grow our work in schools, I was terrified to see legislation introduced in Hungary last summer banning LGBTQ+ materials in schools.

We continued to see a rise in anti-trans narratives, particularly a battle against the existence of trans women. Throughout this Report, you will read about the steps we are taking to respond to these threats to the equality and safety of the LGBTQ+ community. For too long in our history, LGBTQ+ individuals were abused and victimised, and we refuse to go back to those dark days.

Despite these adversities, we brought about positive change for LGBTQ+ young people in Ireland in 2021. As I reflect on *Sharing The Learning*, I am thrilled that we achieved the goals set out in this Plan. Our dedication to a culture of learning, reflection, and evaluation during the lifespan of this Strategic Plan was a lifebuoy during the pandemic. The systems and structures we had put in place enabled us to respond to quickly meet the needs of our services users. Highlights include training a record number of professionals to support LGBTQ+ youth, rolling out a pilot of our Safe and Supportive Schools project in 19 post-primary schools, and representing the voice of LGBTQ+ young people in 10 national and international submissions.

During 2021, we were guided by our dedicated Board of Directors. We welcomed a new Chair, Dominic Hannigan, and three new Board members, and we bid farewell to our former Chair Nikki Gallagher and our long-standing Board member Dr Maurice Devlin. I want to thank them both for their unwavering and invaluable commitment to Belong To. In 2021, the Board led our strategic planning process, setting out a road map for the organisation for the next three years in our new Strategic Plan *All Different, All Together*.

We enjoy valuable partnerships with a range of organisations, allies, donors, and funders. I am grateful to them for their continued investment in creating a bright future for LGBTQ+ young people in Ireland. I am very proud of the role everyone at Belong To has played during 2021. I wish to thank our volunteers and staff team for coming together during a disruptive year and uniting to achieve our mission. Finally, I would like to thank the LGBTQ+ young people whose crucial voice shapes our support services and our campaigns and is at the core of our work. It is inspiring to work with such a resilient generation of young LGBTQ+ changemakers.

In Pride,



Moninne Griffith

**Moninne Griffith** (she/her)  
Chief Executive Officer

1 Belong To Youth Services (2021) *LGBTI+ Life in Lockdown, 1 Year Later: The Impact Of Covid-19 Restrictions on LGBTI+ Young People in Ireland*. Research Report, Dublin: Belong To Youth Services.

2 ILGA Europe (2022) *Europe's Annual Review of the Human Rights Situation of LGBTI people in Europe and Central Asia*.

# Our Mission, Vision,

# and Values

**Our VISION is a society where LGBTQ+ young people are equal, safe, and thriving.**

**Our MISSION is to empower LGBTQ+ young people, through youth work, education, changing attitudes, and research.**

**Our VALUES guide us in our work and give expression to who we are as an organisation.**

## **We are**

### **Trustworthy**

We are transparent in our work, how we operate, and in our governance.

### **Courageous**

We challenge and speak out about the causes and effects of prejudice, discrimination, homophobia, and transphobia on LGBTQ+ young people, and what must change.

### **Rooted in experience**

We work as equals with LGBTQ+ young people. What we say and do is informed by their lives, experiences, and the challenges they face.

### **Inclusive and diverse**

We seek to create a sense of belonging and to reflect and include the diversity of LGBTQ+ young people and are mindful of intersectionality. We work in community and solidarity for human rights and social justice.

### **Welcoming**

We are mindful of people's wellbeing and strive for our spaces and interactions to be joyful and fun, while ensuring they are safe and respectful.

### **Strategic**

We deliberately make choices about where we focus our work and energy so that we can make maximum impact on where we lead and where we partner with others.

# Looking Back on 2021

## Strategic Goal #1

### Organisational Development and Learning

- Engaged 27 volunteers (2020: 22) to support our work, offering 810 volunteer hours (2020: 736; 2019: 2,582).
- Grew our social media presence across Facebook (2.5%), Twitter (9.5%), Instagram (44%), and LinkedIn (37%).
- Reached over 2,100,000 individuals through our Better Out Than In campaign.
- Recipient of Charity Board of the Year at the Charity Excellence Awards for the second year in a row.
- Raised €977,128 through fundraising in 2021 (2020: €601,525).
- Raised our unrestricted income by 63.83% compared to 2020.
- Published two editions of our donor newsletter, *Pride Inside*.

## Strategic Goal #2

### Youth Work Matters

- Supported 956 young people, family members, and professionals through our Dublin Youth Service in 2021 (2020: 905).
- Offered individual support to 520 young people through phone, text, email, and face-to-face support in 2021 (2020: 474).
- Ran 133 youth groups through our Dublin youth service (2020: 112).
- Provided 522 hours of free crisis counselling through our partnership with Pieta (2020: 376).

## Strategic Goal #3

### Building Safe Spaces

- Supported the National Network to deliver 1,139 direct sessions to LGBTQ+ young people and families (2020: 1,180; 2019: 744).
- Ran 10 National Network group meetings (2020: 37; 2019: 4).
- 706 group sessions delivered by National Network members (2020: 700; 2019: 743).

## Strategic Goal #4

### Empowering Allies

- Trained 2,346 professionals through our enhanced e-learning module 'Supporting LGBTI+ Young People' (2020: 1,268).
- 3,240 professionals were trained on how best to support LGBTQ+ young people (2020: 2,831).
- Delivered 37 Safe and Supportive Schools Project training sessions to 925 school staff members.
- Trained 314 educators and youth workers as part of Stand Up Awareness Week (2020: 217).
- Engaged 2,603 professionals in the corporate sector in training (2020: 1,279; 2019: 2,862).
- Delivered 60 outreach workshops to our corporate partners (2020:40).

## Strategic Goal #5

### Campaigning for Change

- Shared the voice of 2,279 LGBTQ+ youth through our *LGBTI+ Life in Lockdown: One Year Later* research report.
- Reached 75% of post-primary schools through our Stand Up Awareness Week campaign (2020: 68%; 2019: 57%).
- Advocated for the inclusion of LGBTQ+ young people in 10 national and international submissions.
- Established Trans Equality Together, a coalition to promote positive attitudes towards trans and non-binary people, with TENI and LGBT Ireland.

# Looking Forward

Here, we look to the future, and share the goals of our new Strategic Plan 2022-2024, *All Different, All Together*.

Since 2003, Belong To has grown from a youth project into a unique national service and advocacy organisation with and for LGBTQ+ children and young people. Youth services, which inform our research, education work, and a development approach enables us to provide solution-based advocacy at an institutional and public level.

We are rooted in and driven by our direct work with LGBTQ+ young people aged 10-24 and we exist to:

- Create and generate safe spaces and places for LGBTQ+ young people;
- Empower others through education to support LGBTQ+ young people;
- Lead policy and practice by providing expertise, developing best practice models, and reflecting lived experiences;
- Ensure LGBTQ+ young people have the opportunity to have their voices heard; and,
- Be an advocate for LGBTQ+ young people and champion change.

## Our Strategic Goals

Our strategic goals give expression to our vision, mission and purpose and will drive and give focus to our work. Here, we share our goals and desired outcomes. For more details on our measures and KPIs, read the full report at [www.belongto.org](http://www.belongto.org).

## 1. Delivering LGBTQ+ Youth Work

### Goals

- LGBTQ+ young people are safe and supported by a quality youth work service delivered in equal partnership with young people.
- A strong, expanding network of quality, targeted LGBTQ+ youth groups and safe and supportive youth groups across Ireland.

### Outcomes

- LGBTQ+ young people will have access to safe, high-quality youth work groups, services, and supports.
- LGBTQ+ young people will have access to safe, high-quality mental health services and supports.
- Young LGBTQ+ people will have access to safe, high-quality youth work services across Ireland.
- LGBTQ+ youth will have access to specialist supports within Belong To, to reduce the harms caused by alcohol and drug use amongst LGBTQ+ youth.
- LGBTQ+ young people will have access to specialist supports and programmes within Belong To related to sexual health and wellbeing, and sexual health professionals will have been supported to provide LGBTQ+-inclusive sexual health programmes.
- Belong To will have a service for 10-14-year-old LGBTQ+ children.



## 2. Building Safe Spaces and Services

### Goals

- Training and educating professionals engaging with LGBTQ+ young people – in schools, youth services, and sports.
- Engaging with and supporting families.

### Outcomes

- Schools and alternative education spaces will become supportive and inclusive environments for LGBTQ+ young people.
- Belong To will have a dedicated service for the parents, guardians, and caregivers of LGBTQ+ children and young people.

## 3. Campaigning for Change

### Goals

- Champion the voice of LGBTQ+ young people through advocacy and engagement to create an Ireland where LGBTQ+ young people are equal, safe, and thriving.
- Empowering LGBTQ+ young people to be agents for positive social change.

### Outcomes

- Belong To will have influenced policies, legislation, and national strategies relevant to LGBTQ+ youth, ensuring there is greater attention to non-discrimination, bullying, access to healthcare including mental health and sexual health, and the creation of safe, supportive, and inclusive environments.
- Belong To will have produced a high-quality evidence base of research reflecting the lived experiences of LGBTQ+ young people in Ireland.
- Belong To will have ensured that the voices and lived experiences of LGBTQ+ young people have been heard in the decisions that the effects their lives taken by the state.
- Belong To will have increased its visibility and recognition amongst its stakeholders, in the media, and in public discussions on matters that relate to LGBTQ+ young people.
- Belong To will have engaged in solidarity actions to protect and support the advancement of LGBTQ+ rights internationally.
- Schools will be supportive and inclusive environments for LGBTQ+ young people.

## 4. Being a Learning and Developing Organisation

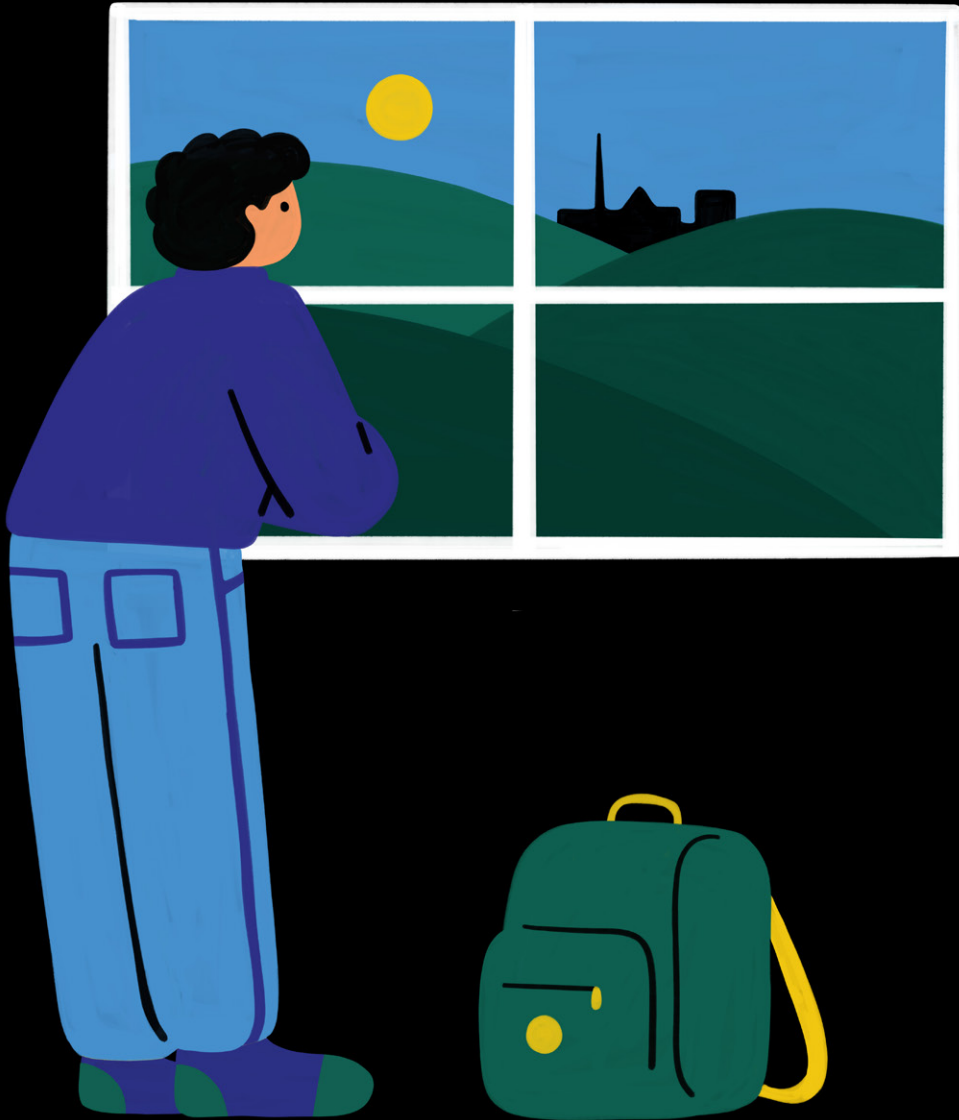
### Goals

- A sustainable, professional, learning organisation with skilled staff and volunteers, and robust systems working to achieve our vision.

### Outcomes

- Belong To's team will have been effectively managed, will have embodied the organisation's values, and will have been resilient.
- Belong To will have a robust Senior Management Team and robust team in place to achieve our ambitious strategic goals.
- A strategic decision will have been reached on the co-location of services for the LGBTQ+ community.
- Belong To will have best class operating systems and practices, our organisation will be efficient, well-run. We will emphasis digital tools to save time and money.
- Belong To will have maintained, diversified, and increased its resources. It will maintain a high proportion of independent fundraised income comparatively to income from the state and state agencies.
- Belong To will be fully compliant with legal obligations, with the Governance Code, and our own governance guidelines and policies.

# Amplifying Youth Voices



We shine a light on issues that matter most to LGBTQ+ youth through our #NewVoices project with Gay Community News (GCN). Here, we share two of these articles.

# On Coming Out

by Jodi Flynn

Coming out is hard. That's something us, as a community, can all agree on. It's a universal experience that each member of the LGBTQ+ community has had to at least think about, and that in itself is extremely daunting. When the process of coming out is discussed, people tend to talk only about the action itself, glossing over the thought processes and experiences that occur both before and after.

My own journey has been a somewhat bumpy road. I originally came out as lesbian when I was 15, and though I no longer use this label, I've found the time I spent with this identification opened my eyes to how hard it is for people to move past stereotypes and feel 100% comfortable with who they are.

I was told that there was no way I was "fully gay" and asked was I sure it wasn't just simply a case of admiration or envy. I was simply too feminine in the eyes of both strangers and my closest of kin to ever be anything other than straight – which was extremely hard for me to move past. Stereotypes like this play on your mind in a way nothing else does. I found myself beginning to wear more masculine clothing, changing my hair and even going so far as to altering my manner of speaking to appear as society expected me to appear. There is nothing I regret more.

The problem with these stereotypes is that they force us into minuscule boxes of outdated ideas and expect us to accept them and, without question, act like the others who share this box with us. Differences should be encouraged, there is no right or wrong way to be who you are.

Sexuality and gender are fluid and labels are optional. Though it may feel like you need one to be deemed acceptable, you don't. Labels cannot be forced onto you, you identify with whatever you identify with and that's okay, you don't have to stick to one even if it seems like you have to.

Expectations tend to be set by friends, family and even strangers that can cloud our minds into thinking that we must stick with the first label or set of pronouns that we ever came out with, or that you have to have certain features or behaviour patterns to be what you're telling them you are. This is, quite simply, untrue.

When I made the decision to stop labelling my sexuality, I was immediately faced with people telling me what they thought I should identify as, or even flat out refusing to see me as anything other than lesbian. It was hard for me at first, but I'm so glad I took the step of coming out again, as I feel much more comfortable and safe now than I ever have, and that is the real importance of coming out.

So, for anyone reading this who's struggling with their gender or sexuality; take your time and remember that you're absolutely allowed to come out as many times as you want, in whatever way you please.

# Being Gay in Rural Ireland

by Joseph Burke

It can be lonely, being gay in rural Ireland. According to the LGBTIreland Report, "The impression also emerged that it is more difficult to be happy and LGBTI in rural Ireland". When I was still in primary school, before I knew I was gay, I had to put up with homophobic bullying. For someone still in the closet and only figuring out my sexual orientation, this experience made me hate myself. I even asked my mother, "Why does it always have to be me that has to stand out?" All I wanted was to be like everyone else for a change.

Being in such a small rural town, there was little awareness at the time and very little support for LGBTQ+ youth. In my life, I had a family member who influenced me by embracing himself and coming out as gay. In my eyes, he was a legend because he was the only one I could relate to. But then I noticed that a lot of my friends were either members of the LGBTQ+ community or allies. Support networks can be life-changing and give us purpose in life.

In college, I was part of the LGBTQ+ society, where we dived into topics related to the community and had 'lived experience speeches'. It brings together people with similar views and acts as a support, which is very important for discovering who we are and having pride in ourselves – especially in an area with little other support.

While having pride and embracing the LGBTQ+ community, my experience was very positive, but unfortunately, very little of these experiences happened where I'm from in rural Ireland. Unfortunately, there aren't opportunities for LGBTQ+ events in my area. My experiences happened in cities like Galway, Dublin, and at college where I attended Pride Marches, LGBTQ+ support groups, drag shows, gay bars, etc. All of these helped to embrace my identity. At the same time, my local community is quite supportive, but it might take some effort to establish regular LGBTQ+ supports.

Since I came out and started embracing myself, I started feeling isolated and lonely when looking for a boyfriend. There seems to be a culture of hook-ups in the gay community, which would work for some people; however, it doesn't work for me. It has a really bad impact on my mental health. The main option to meet LGBTQ+ partners is online, and there aren't many people available, so if we did want to try and meet a partner other than online, we have to go to the likes of Dublin.

Fortunately, the experiences for youth in rural communities are improving, and my experience mostly acknowledges this. There is quite a lot of significant work to be done still, with attitudes toward transgender issues and other minority groups within the community needing to progress. Stigma is an issue that will require a lot of focus too.

It is lonely living in rural Ireland. It feels like there are only a few of us LGBTQ+ folk at the moment. But as they say – good things come to those who wait.

# A Team Effort

Our team is made up of amazing volunteers whose contribution spans across the organisation, from supporting our frontline team to giving back through our leadership programme as peer educators.

Our volunteers are invaluable to the work that we do at Belong To, and are central to how we do this work. Over the past four years, we have invested in growing our volunteer programme and what it means to be a volunteer. Volunteering for Belong To can look like assisting our Youth Work Team with youth engagement, selling raffle tickets at events, facilitating youth groups as a peer educator, or sitting on the Board of Directors of one of our Subcommittees. You can read more about the Board of Directors and our Subcommittees on page 43.

During 2021, despite the pandemic and our services remaining online for some of the year, our volunteer contribution to the organisation remained stable with 2020. All of the youth engagement volunteers trained in 2020 stayed with us in 2021, and honed their online skills to support the young people and youth workers throughout this second year of the pandemic and online groups. We made a strategic decision to move the volunteering program's coordination from the Youth Work Team (Goal #2 Youth Work Matters) to Operations (Goal #1 Organisation Development and Learning). We have witnessed the benefit that volunteering has brought to the Youth Work Team and sought a plan to replicate this throughout the whole organisation.

**2021 Volunteer Facts at a Glance:**  
**27 Active Volunteers**  
(2020: 22, 2019: 74)  
**810 Volunteer Hours**  
(2020: 736, 2019: 2,582)

## Measuring Impact

We worked with Volunteer Ireland in 2021 on a Volunteer Impact Assessment. The objective of this work was to review the volunteer programme by measuring the impact of volunteering on the organisation and assessing the impact they had on key stakeholders. Nearly 70 staff, young people, and volunteers completed surveys as part of this process and shared their insights, experiences, and opinions on our volunteer programme. The report was overwhelmingly positive in its appraisal of the volunteer programme to date. In terms of human capital, all staff members agreed that volunteers both “Significantly increase the organisation’s capacity” and “bring added value to their service”. Looking at social capital, 83% of staff believe volunteers act “as good ambassadors for Belong To and enhance its reputation in the community”. Young people in the service commented that “talking to the volunteers and the youth worker helped to boost my confidence”. Volunteer Ireland compiled a report on the volunteer programme which concluded the following:

- Staff volunteers and young people who responded to the survey present an extremely positive picture of volunteering within the organisation.
- It is widely considered that there is a unique relationship between the volunteers and the young people who access the services as they act as role models and give inspiration and hope for the future.
- Belong To volunteers unequivocally feel supported in their role and part of the bigger organisation. They feel valued, trusted, and that they make a difference.
- Volunteer Ireland also recommended that, to ensure these high standards are kept as the organisation grows, a volunteer strategy should be developed. This volunteer strategy will form part of our new Strategic Plan and will involve the existing volunteers to assist in developing the strategy.



## LGBTQ+ Youth Leadership

Our peer educator programme nurtures leadership skills among LGBTQ+ youth. Through our peer educator programme, we train a cohort of LGBTQ+ young people in leadership, facilitation, and communication skills each year. Peer educators within Belong To engage with a year-long, structured, participatory action research programme. The peer educators themselves are young volunteers who engage in a programme of training and facilitation to directly impact their own learning, and those of the youth groups they engage with. Peer educators put the theory, skills, and knowledge they gain within the annual training programme into practice within our frontline services. The role of a peer educator is to greet new young people who join the service and facilitate workshops at youth groups. We equip them with the skills to engage their LGBTQ+ peers within participatory, non-formal education programmes on topics such as sexual health, mental health, harm reduction programmes, drugs/alcohol harm reduction projects, peer-lead campaigns, and communication strategies.

In 2021, five peer educators participated in the programme, which usually runs for one year, however this group have stayed on for a second year to gain experience facilitating in person, as well as online. The peer educators participated in 10 training sessions in 2021 and received supervision sessions from our youth workers. Training topics included mental health awareness, sexual health, presentation and facilitation skills, and CV and professional development. By learning these skills, we are empowering LGBTQ+ young people to be agents of positive social change in their community and wider society.



**Maggie McAlister** (she/her) has volunteered with the Individuality group for the past two years. She says,

*“Volunteering with Belong To means the world - this service is such a strong force for positivity, and I’m honored to be a part of it. The young people make my life brighter, and I’m so thankful to have them in my life”.*



**Lara Fitzsimons** (she/her) shares how being a peer educator at Belong To has shaped who she is.

*“Peer educator meetings have made me a more confident person and allowed me to come out of my shell and trust my own decisions and opinions. Being a peer educator has allowed me to be independent and also learn how to believe in myself more”.*

**Thank you to our amazing volunteers. We could not do it without you!**

# Switched On

Through our media and communications work, we boost engagement, connect with our community, and shine a spotlight on the key issues experienced by LGBTQ+ youth.

## Media Coverage

Our communications work encapsulates highlighting LGBTQ+ challenges in the media and providing a space for LGBTQ+ youth to share what is important to them. We engage the public through mainstream media to help create an understanding of what life is like for LGBTQ+ youth in Ireland today. In 2021, we featured in 111 pieces of media coverage across national and regional radio, television, and publications (2020: 130). Coverage in 2021 related to the *Life in Lockdown* research, Stand Up Awareness Week, gender-neutral toilets, and International Coming Out Day. A media highlight in 2021 was the premiere of our first ever TV advertisement, featured on RTÉ as part of the #ComeIn campaign. This helped us reach new audiences and let more people know about the range of services we offer for LGBTQ+ young people, their families, and professionals who support our community. We continued our annual collaboration with Gay Community News (GCN), Ireland's longest-running LGBTQ+ publication, under their 'New Voices' initiative. Young LGBTQ+ writers from across the National Network of LGBTQ+ youth groups composed opinion pieces on topics important to them, including isolation in rural Ireland, why Pride is needed, queer music, and LGBTQ+ activism. The pieces were featured on [www.gcn.ie](http://www.gcn.ie) and across our digital channels (read more on page 10).

## Digital Media

### Social Media:

Social media is where we reach our youth audience and stakeholder groups. We utilise platforms including Snapchat, Instagram, Twitter, and Facebook to speak to our audiences. We expanded our digital marketing mix, focusing on building our TikTok page in 2021. Since then, we have utilised our presence on this platform through many campaigns such as Better Out Than In, Stand Up Awareness Week, and in the promotion of our supports and services. From speaking with LGBTQ+ young people directly, it was clear that TikTok was one of the most prominent online spaces for them. This prompted us to explore new platforms to ensure that we're reaching young LGBTQ+ people where they are spending most of their time online.

Throughout 2021, our social media activity included several celebrations such as Lesbian Day of Visibility and a range of campaigns, including our annual self-care campaign. This aims to showcase supports and self-care tips to help LGBTQ+ youth get through the Christmas break, as this can be a particularly challenging time for those who are not out or accepted at home. This campaign garnered 41,830 impressions and 1,462 engagements across Facebook, Instagram, and Twitter. We worked with a number of LGBTQ+ artists based in Ireland to help us mark important events throughout the year, such as the collective Gender.Rip for Trans Day of Visibility, Neasa Tierney (she/her) for Lesbian Day of Visibility, the artist Mouse (they/them) for International Non-Binary People's Day, and Bronagh Lee (she/her) for Bi Visibility Day.

Overall, we posted 1,214 organic posts across Facebook, Instagram, Twitter, and LinkedIn, which led to 3,207,611 impressions, 112,724 engagements, and 4,220 new followers. In terms of paid social, we posted 220 ads across Facebook, Instagram, Twitter, LinkedIn, Snapchat, and TikTok, generating 11,922,426 impressions, 63,066 link clicks, and 988,478 video views.

Due to this high level of both organic and paid social activity, we saw an increase in followers across our social media platforms in 2021 compared to the previous year: Facebook had a 2.5% increase, Twitter a 9.5% increase, Instagram a 44% increase, and LinkedIn a 37% increase.

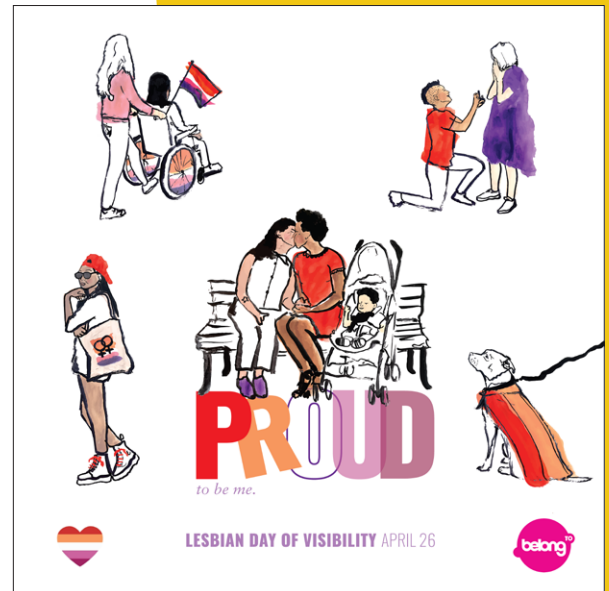
Community management proved to be challenging again in 2021, as we continued to tackle transphobia and hate speech online. The organisation was subject to further trolling and pile-on attempts in response to our content online, specifically around trans-related topics. However, we are active members of Twitter's Trust and Safety Council, which allowed us to work closely with the platform, trialling new product updates and other new functions that enabled us to combat the above community management issues.

### Website:

Our website also acted as a key call-to-action for us during the past year. Many of our campaigns directed to different landing pages, which hosted additional resources and information on topics such as mental health, or signposted our youth groups and support services. The number of visitors to our website decreased from 169,638 in 2020 to 64,617 in 2021. Similar to the decrease we saw in 2020, we believe the introduction of new cookie policies has once again impacted our web traffic figures this year. Although this may be a natural decrease due to overall activity, we cannot capture the accurate figure of web visitors as some users may not have accepted our cookies policy. Popular pages on our website included information about LGBTQ+ identities, Stand Up Awareness Week resources, and online training for youth services and schools.

## Rebrand

Since 2003, Belong To has grown from a Dublin youth service to a national organisation. With this growth, the need for a clear brand guideline and a unifying identity became apparent. We aligned a brand refresh with the development of the 2022-2024 Strategic Plan. The aim was to review our identity and evaluate if it was fit for purpose. We invited a team of staff members representing our stakeholder groups to a working group, engaged with the Board of Directors, and held a youth consultation as part of this three-month process. We received guidance about accessibility from the National Adult Literacy Agency. Everything was under review, from our name to our logo to the organisation tagline. Working with the campaign communications agency, Language, we refined our brand identity, developing a unique logo mark, creating a new descriptor, 'LGBTQ+ Youth Ireland', and establishing how we visually communicate who we are as an organisation through colour, photography, and graphics. You can see this new brand identity throughout this year's Annual Report.





# Changemakers

We amplify the experiences of LGBTQ+ youth and meet their needs through our digital media and public awareness campaigns.



## #ComeIn Campaign

2021 marked the third year of our award-winning #ComeIn campaign in partnership with the Institute of Advertising Practitioners in Ireland (IAPI) and RTÉ 2FM. Running for the first three weeks of November, the aim of the multimedia campaign was to boost the profile of *Belong To* and Stand Up Awareness Week. This year, through the campaign, we focused on encouraging people to think twice about using derogatory, homophobic slurs. The highlight of the campaign was our first ever TV ad, which aired on RTÉ over four days, reaching 1,267,000 people. Stories of LGBTQ+ young people were shared on 2FM for the duration of the campaign, and we featured in interviews on two shows. We also joined regional radio stations for interviews about the campaign. Thirty-seven generous sponsors supported the campaign by paying for radio ads that ran 129 times in November. On social media, the campaign gained massive traction, particularly on TikTok with 2,109,556 impressions (2020: 2,224,382) and 7,531 link clicks (2020: 4,630). The campaign assets featured on

249 digital billboards in locations nationwide, including Supervalu, Mace, Spar, Londis, and Applegreen stores. This campaign has been pivotal in building our brand, reaching new audiences, and growing engagement levels in Stand Up Awareness Week to 75% (2020: 68%, 2019: 57%).

## Better Out Than In

Better Out Than In is a campaign that aims to promote a healthier relationship with mental health and wellbeing amongst 14–23-year-olds in Ireland who are LGBTQ+. The campaign objective is to reach LGBTQ+ youth throughout Ireland, highlighting the importance of talking about their mental health while sending traffic to the 50808 textline via the LGBTQ+ text code. In 2021, we aimed to achieve a high percentage of awareness and engagement from the target audience. Through this campaign, we hoped to make a lasting impact with LGBTQ+ youth and encourage them to talk openly about their mental health.



One of the main challenges of this campaign was reaching LGBTQ+ young people where they spend most of their time online and where they might be most engaged and open to listening to our campaign message. However, we sought to address this by conducting focus groups with LGBTQ+ youth and expanding to new youth-friendly platforms such as Snapchat and TikTok. We reached out to our social media followers to find out their favourite LGBTQ+ activists, TikTokers, athletes or those who they admire, to talk about the importance of opening up about their mental health. This led us to collaborating with Celtic Tigress, Ollie Bell (they/them, ze/zir), Valerie Mulcahy (she/her), and Yasmin Benoit (she/her). We are grateful to these individuals for joining the campaign and creating short-form videos, which we posted across our social media channels and uploaded to our Better Out Than In hub on our website.

To help break the stigma of asking for help and attending therapy, we created video content with the help of mental health professionals. Anne Marie Toole (she/her) from Insight Matters and Ray Sydner (she/her) from MyMind joined us on social media to answer frequently asked questions around getting support and to discuss some of the barriers people may have.

The Better Out Than In campaign ran across Facebook, Instagram, Twitter, Snapchat, and TikTok, generating over 2.1 million impressions, 477,000 video views, and 12,200 link clicks.

## It's Our Social Media

It's Our Social Media is a digital media campaign to combat online hate speech experienced by LGBTQ+ youth. This campaign is funded by Google.org through the 2019 Impact Challenge on Safety. In 2021, we conducted extensive research to determine how to create the most impactful campaign possible. We wanted to better understand how hate speech manifests and why, both online and offline. We began the research phase of our campaign by reaching out to prominent groups in this space with expertise on the topic of hate speech across Europe. These groups included ILGA-Europe and Digital Action. We joined the Coalition Against Hate Crime and worked with the Children's Rights Alliance on the Online Safety and Media Regulation Bill to ensure that platforms are better regulated and play their part to make online spaces safe.

This led us to change our focus from combating hate speech directly to creating more safe spaces online for LGBTQ+ young people. We acknowledged the importance of holding social media companies accountable for their role in enabling hate speech on their platforms as part of the campaign.

We also wanted to gain a better insight into the impact hate speech has on LGBTQ+ young people online and their understanding of its origin, key platforms it occurs on, and how they think we could best combat it. We conducted two focus groups; one which was attended by LGBTQ+ young people and one which was open to all young people to gather a wider range of opinions and feedback. These focus groups then helped shape the campaign in terms of key messaging, digital assets, and the social media channels we aimed to use to promote our campaign. The overall objective of the campaign is to combat online hate speech and harassment directed at the LGBTQ+ community while empowering young people to take back social media, protect themselves online, and to hold social media companies accountable as we work to make spaces safe for users. The campaign will launch in quarter one of 2022.

## Celebrating Pride

Pride is a time to celebrate what it means to be LGBTQ+. Through our campaigns and communications, we connected with our allies and the LGBTQ+ community across Ireland to mark Pride this June. Together with Youth Work Ireland and Foróige, we delivered 750 Pride packs to LGBTQ+ young people as part of our #BringingPrideHome campaign. We highlighted the campaign on social media and shared stories of what Pride means to LGBTQ+ youth across our platforms, garnering 48,154 impressions. We shone a light on some of the fantastic LGBTQ+ activists in Ireland and conducted Twitter interviews with Shar Nolan (they/them) of Galway Pride, Martin Warde (he/him) of LGBT Tara (Traveller and Roma Alliance), and Alannah Murray (they/them) of Labour Disability during June.

We were honoured to partner with the creative agency Boys and Girls for a pro bono multimedia campaign called Rainbow Blood. The campaign focused on raising awareness about violence directed towards the LGBTQ+ community and served as a reminder of why we need to mark Pride. We asked the talented spoken word artist Felicia Olusnaya (Feli Speaks - she/her) to reimagine 'Over The Rainbow', and Felicia produced an incredible piece of spoken word poetry. Supported by Independent Broadcasters of Ireland and RTÉ, these important words were heard by 2 million people across the country on almost every single Irish radio station. The prose was supported by an equally powerful image shot by the world-class team of Alex Telfer (he/him) and retouched by Christophe Huet (he/him). The campaign was launched in *The Irish Times Weekend Magazine* and accompanied by press ads in *The Irish Times*, *The Sun*, *The Irish Mirror*, and *Mediahaus* publications. The campaign also ran across our digital platforms, garnering 91,648 impressions.



# Hope on the Horizon

Our generous donors and funders allow us to deliver our life-saving work and achieve our mission.

The continuation of the Covid-19 pandemic into 2021 brought highs and lows for our entire organisation. Like all other teams, our fundraising efforts had to navigate those unique challenges, unaware of what the future held and what further challenges might arise from another year of restrictions on our fundraising income streams. With so many unknowns, it was critical to be resilient, to have confidence in our good practice, and to remain agile throughout the year.

Our fundraising income and target for 2021 was €684,156 (2020: €462,500). This figure reflected the reality of two major income streams, the Pride parade and the Rainbow Ball, being cancelled for a second year in line with public health advice. Like every other

charity in Ireland, we faced ongoing adversity in the fundraising landscape. It was only with the help of our incredible donors that we were able to ensure a successful 2021 and achieve our targets. Doing so allowed us to meet the challenges that faced us head-on and gave the Fundraising Team hope upon facing a very difficult horizon throughout the year. We were in the privileged position of being able to add a staff member to the Fundraising Team, hiring a Fundraising Assistant, Chris Rowan (he/him), in April. This decision provided the team with the capacity to grow and diversify our fundraising efforts, donor care activities, and ultimately, income. This step was undoubtedly critical to our success in 2021.

The unrestricted fundraising target for the 2021 financial year was €684,156 which we exceeded by 16% to €794,425. Total fundraised income consisting of both unrestricted and restricted income was €977,128. Securing this income in 2021 positions us well as an organisation. It will allow us to invest in our new Strategic Plan and respond to the rise in demand for services, the likes of which we have never seen before.

One of the highlights from the fundraising year was the announcement of our three-year partnership with the Dropbox Foundation, a unique achievement for the Fundraising Team in securing and managing that partnership. Other highlights included our partnership with An Post, raising €16,800 from the sale of the Bród stamp, and our 'Lace-up with Pride' campaign with Aviva Ireland, which saw people from all across Ireland buy rainbow laces in support of Belong To.

## Community Fundraising

From Pride milkshakes to bucket shakes, community fundraising did not stop in 2021 despite the pandemic. Our donors went above and beyond in workplaces, schools, and their communities. The love shown to LGBTQ+ young people all around the country was loud and clear.

Some of the highlights from the 2021 community fundraising activities were personal challenge events, online quizzes, school jumper days, and other creative and thoughtful events. We want to give a special mention to all the schools and students across the country who fundraised as part of Stand Up Awareness Week, raising over €5,000 in total! We can't wait to see this grow over the next few years.

These are just a few examples of the fantastic activities around Ireland in aid of Belong To. We wish we could mention them all. Thank you so much to everyone who held a community fundraising event in 2021; we were amazed by your creativity, determination, and success.

## Digital Fundraising

Our digital fundraising continued as a viable income stream in 2021, with live streaming and gaming events taking place worldwide in support of LGBTQ+ young people in Ireland. Donors supported our work by raising funds to mark their birthdays and special occasions on social media. We can't wait to see what 2022 brings in the online space for fundraising.

## Corporate Fundraising

Throughout the year, we enjoyed collaborating with numerous corporate organisations around the country, with both new and well-developed partnerships delivering a range of events and campaigns. Some highlights include delivering 60 corporate online workshops, reaching 2,603 corporate employees, to improve knowledge and awareness of LGBTQ+ experiences, and to equip employees with the tools and language needed to ensure their workplaces are welcoming and inclusive for LGBTQ+ colleagues and prospective employees.

We were thrilled to be supported by the Dropbox Foundation as one of their chosen charities for the next three years, a ground-breaking partnership for our organisation. This partnership came at a time when there was huge uncertainty facing charities across the country. It now provides us with sustainability for the organisation's future and allows us to be agile in response to the current needs of LGBTQ+ young people as they arise. We continued our multi-annual funding made available by Google.org through the 2019 Impact Challenge on Safety.

**Fundraised Target 2021**  
**€684,156**

**Fundraised Income 2021**  
**€977,128**



# Empowering LGBTQ+ Youth



We are there for LGBTQ+ young people when they need us through our frontline support services.



Research shows between 6–10% of any group of young people may identify as LGBTQ+.<sup>1</sup> This means that LGBTQ+ youth are in classrooms, youth services, and families all over Ireland. We support these young people, their family members, and professionals who work with them. Our Dublin Youth Service facilitates peer-support groups for LGBTQ+ youth and provides one-to-one support services for young people, parents, and professionals. We empower LGBTQ+ youth to become agents of social change to tackle the challenges they face. These services are funded by the Department of Children, Equality, Disability, Integration and Youth.

We welcomed Youth Worker, Brenda Kelly (she/her), to the team in November 2021. Having another individual in the Youth Work Team adds capacity to help us meet the growing demand for our support services. We continued to support LGBTQ+ young people during the pandemic in 2021 through a combination of digital youth work and in-person sessions, following Government restrictions.

## Key Insights

Since 2019, we have collected data to inform our youth work practices. The data we gather in compliance with GDPR equips us to respond to emerging presenting topics and shape our support services to meet the needs of LGBTQ+ youth. We continuously audit our database to ensure the data is accurate. During an audit in 2021, we discovered the figures reported on unique individuals accessing our Dublin youth service in the 2020 report were incorrect as the figure included young people who attended more than one of our services and were inadvertently included twice in the data. We have worked with our Salesforce Administrator to solve this challenge and review data quality. The updated figures on unique individuals supported in both 2020 and 2021 are accurate in this report. The majority of young people who access our service are aged 15-17. The most frequently presenting issues for young people accessing the service in 2021 were gender identity, coming out, mental health, Covid-19, bullying, and challenges at school. The issues seen on the frontline reflect the experiences LGBTQ+ young people from across Ireland shared with us as part of the 2021 *Life in Lockdown* research (read more on page 35). Some 30% of those who got in touch were looking for information about our youth groups.

We supported 956 individuals through our frontline service, an increase of 5% compared to 2020 (905). This includes young people, parents, family members, youth workers, teachers, social workers, and professionals who support LGBTQ+ young people. Our data tells us that LGBTQ+ young people accounted for 54% of the caseload. Our Youth Work Team supported 3,719 individual interventions in 2021 through calls, chats, and emails (2020: 3,616). January, March, and April were the busiest months for the Dublin Youth Service, with an increase in the number of individuals seeking support during these times. Our team continued to refer many individuals to internal services, such as our LGBTQ+ youth groups. Others were referred or signposted to external agencies and organisations equipped to meet the specific needs of the individual request, including LGBTQ+ youth groups in the National Network, and homeless, sexual health, and mental health services.

## Frontline Wellbeing

Working with young people who have experienced trauma and injustice can have a serious impact on the professionals who support them. As the demand for our frontline services grew in both 2020 and 2021, our Youth Work Team experienced differing levels of vicarious trauma as they supported LGBTQ+ youth struggling with suicide ideation, self-harm, and discrimination. Aware of the stress and burnout this secondary trauma can cause those in the helping profession, we developed a wellbeing plan for our frontline team. This includes a monthly group session with Psychotherapist Ann Marie Toole (she/her) from Insight Matters where staff can process their experiences as frontline workers. The Youth Work Team also attends a monthly reflective practice, accesses external supervision, and can avail of an Employee Assistance Programme service which we offer all staff in the organisation. Minding the wellbeing of our team is a priority as this, in turn, ensures high-quality support for LGBTQ+ youth and their family members. The success of this programme prompted us to set up a similar space for members of the National Network of LGBTQ+ youth groups that we support.

<sup>1</sup> Dooley, B, O'Connor, C, Fitzgerald, A, & O'Reilly, A (2020). *My World Survey*.

## Support Services

### Drugs and Alcohol Service

Our dedicated drug and alcohol support service is a safe place for LGBTQ+ young people to bring any concerns around drug and alcohol use. The service is free of cost, confidential, and non-judgmental. Our service is based on the harm reduction model and focuses on reducing the harms around alcohol and substance misuse. We are non-judgmental and take a humanistic approach to working with young people within our service and focus on getting the right support and services in place to best serve those in the North Inner City of Dublin.

Developing training for mainstream drug services to ensure that their space is safe, welcoming, and inclusive of LGBTQ+ service users was a key focus in 2021. We established a working group with representatives from Rialto Drug Service, Merchants Quay, and Saol Project to help us understand the training needs of drug services. Looking to 2022, we plan to develop training based on these needs, and support drug and alcohol workers and organisations around LGBTQ+ drug and alcohol use.

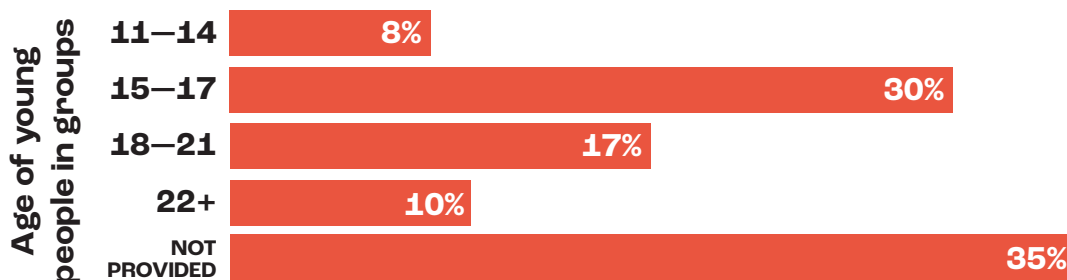
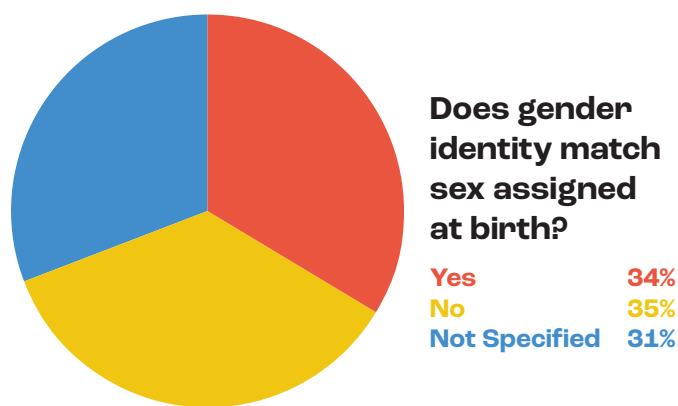
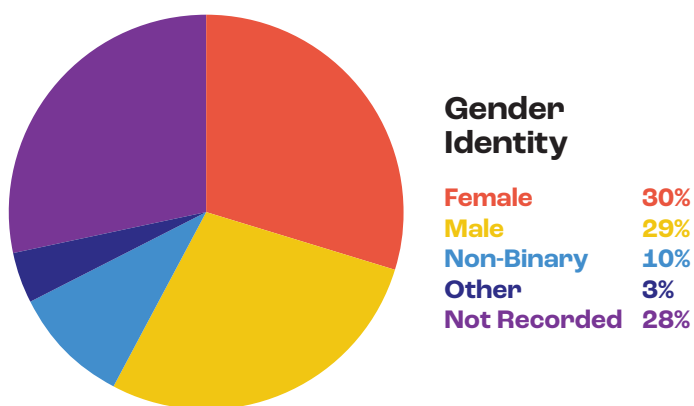
As an organisation with the only dedicated LGBTQ+ Drug and Alcohol Youth Worker in Ireland, we also advocate for the needs of LGBTQ+ young people in this space. In 2021, we met with the Minister of State for Public Health, Wellbeing and the National Drugs Strategy, Frank Feighan, and contributed to the North Inner City Drugs and Alcohol Taskforce, the Midlands Regional Drug and Alcohol Taskforce, the HSE Chemsex Working Group, and the HSE Community and Alcohol Drug Service Committee.

### Crisis Counselling with Pieta

In partnership with Pieta, we offer free Crisis Counselling for LGBTQ+ young people who are engaging in self-harm, thinking of suicide, or who have been bereaved by suicide. The service is available to service users aged 14-23, and parental/guardian consent is required for those under 18 years of age. Due to the pandemic, sessions took place over phone or video in 2021. This has made it easier for many individuals to access the service, including those whose anxiety makes it difficult to leave their home and those who have far to travel.

Many marginalised groups, including LGBTQ+ young people, will not reach out for help unless they know that a space is inclusive and open. Belong To and Pieta came together to create this service, knowing that LGBTQ+ young people experience high rates of self-harm and suicide ideation. LGBTQ+ young people come to this service knowing that they are going to a therapist who is understanding of their sexual orientation and gender identity. They don't have to explain themselves.

During 2021, 522 hours (2020: 376) were spent providing free crisis counselling to LGBTQ+ youth and 64 hours were spent on therapeutic assessments (2020: 47). Pieta offer 12 sessions and work with clients on their internal sense of self and emotional regulation, supporting them to manage stress and anxiety. For LGBTQ+ young people, their anxiety is often linked to their identity. It is linked to their sexual orientation or gender identity and who they are as a person. Often for LGBTQ+ young people, nobody in their home, school, or community looks like them or has the same sexual orientation as them.



## **Trans Rights Now!**

**Trans and non-binary young people in our Dublin Youth Service engaged in equal partnership with the Youth Work Team to develop a Trans Youth Strategy in 2021. The aim of the Strategy is to highlight the areas of work for 2022-2024 relating to trans and non-binary youth.**

**Key areas identified by the group as part of this Strategy are health, education, social inclusion, social discrimination, and gender recognition.**

**The Strategy aligns with Better Outcomes Brighter Futures and the National LGBTI+ Youth Strategy.**

**A Youth Advisory Panel explored the strengths and weaknesses of each area while looking ahead at what work can be conducted during the duration of the strategy. A big thanks to all who contributed their voice!**

---

**Our model of youth work practice is adapted from the Critical Social Educational Model of youth work.**

**Critical:**

**LGBTQ+ young people thinking for themselves.**

**Social:**

**Pro-society and working together as a group.**

**Education:**

**Youth work values and process guide the education process.**

# The Power of

# Community



Our youth groups provide a safe, welcoming, fun space where LGBTQ+ youth can meet other LGBTQ+ young people, engage in informal educational programmes based on issues affecting their lives, and have fun.

Since the pandemic in 2020, our professional youth workers, with dedicated LGBTQ+ expertise, facilitate the youth groups digitally and face-to-face, assisted by a team of volunteers. Our five Dublin-based groups met 133 times in 2021 (2020: 112, 2019: 110). Our practice is young person centred, and promotes the wellbeing, self worth, and self belief of LGBTQ+ young people. Through our 'Equal Partnership' model and 'Youth Participation' practice of non-formal education, LGBTQ+ young people are co-coordinators of the peer support groups. They democratically decide what workshops take place within their peer groups, and our peer educators facilitate the workshops (read more on page 13).

The pandemic continued to impact our groups in 2021, with all groups continuing to meet online in January. LGBTQ+ young people experienced many barriers to accessing digital services, including poverty, overcrowding at home, and Zoom fatigue. Some young people did not feel safe joining an LGBTQ+ group from their home, as they were not out to family members or lived in a home environment that was unaccepting of their identity. Many of these barriers align with the 2021 National Youth Council of Ireland (NYCI) report that showed that 69% of youth work sector organisations saw a decrease in the number of young people engaging with their services.<sup>1</sup> In October, in line with Government guidelines, we started to move our groups from online to face-to-face again.

Here we highlight some of the achievements, risks, and challenges these groups encountered in 2021:

## New Young Person's Project

The 'New Young Person's Project' was set up in 2020 as an induction space for LGBTQ+ young people engaging with Belong To for the first time. Through the Project, we support young people's integration to the service before joining one of our youth groups. In total, 78 young people attended this project in 2021 which ran 24 times (2020: 20).

### Achievements

This was the second year of this project. Following a review and evaluation, we changed the programme from four weeks in duration to a one-off induction space. Young people were eager to join our existing groups and felt four weeks was too long.

- The group learns about Belong To, the services we offer, what a group is like, and engages in a game and quiz.
- This project offers young people a chance to get to know our Youth Workers and feel more confident when joining an existing group.

### Risk & Challenges

- Young people from across Dublin and nearby counties access our Dublin youth service. This presents a unique challenge of not being in a position to link in with local schools, child or family services as regional and more local services do.

<sup>1</sup> NYCI (2021). Youth Work and Covid-19: 2021 Review of the Youth Work Sector Response to the Covid-19 Pandemic.



## Under 18s

Formerly known as Belong To Sundays, the Under 18s group meets every Tuesday evening. The group ran 41 times in 2021 (2020: 25) with 279 attendees (2020: 187).

### Achievements

- The group resumed in-person groups in November, and it was a huge achievement that so many young people felt safe to return to the space.
- Levels of group engagement grew, and their bond strengthened when the group moved from online to in-person.
- Group activities included a murder mystery evening, a walking debate, and workshops on LGBTQ+ rights, mental health, gardening, and eating disorders.

### Risks & Challenges

- We had to move the group from Sundays to Tuesday evenings, as the venue we had initially used was closed due to Covid-19. For some young people in this age bracket, it is more challenging to access a group in the city centre mid-week.
- Anti-LGBTQ+ bullying remains a big problem for this group, many of whom are still in second-level school. This can impact individual members' safety and mental health.

## The Ladybirds

This group is for young lesbian, bisexual and trans gals and their non-binary pals. The group meets on a Thursday and ran 31 times (2020: 16) with 176 young people in attendance in 2021 (2020: 73).

### Achievements

- This group has grown significantly, with many new members joining from the New Young Person's Project.
- The group has thrived since they returned to in-person groups in October.
- Group activities in 2021 included astrology, mental health, bullying and your rights, musicals, and LGBTQ+ history.

### Risks & Challenges

- Many group members struggled to engage online at the beginning of 2021.
- The group experienced homophobia, biphobia, and transphobia in their home, schools, and communities.
- This group is negatively impacted by the absence of social spaces for lesbian, bi, queer, and trans women in the LGBTQ+ community.

## Over 18s

Our Over 18s group is for 18 to 23-year-olds.

### Achievements

- In November, we advertised this service and new young people started to engage in this group.

### Risk and Challenges

- This group struggled to engage online due to not having access to phones, laptops, or the internet.
- This age cohort was severely impacted by the pandemic and lockdowns as evidenced in the *Life in Lockdown* research (read more on page 35).

## Individuality

This group is for trans and non-binary young people and those exploring their gender identity. In 2021, the group ran weekly 37 times (2020: 29) with an attendance of 433 young people (2020: 315). This group remained online for all of 2021.

### Achievements

- This group navigated the online space well and continued to engage weekly online.
- Workshops in 2021 included arts and crafts, a Pride party, coming out, show and tell, and mental health.
- Members of Individuality worked with the Youth Work Team to create a Trans Youth Strategy for the Dublin Youth Service.

### Risks and Challenges

- The gender identity adolescent service – situated in Crumlin Children's Hospital – closed to new referrals in December 2020. For trans young people who are not already receiving medical advice, this means they have no access to healthcare and nowhere to turn. This has a big impact on the group and resulted in mental health challenges for group members.
- The rise of transphobia online and in the media had a negative impact on the group in 2021.
- Members of this group continued to experience transphobic bullying in both second-level and third-level education.
- Members of this group were anxious about meeting in person and therefore, our annual Transboree event in December was cancelled this year.

# Youth Workers

United



The National Network of LGBTQ+ youth groups that we support strives to create safe spaces close to home for LGBTQ+ youth across Ireland.

LGBTQ+ young people live in communities, towns, and cities across every county in Ireland. The aim of the National Network is to ensure that these young people have access to dedicated, high-quality youth services and supports wherever they live in Ireland. Through the Network, we connect youth workers and volunteers around the country. We facilitate a space for members to exchange insights, share best practices, and receive support from one another. We work in partnership with national youth organisations such as Youth Work Ireland, Foróige, Crosscare, and local youth and community services that provide LGBTQ+ youth groups to create a standardised model of LGBTQ+ youth work and best practice across Ireland. In March, we welcomed Development Officer, Barry McSkeane (he/him), to the team and we were sad to say goodbye to our National Network Coordinator, Lisa McKenny (she/her) in October. Lisa joined *Belong To* as a Youth Worker before moving to the role of National Network Coordinator.

In 2021, we increased the number of groups we supported nationwide to 64 (2020: 56; 2019: 56) welcoming new groups from Longford, Cork and Dublin.

## Stronger Together

Following the move to online meetings in 2020 as a response to Covid-19, the National Network continued to meet online on a monthly basis through 2021 in place of the quarterly face-to-face meetings. In 2021, we facilitated 10 online meetings for National Network members. This offered youth workers a space to check in, discuss emerging themes, and share support, resources, and information to meet the needs of LGBTQ+ young people. Halfway through the year, the Network revisited their key priorities, with mental health supports and clear pathways for trans healthcare being the main focus for 2021-2022.

In September, the Network members elected Emma Whitty (she/her) from Ferns Diocesan Youth Service, Wexford, as the Chair of the Network. We are grateful to our outgoing chair Debbie O'Rourke (she/her) for all of her work chairing the Network from 2018-2021.

Network members' challenges included struggling to keep vulnerable LGBTQ+ young people engaged either in person or online. Despite the easing of public health restrictions throughout the year, the need for one-to-one support for young people and their families stayed in high demand among the Network, with a slight decrease of only 3.5% from last year. The top presenting issues for LGBTQ+ young people across the Network were anxiety, isolation, bullying, and victimisation. In September 2021, we introduced a therapeutic group space with Insight Matters for youth workers experiencing vicarious trauma arising from working with vulnerable LGBTQ+ young people.

As part of our work supporting the National Network, we distributed grants totalling €45,000 to 11 National Network members. The annual funding for these grants is provided to us by the National Office of Suicide Prevention.

## Achievements and Challenges

Youth workers across Ireland were faced with many difficulties in supporting LGBTQ+ young people in 2021. Drop off rates from online groups due to Zoom fatigue and a desire for in-person spaces persisted as an ongoing barrier to engaging with new and existing members of the Network's youth groups. The ever-changing public health guidelines brought more challenges with the introduction of hybrid groups, providing in-person spaces, while maintaining connectivity with young people who could only access the online arena. The already stretched capacity to deliver the necessary supports had additional strain placed on it due to these ever-changing needs.

For the second year in a row, the annual Dublin Pride event in June and Pride events nationwide were cancelled due to Covid-19. Working with Youth Work Ireland, Foróige, and the National Network, we celebrated Pride through our #BringingPrideHome campaign. We delivered Pride packs to 750 young people around the country to mark Pride together while apart. Each pack contained a t-shirt and tote bag with a one-off design by artist and former Peer Educator, Aodh Quigley (he/him), pronoun badges, stickers, and Pride flags. We invited LGBTQ+ young people to submit video footage, and we worked with a videographer to create a fabulous and fun 'Born This Way' music video to mark Pride. We also ran a digital Pride Disco via YouTube to provide a space for LGBTQ+ young people to celebrate Pride at home and with friends. A big thanks to our guest DJ's – Stephen Dowling (he/him), Glamo (she/her), and Conor Behan (he/him).

In response to the mental health challenges experienced by LGBTQ+ young people during the pandemic, we collaborated with MyMind, the counselling and psychotherapy service. In July, they launched a pilot

therapy service for LGBTQ+ young people in partnership with us, so LGBTQ+ youth could access counselling and psychotherapy free of charge. The HSE funded the pilot under Connecting for Life, Ireland's national strategy to reduce suicide. LGBTQ+ young people across Ireland could avail of counselling via a one-to-one phone or video calls. In total, 22 young people were referred to this service across Belong To and the National Network groups.

## Building Safe Spaces

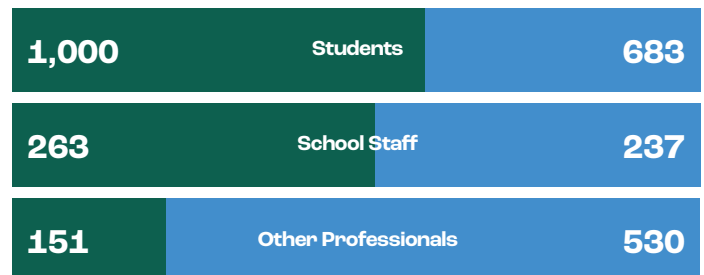
Since 2020, we have been focused on developing our Safe and Supportive Services model as per our strategic goal #3, Building Safe Spaces. We aim to expand consistent models of practice, training, and accreditation in collaboration with the National Network and our youth work partners. Safe and Supportive Services was developed by Michael Barron (he/him), the former Executive Director of Belong To, based on the Safe and Supportive Schools project developed by Michael and Lisa O'Hagan (she/her), Health Promotion and Improvement (Health and Wellbeing Division-HSE West).

In September, we engaged youth work consultants Louise Monaghan (she/her) and Olive Ring (she/her) to research international models and review the project toolkit. This toolkit is for youth workers who want to create safe and supportive youth work services that are fully inclusive of LGBTQ+ young people. The document outlines a 'Whole Youth Service Community' model with six key action areas that can effectively be implemented through focused leadership and senior management support.

### Support sessions provided by the National Network



### Individuals trained by the National Network





# Watch and Learn

Training allows us to equip professionals, organisations and services to understand and meet the needs of LGBTQ+ youth.

Our Education and Training Team enables us to support professionals across the country to understand what life is like for LGBTQ+ youth in Ireland and to support them to meet the needs of this group. Central to our Strategic Plan is sharing our learning of working with LGBTQ+ young people for the past 18 years. We are proud that we now have a dedicated team in place to focus on this work – now in its second year. Covid-19 had an unprecedented impact on the work of our Education and Training Team in 2020, continuing into 2021. Schools, youth services, and Youthreach Centres closed for weeks, and face-to-face training was completely halted in almost all schools and organisations. With this in mind, we focused on moving training sessions online and postponed the launch of our new Professional Seminar Series until 2022. We expanded our Education and Training Team, with Stephen Cassidy (he/him) joining as Education and Training Officer in June. This increased the capacity of the team to provide additional support for educators and professionals working with young people, and in 2021, we trained 6,749 individuals (2020: 2,831).

While the considerable impact of face-to-face training cannot be underestimated, educators and professionals have become much more familiar and comfortable with online training and e-learning. We saw increased engagement in both the online training and our e-learning module. This shift to online learning allows us to rapidly increase LGBTQ+ awareness and understanding among many more educators and professionals throughout Ireland than if all training was delivered in-person.

## Education Advisory Groups

With the growth of our Education and Training Team and focus on LGBTQ+ inclusion within the education sector, we established two new advisory groups to support our work in this area. We set up an Education Sector Advisory Group and an Educator Advisory Group. Membership of the Education Sector Advisory

Group includes representation from: National Parents Council Post-Primary (NPCPP), Irish Second-Level Students Union (ISSU), Irish National Teachers Organisation (INTO), National Association of Principals and Deputy Principals (NAPD), Joint Managerial Body Secretariat of Secondary Schools (JMB), Association of Community and Comprehensive Schools (ACCS), Education and Training Boards Ireland (ETBI), Youthreach, and Transgender Equality Network Ireland (TENI).

The Educator Advisory Group is composed of 10 post-primary staff with an interest in LGBTQ+ inclusion. These groups meet quarterly to advise on the development of our quality standards framework model known as the Safe and Supportive Schools project and guide our work in the education sector. We are grateful to the individuals who give their time to share expertise and insights as members of these groups.

## E-Learning: Inclusive Schools & Youth Services

We updated and enhanced our e-learning module for educators and youth services in 2021 to create a shorter, more user-friendly experience available on desktop, tablet, and mobile. In May, we launched 'Supporting LGBTI+ Young People', a 90-minute enhanced version of our first e-learning module, 'Creating LGBTI+ Inclusive Schools and Youth Services'. This training is designed for professionals working with young people, such as educators, youth workers, and social workers. From May to December 2021, 2,346 professionals participated in this free training module. We collaborated with LogicEarth on the user experience for this project, which is funded by the City of Dublin Youth Service Board (CDYSB), and the City of Dublin Education and Training Board (CDETB). In 2022, we plan to grow our e-learning modules with content on sports and on volunteering.

### Number of Individuals Trained

|                    |                    |
|--------------------|--------------------|
| 2021: <b>6,749</b> | 2019: <b>2,862</b> |
| 2020: <b>2,831</b> | 2018: <b>707</b>   |



## Stand Up Awareness Week

Staff training is an essential component of Stand Up Awareness Week, our annual campaign for schools, Youthreach Centres, and youth services (read more on page 32). In 2021, we continued to provide these training sessions online. We hosted six regional sessions for post-primary school staff, one session for Youthreach Centre staff, and a new session for youth workers running Stand Up Awareness Week in their youth services. Participants learn about how to run Stand Up Awareness Week in detail, and we provide them with guidance and activity ideas. For the first time, we hosted an online information session for post-primary Board of Management members to learn more about the importance of LGBTQ+ inclusion in schools and the purpose and impact of Stand Up Awareness Week. We were proud to increase the number of individuals trained as part of Stand Up Awareness Week to 314 (2021: 217).

## Mental Health

As is evident from our frontline service and *Life in Lockdown* research, the mental health of LGBTQ+ young people was severely impacted during the pandemic. We continued to collaborate with Jigsaw, the national centre for youth mental health, in 2021 to equip professionals to support this group during a particularly challenging period. The training programme 'Supporting the Mental Health of LGBTI+ Young People' provides participants with a greater understanding of LGBTQ+ identities and raises awareness about the specific challenges facing this cohort, including discrimination, homophobia, biphobia, and transphobia. The training is for adults who work or volunteer with young people in their community, and organisations and agencies that provide youth services. This training consists of an online self-directed course, followed by a facilitated 3-hour online training session. There was a significant increase in the number of individuals who completed the online component, growing from 51 in 2020 to 459 in 2021. Fifty-seven individuals participated in the facilitated sessions which took place in January, July, October, November, and December (2020: 15).

## Sexual Health

'In The Know' is our personal development training programme for gay and bisexual men and trans young people. The programme consists of three weekly 90-minute online sessions taking place over three weeks. In 2021, we hosted 'In The Know' online in March, May, and September. Participants learn about sexual health, online dating, consent, chemsex, and HIV prevention. Thirty-nine young people participated in this programme in 2021 (2020:6).

The past 12 months were an exciting time as we expanded 'In The Know' from a personal development programme to an online training programme for facilitators. The development of the 'In the Know' programme manual and online facilitator training is a partnership project between the Sexual Health Centre, Belong To, and the HSE Sexual Health Crisis Pregnancy Programme (SHCPP). Through this initiative, we aim to equip youth workers, community workers, sexual health workers, and other appropriate professionals to deliver the 'In the Know' programme to their young service users. Minister of State for Public Health, Well Being and National Drugs Strategy Frank Feighan, TD, launched the online training in July. Thirty-three individuals participated in this online facilitator training from July to December 2021.

## LGBTQ+ Leadership Training

In partnership with Foróige, we developed two LGBTQ+ Youth Leadership training programmes in 2021. We worked with their team to adapt their existing Leadership for Life programme for an LGBTQ+ audience. Providing opportunities for LGBTQ+ youth to learn leadership skills is core to our values at Belong To. Working with the Leadership for Life department in Foróige, we facilitated four sessions for the under 18s group and two sessions for the over 18s group. Participants created LGBTQ+ advocacy campaigns in the areas of sexual and mental health as part of the project. There were 45 young people (aged 15-18) who completed the LGBTI+ Leadership Programme and 12 participants (aged 19-24) that took part in the LGBTI+ Youth Leadership and Advocacy Programme.

## Homeless Training

We conducted research into LGBTQ+ youth homelessness with Focus Ireland and University College Dublin in 2020. One recommendation from this research was the development of LGBTQ+ youth homeless training. Working with the Homeless Coalition LGBTQ+ Working Group, we conducted a training needs analysis to determine the needs of the workers that support LGBTQ+ young people within the homeless sector. This analysis took place in 2021 through surveys, focus groups, and interviews with staff of Simon Community, Focus Ireland, and Peter McVerry Trust. A key finding from this training needs analysis included an urgent need to develop staff training and policies which reflect the lived experiences of LGBTQ+ individuals within emergency accommodation. It was also recommended that LGBTQ+ training should be mandatory for all staff. We hope to launch this training in 2022.

# Educate and Celebrate

Nineteen schools engaged in our Safe and Supportive Schools project in 2021 to create environments where all LGBTQ+ young people can feel welcome, celebrated, safe, and supported.

True LGBTQ+ inclusion is about making LGBTQ+ identities part of everyday life in homes, schools, and communities. Our Safe and Supportive Schools (SASS) project is designed to work with teachers, parents, students, and the broader community to build a safe, supportive, and inclusive environment for LGBTQ+ youth.

In 2021, 19 post-primary schools, encompassing over 1,000 staff members and more than 12,000 students, continued to participate in the SASS pilot project. Three schools were unable to complete the project due to demands related to Covid-19. However, we were happy to welcome two new schools to the 2021 cohort. Despite the ongoing challenges of the pandemic and its associated restrictions, school communities across the country persevered in their efforts to create safe and supportive environments for LGBTQ+ young people. Participating schools identified a SASS Coordinator who, working closely with their principal and senior management, assembled a team of colleagues to undertake the requirements of the project as SASS committees.

We continued to collaborate with Dr Seline Keating (she/her), Assistant Professor in Social Personal and Health Education (SPHE) and Wellbeing, and Research Fellow at Dublin City University's Anti-Bullying Research and Resource Centre to evaluate the SASS model in participating schools. Dr Keating collated the results of in-depth surveys conducted in each school, which explained their specific needs at the outset of the project. The survey looked at staff members' knowledge, attitude, and understanding following participation in SASS. We know that the needs of each school are different and so, Dr Keating used this data to create an in-depth baseline report for each school. This provided them with an insight into their existing strengths and areas to focus attention on for the project.

## Sharing the Learning

All staff members (including non-teaching staff) completed *Belong To's* online 'Supporting LGBTQ+ Young People' e-learning module. This 'Level 1' training helped staff to understand some of the challenges faced by LGBTQ+ young people and important concepts that can make schools safer. The training content included tackling homophobic and transphobic language, supporting a young person's coming out, and understanding unconscious biases. Feedback for the e-learning module was incredibly positive, with one teacher from a SASS school commenting, "the videos were the most powerful I've seen. It was the best piece of CPD (continuing professional development) I've done".

Following this, staff participated in 'Level 2' training, facilitated by the Education and Training Team over Zoom, in compliance with Covid-19 guidelines. This 90-minute training allowed staff to learn more about the experiences of LGBTQ+ young people in school and discuss best practice responses to a range of scenarios that they may encounter in schools. These 'Level 2' training sessions were successful, with 925 school staff members trained in 37 SASS training sessions. A number of schools deferred their all-staff online training until 2022 due to school closures, so our goal of 100 workshops will be met in 2022. Again, feedback was very positive, with one staff member saying, "The whole staff Zoom was interactive, we all had the opportunity to engage and give our opinion".



## Taking Action

With the baseline survey complete and staff trained, the next step was to agree on a plan of action for the remainder of the year. This plan is based on the six key action areas for SASS. Based on evidence from national and international research, as well as the initial SASS pilot in 2013/14, these action areas are:

1. Policy and planning
2. Curriculum and learning
3. Safe and supportive environment
4. Community partnership
5. Direct support to young people
6. Staff training and development

Equipped with specific insights on the needs of their schools, SASS coordination teams developed action plans for each of these areas. To support them with this, they used the SASS Toolkit and a newly developed SASS Accreditation Pack.

The Accreditation Pack outlines minimum requirements and best practice for each of the six action areas. This allows schools to plan actions with confidence that evidence and research support the long-lasting impact of these actions in their schools.

## Looking To The Future

In 2021, the SASS project continued to be impacted by the ongoing challenges and uncertainties faced by schools due to Covid-19. All training sessions and meetings with schools have had to take place remotely, and staff understandably struggled with increased pressure and demands on their time. However, it has been truly inspiring to see the commitment and dedication of schools participating in the SASS project. Together, we have worked through these challenges and followed through with the project to create schools where LGBTQ+ young people are safe and supported to be themselves.

In 2022, we look forward to supporting these schools in completing their participation in the SASS project. We plan to visit each school to provide on-the-ground support and recognise their fantastic work. We also plan to host a celebration to close out the project and thank all 19 schools for their commitment to improving the lives of their students. Looking forward, we intend to relaunch the project to welcome a new cohort of schools to come on the SASS journey with us in September 2022. We plan to review and refine the model in conjunction with our Education Sector Advisory Group.

## Let's celebrate the schools who participated in SASS in 2021!

**St Catherine's Vocational College**, Co. Donegal

**Tyndall College**, Co. Carlow

**Coláiste Íde agus Iosef**, Co. Limerick

**Selskar College**, Co. Wexford

**Coláiste Chill Mhantáin**, Co. Wicklow

**Borrisokane Community College**, Co. Tipperary

**Roscommon Community College**, Co. Roscommon

**O'Carolan College**, Co. Meath

**St Peter's College**, Co. Meath

**O'Fiaich College**, Co. Louth

**Coláiste Iósaef**, Co. Limerick

**Naas Community College**, Co. Kildare

**Maynooth Community College**, Co. Kildare

**Piper's Hill College**, Co. Kildare

**Coláiste Bhaile Chláir**, Co. Galway

**Merlin College**, Co. Galway

**Marino College**, Fairview, Dublin

**Kingswood College**, Tallaght, Dublin

**Scariff Community College**, Co. Clare



# Stand up



Minister for Education, Norma Foley, TD pictured with students from Marino College at the launch of Stand Up Awareness Week 2021.

## Awareness Week

Stand Up Awareness Week is our annual campaign to create safe spaces for LGBTQ+ youth in schools, Youthreach Centres, and youth services.

Stand Up Awareness Week is Ireland's largest LGBTQ+ anti-bullying campaign. The campaign took place from Monday, November 15th to Friday, November 19th, 2021. This was the 12th year of the campaign that gives second-level schools, Youthreach, and youth services the opportunity to celebrate and recognise their LGBTQ+ community. It is a time to show solidarity with LGBTQ+ youth so they feel seen, heard, and safe, and to ensure everyone knows that biphobic, homophobic, and transphobic language and bullying will not be tolerated.

Running Stand Up Awareness Week is a first step to creating a school, Youthreach, or youth service where LGBTQ+ young people feel safe. The campaign aims to decrease bullying, isolation, self-harm, suicide ideation, and mental health difficulties among LGBTQ+ young people. With the campaign, we also strive to increase the level of support available to LGBTQ+ youth by their peers and increase awareness of the experiences of LGBTQ+ students among the entire school community.

Findings from our 2019 *School Climate Survey* research revealed an alarming 73% of LGBTQ+ students feel unsafe in Irish post-primary schools. While these results demonstrate the prevalent problem of anti-LGBTQ+ bullying in schools, there is hope.

The research also shows us that with the encouragement of one supportive adult, for example, a teacher or guidance counsellor, LGBTQ+ students feel a stronger sense of belonging in school and are less likely to feel isolated and discriminated against.

In 2021, we were delighted to once again see an increase in the number of post-primary schools participating in our week-long campaign. This year 75% of schools participated in Stand Up Awareness Week, (2020: 68%, 2019: 57%, 2018: 43%). Every year, more schools and services are coming on board to recognise and celebrate the LGBTQ+ community by joining the campaign. A huge thank you to all of the teachers, youth workers, educators, and young people who took the time to make this year our greatest Stand Up Awareness Week yet!

Stand Up Awareness Week is supported by the Department of Education, and endorsed by major organisations in the post-primary school sector, including the National Association of Principals, the teachers' unions, guidance counsellors, and management bodies for second-level schools.



## Resourcing Professionals

As part of Stand Up Awareness Week, every second-level school and Youthreach in Ireland was given a free resource pack with information, activities, and advice to create an LGBTQ+ friendly environment. Some 1,915 educators received a Stand Up Awareness Week pack in 2021, along with 118 Youthreach Centres. These resources were also available for professionals via a hub on our website.

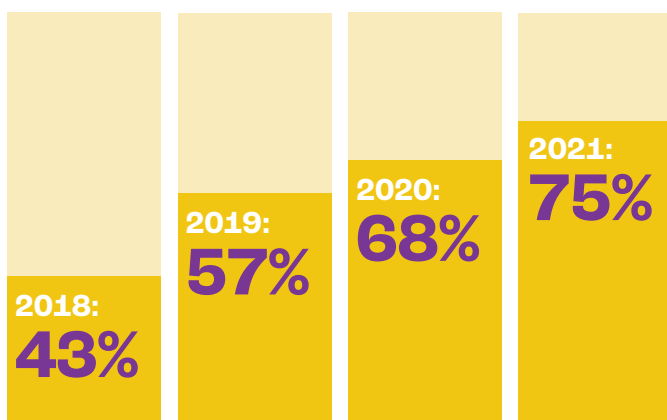
Each resource pack contained a 20-page guide for educators, with information outlining steps to achieving LGBTQ+ inclusion at school and activity ideas for Stand Up Awareness Week. In 2021, we encouraged new schools and educators to join us in supporting and celebrating LGBTQ+ youth. To support newcomers to the campaign, we included a new section in the resource pack, '7 Steps to Stand Up', to highlight how to run a successful Stand Up Awareness Week from start to finish. We provided new digital resources, including a supplementary toolkit with additional resources, ready-made quizzes, and an image bank of LGBTQ+ photographs. Working with Education Consultant, Mella Cusack (she/her), we provided teachers with Junior Cycle curriculum resources covering a range of subjects, including CSPE, SPHE, Science, History, Home Economics, and Geography.

As part of the 2021 campaign, we focused on the inclusive and celebratory feeling experienced during Stand Up Awareness Week being sustained all year round. We invited schools, Youthreach Centres, and youth services to implement inclusive policies, inclusive curricula, and an inclusive environment. Within the resource pack, we included practical initiatives to make LGBTQ+ inclusivity part of everyday life, such as empowering students to set up an LGBTQ+ club, and revising Anti-Bullying policies to ensure they are inclusive. These actions are designed to support schools, Youthreach Centres, and youth services to create spaces where LGBTQ+ young people feel equal, safe, and valued every week of the year.

## Raising Awareness

Raising awareness and sharing our important anti-bullying message with as many young people, schools, and communities as possible is an essential part of this campaign. We were delighted to welcome Minister for Education, Norma Foley, TD to launch Stand Up Awareness Week 2021. Minister Foley joined us at Marino College Second Level in Fairview and met a group of students and teachers who were pivotal in coordinating Stand Up Awareness Week at their school. We are grateful to School Principal, Mary McAteer, Deputy Principal, Anne Skelly, SASS Coordinator, Ben Condon, and the staff and students at Marino College for welcoming us and hosting the launch event.

During Stand Up Awareness Week, schools, Youthreach Centres, and youth services from Donegal to Cork hosted events and carried out activities to create a positive, inclusive atmosphere. Across the country, we stood together to say no to LGBTQ+ related bullying. Students and teachers raised Pride flags, made rainbow crossings, and integrated LGBTQ+ identities right across the curriculum. We shared images, videos and messages from schools, Youthreach Centres, and youth services across our social media platforms to strengthen the impact of this campaign and reach new audiences. Our education partners who endorse Stand Up Awareness Week shared information about the campaign with their stakeholders via social media in November. Our press release engaged various media outlets, leading to coverage in print publications including *The Independent* and *The Irish Times*, along with features on Highland Radio, Southeast Radio, and other radio stations. The success of Stand Up Awareness Week was bolstered by the #ComeIn campaign and our media partnership with 2FM and IAPI (read more about this on page 16). Our Stand Up Awareness Week 2021 campaign garnered 564,952 impressions, 7,432 engagements and 5,481 clicks across Facebook, Instagram, Twitter and LinkedIn. We had 8,700 website visitors during November which was an 85% increase month on month.



## School Participation Levels



## People Power

We pave the way for LGBTQ+ equality through our advocacy and policy work, informed by the voice of LGBTQ+ youth.

## Life in Lockdown

At the beginning of the pandemic in 2020, we sought to understand the effect of the Covid-19 global health crisis on LGBTQ+ young people in Ireland, and conducted the *LGBTI+ Life in Lockdown*<sup>1</sup> research. One year later, we identified the need for current data and conducted the study again to understand the experiences of LGBTQ+ youth as this crisis continues to affect their lives and wellbeing. Over 2,000 LGBTQ+ young people, representing every county in Ireland, shared their experiences with us – the largest sample of LGBTQ+ young people to participate in any of our research to date. Sadly, our latest research shows that the experiences and wellbeing of LGBTQ+ young people have deteriorated during the last year. Nearly all of our respondents (97%) told us of their struggles with anxiety, stress, and depression during the past 12 months (2020: 93%). However, this research enabled us to develop nine key recommendations that would provide critical support to LGBTQ+ youth in the face of this global and ongoing crisis. In 2021, this research was a resource for service providers, allies, policymakers, and members of the LGBTQ+ community to help protect and empower these young people by including them in our response to crises and programme adaptations. By working together, we were able to show LGBTQ+ young people across Ireland that there are spaces for them to come together, be who they are, and receive support.

## Hate Crime Consultation

In August, we submitted our observations to the Oireachtas Justice Committee on draft legislation relating to hate crime and hate speech. Through our youth work, advocacy, and research, we have witnessed a rise in both physical and verbal hate directed at members of the LGBTQ+ community in recent years. We believe the introduction of hate crime legislation sends an important message to society that this behaviour is not acceptable and will not be tolerated. We wanted to understand how LGBTQ+ young people felt about the introduction of hate crime laws in Ireland, how they thought the new legislation should work, and what barriers LGBTQ+ young people might face in reporting hate crimes. In July, we facilitated a focus group with LGBTQ+ young people from our Dublin groups and youth groups in the National Network to explore these topics. The young people in the focus group gave important insights on aspects of the legislation, and how effective they felt it would be. The group also discussed how anti-LGBTQ+ hate crimes and hate speech could be prevented through education, awareness, and broader anti-discrimination initiatives. Our submission was shaped by the feedback provided by the focus group, with the voices of the young people represented throughout.

<sup>1</sup> Belong To Youth Services (2021) *LGBTI+ Life in Lockdown, 1 Year Later: The Impact Of Covid-19 Restrictions on LGBTI+ Young People in Ireland*. Research Report, Dublin: Belong To Youth Services.

## Trans Equality Together

We have witnessed an increase in negative and false messages about the trans and non-binary community emerge in Ireland in recent years. We have seen a rise in transphobia both online and offline, and in particular an agenda to dehumanise trans women and girls. In 2021, we established Trans Equality Together, a coalition in partnership with the Transgender Equality Network Ireland (TENI) and LGBT Ireland. The coalition is working to create an Ireland where trans and non-binary people are equal, safe, and valued. We want to promote positive attitudes towards trans and non-binary people – and counter misinformation and transphobic agendas that have been circulating in recent years. We plan to mobilise other civil society groups and launch Trans Equality Together in 2022.

## Consultations and Submissions

We contribute to policy across a wide range of areas that impact the lives of LGBTQ+ young people. We represented the voices of LGBTQ+ young people on many working groups in 2021, including the LGBTI+ Inclusion Strategy Committee, End Conversion Therapy Steering Group, and INCLO International Trans Advocacy Group. In 2021, we made submissions to:

- The Department of Children, Equality, Disability, Integration and Youth to inform their International Protection Accommodation Service LGBTI+ resident policy.
- The Department of Children, Equality, Disability, Integration and Youth to inform their review of equality legislation.
- The Department of Children, Equality, Disability, Integration and Youth to inform their State Report on the UN Convention on the Rights of the Child.
- The Department of Children, Equality, Disability, Integration and Youth to inform the UN Universal Period Review of Ireland.
- The Department of Health to inform their review of the Mental Health Act, 2001.
- The International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) to advise of barriers in the reporting and recording of hate crimes in Ireland.
- The Irish Human Rights and Equality Commission to inform their Statement of Strategy 2022–2024.
- The Fianna Fáil Equality Sub-Committee to inform their approach to mental health, civil equality issues, and general policy proposals.
- The National Council for Curriculum and Assessment to inform their review of Junior Cycle SPHE.
- The Oireachtas Justice Committee to inform the drafting of the Criminal Justice (Hate Crime) Bill.



## Life In Lockdown

In 2021, we asked LGBTQ+ young people what life was like for them during the pandemic. Over 2,200 young people responded, sharing their struggles during a difficult year.



**97%**

of LGBTQ+ youth struggled with anxiety, stress, or depression.

**50%** of LGBTQ+ youth self-harmed.

**50%** of LGBTQ+ youth described their mental health as “bad” or “very bad”.

**63%**

of LGBTQ+ youth experienced suicide ideation.

“I’ve had to stay in a **deeply homophobic household** 24/7. Luckily I’m not out yet, but it still hurts.”

“I can’t see friends. I’m estranged from family so **being on my own all the time has messed with my head.**”

“I have spent the entire year of this pandemic at least somewhat suicidal, to the point of very active suicidal planning at times. **Eventually this resulted in me attempting to end my life.**”

“**It is hard being misgendered all the time**, the passing homophobic or transphobic jokes that are being made that I try tell my family not to make.”

“I have found being around my family so much kind of hard. I think it has made me internalise their homophobia more. **I used to be more accepting of my sexuality.**”

“I would have usually gone to the GMHS (Gay Men’s Health Service), but it has been closed. **I’m afraid to go anywhere else due to me being trans.**”

“I don’t know enough about protection and when you should be getting sexual health check-ups as a lesbian. **We only covered the topic from a heterosexual point of view when I was in school.**”

“**I was kicked out of my mother’s house during the first lockdown**, which was a terrible place for me.”

# Rooting for Each Other



Emma Whitty (she/her) of Ferns Diocesan Youth Service stepped into the role of Chair of the National Network of LGBTQ+ Youth Groups in 2021. Here, she shares her experience.

This, for me, most definitely and perfectly sums up the National Network of youth workers. We are in every corner of the country trying our best to support young LGBTQ+ people throughout the country. Rooting for each other and watching each other go through and grow through the most unprecedented, testing, and challenging times we all saw and felt in 2021. It was a year of listening, supporting, and empathising with each other (over our good friend Zoom) every month. I am so grateful to Belong To for creating a regular, safe, supportive, and energising space for us on the ground supporting LGBTQ+ young people. No judgment, openness, safety and motivating are some of the words I would use to describe our National Network meetings.

During the pandemic, as LGBTQ+ youth workers, we were fatigued by the digital world and feeling young people's pain and frustration of not being able to connect as we usually would each week in a comfortable and safe space. At that time, the National Network was there, albeit over Zoom, providing lightness and comfort we badly craved as youth workers.

Young people often speak of the importance of this space each week to connect, grow, learn and laugh, but mostly a space to be their authentic selves. For the first time in my career, I think I got exactly what they mean when they say this. Meeting with other LGBTQ+ youth workers who actually 'got it' in such an honest way was one of the ways I looked after my wellbeing while working in such restrictive ways during the pandemic. The way I worked went from high energy, busy, joyful and engaging work with young people to a world of Zoom fatigue and the frustration of not being able to connect with young people in our usual ways, coupled with feelings of worry, fear, and uncertainty. It was hard.

Having the consistent and unwavering support from Belong To and the National Network quickly proved to be one of the things that kept me going at work for as long as I did. Whether it was picking up the phone to a member from the Network or to Barry, Lisa or Moninne, or sending a message to a colleague, the relationships that were built in 2020 and 2021 were rooted in empathy, understanding, and kindness. We all found ourselves in different boats fighting the same storm. All of this helped us continue to provide the best support possible to our young LGBTQ+ people who were feeling heightened levels of stress, anxiety, loneliness, and isolation. Some were not out at home, and some were in unsupportive homes and could not attend virtual groups.

This was a time when young LGBTQ+ people needed support in ways we were not all familiar with. We needed to bring our 'A game' to think of creative ways to engage with those who were most vulnerable.

Creating a world where young LGBTQ+ people are valued, respected, and their wellbeing is promoted is one of Belong To's priorities. They ensured that we, as a Network, were able to support LGBTQ+ young people by supporting us throughout the process continue to do so.

**'Let's root for each other and watch each other grow.'**

# Transparency, Openness, and Honesty

are some of the central values of how we work at Belong To. The content on the following pages is provided in that spirit.

## It includes information on:

- Who works for the Charity and how much they are paid.
- What impact the Charity has on the environment.
- How the Charity is run and who is in control of it.
- What risks the Charity is facing.
- And lastly offers an overview of our financial performance.

# Staff and Volunteers

Our team is made up of a group of passionate and hardworking individuals dedicated to supporting the lives of LGBTQ+ young people in Ireland.

## Staff

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

|                                      | 2021      | 2020      |
|--------------------------------------|-----------|-----------|
| Education & Training                 | 2         | 1         |
| Administration, Governance & Finance | 6         | 3         |
| Policy, Research, and Communications | 4         | 3         |
| Youth Work                           | 7         | 5         |
| Fundraising                          | 3         | 2         |
|                                      | <b>22</b> | <b>14</b> |

Aggregate payroll costs incurred during the year:

|                       | 2021            | 2020            |
|-----------------------|-----------------|-----------------|
| Wage and Salaries     | €740,632        | €504,531        |
| Social Insurance Cost | €79,624         | €47,648         |
|                       | <b>€820,256</b> | <b>€552,179</b> |

## Salary Bands

A total of four employees (2020: 4) earned remuneration over €50,000 in 2021 as follows:

|                   | 2021 | 2020 |
|-------------------|------|------|
| €50,000 - €60,000 | 2    | 2    |
| €60,001 - €70,000 | 1    | 1    |
| €70,000+          | 1    | 1    |

Remuneration includes salaries and any benefits in kind. Two (2020: 2) part-time employees would have the full-time salary equivalent of between €50,000 - €60,000 in the year; these part-time employees are included in the table above.

## Remuneration Policy

The Company has a remuneration policy that has been agreed by the Human Resources and Remuneration Subcommittee as delegated by the Board. This policy states that we seek to be competitive with our peers. As a general principle, this means the Company pitches its salaries at the median of the marketplace. A salary grading structure has been in place for several years and has been approved by the Board.

## Chief Executive's Remuneration

The CEO, Moninne Griffith commenced on 1<sup>st</sup> November 2015. The value of her remuneration in 2021 was €78,125 (2020: €72,500). She receives no additional benefits. Her contract of employment does not include a performance-related award scheme or any benefit-in-kind/perquisites.

## Key Management Remuneration

Remuneration paid to key management staff at the organisation in 2021 amounted to €169,805 (2020: €164,181). Key management staff includes the CEO (full-time), Head of Operations and Fundraising, Company Secretary (full-time), and the Youth Work Manager (part-time). Contracts of employment do not include a performance-related reward scheme or any benefit-in-kind/perquisites.



## Staff who Served During 2021

|                                   |                |   |
|-----------------------------------|----------------|---|
| <b>Moninne Griffith</b>           | <i>she/her</i> | CEO   |
| <b>Oisín O'Reilly</b>             | <i>he/him</i>  | Head of Operations and Fundraising, Company Secretary |
| <b>Gillian Brien</b>              | <i>she/her</i> | Youth Work Manager                                    |
| <b>Suzanne Handley</b>            | <i>she/her</i> | Finance Manager                                       |
| <b>Sinead Keane</b>               | <i>she/her</i> | Communications and Advocacy Manager                   |
| <b>Lisa McKenny*</b>              | <i>she/her</i> | National Network Coordinator                          |
| <b>Caroline Flynn</b>             | <i>she/her</i> | Partnerships and Engagement Manager                   |
| <b>Shane Smart</b>                | <i>he/him</i>  | Drug and Alcohol Youth Worker                         |
| <b>Kate Cummins</b>               | <i>she/her</i> | Youth Worker  |
| <b>Glenn Keating</b>              | <i>he/him</i>  | Volunteer Coordinator                                 |
| <b>Sean Frayne</b>                | <i>he/him</i>  | Sexual Health Youth Worker                            |
| <b>Tiffany Fitzgerald-Brosnan</b> | <i>she/her</i> | Office Manager  |
| <b>Matt Kennedy</b>               | <i>he/him</i>  | Policy and Research Officer                           |
| <b>Hannah Clancy</b>              | <i>she/her</i> | Digital Communications Officer                        |
| <b>Sharon Heron</b>               | <i>she/her</i> | Education and Training Coordinator                    |
| <b>Barry McSkeane</b>             | <i>he/him</i>  | Development Officer                                   |
| <b>Freya Carroll</b>              | <i>she/her</i> | Reception and Administration Assistant                |
| <b>Neasa Candon</b>               | <i>she/her</i> | Communications and Policy Assistant                   |
| <b>Chris Rowan</b>                | <i>he/him</i>  | Fundraising Assistant                                 |
| <b>Anila O'Sullivan</b>           | <i>she/her</i> | Salesforce Administrator                              |
| <b>Stephen Cassidy</b>            | <i>he/him</i>  | Education and Training Officer                        |
| <b>Brenda Kelly</b>               | <i>she/her</i> | Youth Worker  |

\* Resigned October 2021

## Staff Training and Professional Development

The Company operates a further education scheme for staff members and actively encourages continuing professional development of the team. Participating staff members may be entitled to either paid or unpaid leave, or a combination of both, to attend an approved course, or to have a contribution towards the cost of academic fees. All courses relate to identified organisational needs and are dealt with on a case-by-case basis.

During 2021, seven staff members availed of this scheme. Two team members completed leadership courses. One team member continued their Doctoral Studies at University College Dublin with the support of funding from the Irish Research Council's Postgraduate Employment Based Programme researching 'Transnormativity and the Everyday Lifeworlds of Young Trans Individuals in Ireland'. Two staff members commenced Masters Degrees in 2021.

## Diversity, Equality, and Inclusion

Belong To is committed to being an inclusive and diverse organisation. Indeed, this is at the core of the organisation's charitable purpose. All employees, volunteers, beneficiaries, and visitors are treated with dignity and respect, equality of opportunity, and are not discriminated against.

We do not discriminate based on race, ethnicity, colour, class, ancestry, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, anti-body status, marital status, membership of the Roma or Travelling community, or any other legally protected status.

The Company is fully compliant with the requirements of the Equal Status Acts 2000-2018 and the Employment Equality Acts 1998-2015.

## The Safety, Health and Welfare at Work Act 2005

Belong To continues to take appropriate measures to protect the safety, health, and welfare of all staff, volunteers, visitors, and young people and promote awareness within its offices to meet this Act's provisions. This extends to the Public Health (Tobacco) Acts, 2002 and 2004.

## Team Wellbeing

The Covid-19 pandemic continued to impact the Company in 2021. The Company continued the staff wellbeing initiatives, which commenced in 2020, throughout 2021. The Employee Assistance Programme is available to all team members and their immediate families; offering a confidential service which can provide practical assistance and emotional support, covering a spectrum of issues from personal and family matters to work and financial issues. As restrictions altered through 2021, the team were able to meet in small, socially distanced groups which had a very positive impact on team morale.

## Volunteering

Our Volunteer Coordinator leads the volunteering programme. He works part-time, two days per week, to recruit, train, support, and manage volunteers.

In 2021, 27 (2020: 22) active volunteers volunteered 810 hours (2020: 736) to the organisation.

The organisation benefits greatly from the involvement and enthusiastic support of its many volunteers. Following the Charities SORP (FRS102), its volunteers' economic contribution is not recognised in the Financial Statements. Using the Volunteer Investment as Value Audit toll (VIVA) for every €1 we spend on volunteers; we get back €2.27 (2020: €1.71) in the value of work they do. The tool calculates volunteer value by linking volunteer roles to the cost of employing staff to perform the functions and dividing that value by the total expenditure on the volunteer program. Volunteers are supported through a group supervision process and have access to external support should the need arise.

Most of our volunteers work directly in our peer-led youth groups with LGBTQ+ young people alongside our professional youth work staff. Other roles are undertaken by volunteers, including supporting our fundraising and governance through various Subcommittees and working groups.

2021 saw a significant decrease in the participation of active volunteers in the organisation due to Covid-19. This was due to several factors, including the cancellation of events, such as Pride and the Rainbow Ball, where volunteers traditionally played a role, and transitioning our support services to a mainly online form of delivery. Many volunteers whose employment moved to work online from home couldn't also commit to online volunteering during the pandemic.

# Energy Efficiency Report

In 2021, the energy consumed by Belong To rose again, but remained below 2019 levels (before Covid-19). This was due to blended office/home working. We also had an increase in staff numbers from 2019 to 2021.

| Energy Use   | 2021<br>kWh   | 2020<br>kWh  | 2019<br>kWh   |
|--|---------------|--------------|---------------|
| Direct Consumption<br><i>Electricity, lighting, ICT, office power, heating, and cooling.</i> | 16,826        | 13,881       | 17,690        |
| <b>CO2 Emissions (kg)</b>  | <b>11,896</b> | <b>9,814</b> | <b>12,508</b> |

The Charity is keenly aware of its responsibility to protect the environment, to mitigate our operations' harmful effects on the environment and climate change. The following measures continue to be in place:

- Our energy provider supplies the organisation with 100% green energy.
- The Charity continues to operate a comprehensive internal recycling system.
- The Charity procures refurbished ICT devices as part of its commitment to the circular economy; each refurbished device saves 1,500 litres of water, 3,000kWh of electricity, 22kg of chemicals, and 700kg of CO2.

# Structure, Governance, and Management

Our values of transparency, openness, and honesty are demonstrated through our adherence to the Charities Institute Ireland Triple Lock Standards of transparent reporting, ethical fundraising, and strong governance structures.

Belong To Limited is registered in Ireland as a Company Limited by Guarantee incorporated in the Republic of Ireland under the Companies Act 2014. Under section 1180 of the Companies Act 2014, the Company is exempt from including the word 'limited' in its name. The Company does not have a share capital. Consequently, the member's liability is limited, subject to each member's undertaking to contribute to the Company's net assets or liabilities on winding up such amounts as may be required not exceeding €1.

The Company was set up under a Memorandum of Association that established the charitable Company's objects and powers. The Company is governed by a Constitution and is managed by a Board of Directors. The Articles of Association and Constitution were last amended by a unanimous written resolution of the Company members on September 6th, 2017.

The main objective or charitable purpose of the Company is:

- To advance the wellbeing of the community at large by the provision of support and services for lesbian, gay, bisexual, and transgender (LGBT+) young people and families in need; and,
- To advance the wellbeing of the community at large by the promotion and the advancement of the wellbeing of lesbian, gay, bisexual, and transgender (LGBT+) young people and their families whose lives have been affected by homophobia, social exclusion, discrimination, or other disadvantage, by fostering a culture of inclusiveness, equality, and human rights.

The Companies Act 2014 commenced on June 1st, 2015. Belong To Limited has completed the process of converting to a company limited by guarantee, under Section 980/1190(5)/1247(4) Companies Act 2014.

The Company has been granted charitable tax exemption by the Revenue Commissioners per the provisions of Section 208 (as applied to companies by Section 76), Section 609 (Capital Gains Tax) and Section 266 (Deposit Interest Retention Tax) of the Taxes Consolidation Act, 1997. This exemption, which applies to Income Tax, Corporation Tax, Capital Gains Tax, and Deposit Interest Retention Tax, extends to the Company's income and property. Furthermore, the Company as a registered Charity has been designated as an approved body within the meaning of Section

848A, Taxes Consolidation Act 1997 by the Revenue Commissioners.

The Company was deemed a Charity per Section 40 of the Charities Act 2009 and is registered as such with the Charities Regulator in Ireland with registration number 20059798.

Belong To Youth Services Limited is referred to as "The Company" or as "The Charity" in our Annual Reports for ease of reading per relevant section.

## Directors/Charity Trustees

Belong To is governed by a Board of Directors with a maximum number of 10 people. All Board members work voluntarily and do not receive any remuneration as required by the Charities Act, 2009. They are entitled to reimbursement for out-of-pocket expenses in the discharge of their functions. The Board of Directors are also the Trustees of the Charity.

## Directors and Attendance

Unless otherwise stated, the following named individuals have served as Directors for the entire period following re-election at the last annual general meeting. The Directors met 10 times during 2021. The Board has an Attendance Policy, and the Chair is responsible for its implementation. This Policy allows for Board members to take a leave of absence as dictated by their circumstances. Staff members are routinely invited to attend Board meetings to participate in discussions on strategic priorities relevant to their areas of responsibility.

# Structure, Governance, and Management



Nikki Gallagher (she/her)  
*Chair of the Board*

**Sector Knowledge:** PR and Communications, Government and Public Service  
**Appointed:** August 22nd, 2016  
**Resigned:** September 22nd, 2021  
**Board Attendance 2021:** 7/10

Nikki Gallagher, Head of Corporate Affairs at the National Lottery, has served as Chair of our Board of Directors. Nikki brings with her an impressive track record in governance, public affairs, and communications, and a strong commitment to advancing the rights and welfare of children. Her previous roles include Director of Communications & Secretariat at SOLAS, Senior Communications Manager at the Ombudsman for Children's Office, and Press Officer for Fine Gael.



Maria Aftonsenko (she/her)  
*Treasurer*

**Sector Knowledge:** Financial, Accounting Standards, Risk Management  
**Appointed:** October 9th, 2015  
**Board Attendance 2021:** 7/10

Maria Afontsenko is currently a Director of FS Audit in Grant Thornton Ireland. She is a member of the Institute of Chartered Accountants in Ireland and has extensive financial services experience and expertise, particularly in risk management, corporate governance, and internal financial controls.



Dominic Hannigan (he/him)  
*Board Member and became  
Chair of the Board from September 2021*

**Sector Knowledge:** Government and Public Services, Strategic Planning, Policy  
**Appointed:** May 8th, 2012  
**Board Attendance 2021:** 10/10

Dominic Hannigan is a former politician who served as Teachta Dála (TD) for the Meath East constituency from 2011-2016. He was Senator for the Labour Panel from 2007 to 2011. Dominic was one of the first two openly gay people elected to Dáil Éireann in 2011, a distinction he shares with John Lyons. Dominic brings significant experience in public policy and campaigning to the Board.



Dr. Maurice Devlin (he/him)  
*Board Member*

**Sector Knowledge:** Policy and Research  
**Appointed:** June 30th, 2009  
**Resigned:** December 17th, 2021  
**Board Attendance 2021:** 10/10

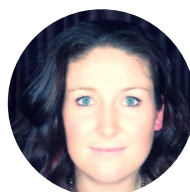
Maurice Devlin is Professor and Head of the Department of Applied Social Studies at Maynooth University, where he is also Jean Monnet Chair in European Youth Studies. A former youth worker, he has researched and published widely in youth work, youth policy, and the sociology of youth.



Ciaran McKinney (he/him)  
*Vice-Chair of the Board*

**Sector Knowledge:** Fundraising, Organisational Development  
**Appointed:** October 9th, 2015  
**Board Attendance 2021:** 10/10

Ciarán McKinney is Manager of the Engage programme, promoting Lifelong Learning and Active Citizenship at Age & Opportunity. Ciarán has extensive experience in policy development and delivering services to meet the needs of groups often distinguished by the experience of social exclusion, including people living with HIV, sex workers, lesbian, gay and bisexual people, and IV drug users.



Lucy NíRaghail (she/her)  
*Board Member*

**Sector Knowledge:** Employment Law  
**Appointed:** December 1st, 2016  
**Board Attendance 2021:** 7/10

Lucy's professional background is in Human Resources and Recruiting, with leadership roles across start-ups, SMBs and multinational enterprises. She has been a Scout Leader for 11 years with Scouting Ireland - a national youth organisation dedicated to the development of life skills for young people. She is a passionate LGBTI+ rights advocate and ally.



Brian Melaugh (he/him)  
*Director*

**Sector Knowledge:** Policy and Research  
**Appointed:** December 18th, 2021  
**Board Attendance 2021:** 1/10

Dr Brian Melaugh is a lecturer in the Department of Applied Social Studies Maynooth University. Before taking up an academic position he worked extensively in the area of drug practice and drug policy and was CEO of the Ana Liffey Drug Project in Dublin. Brian holds professional qualifications in community work and youth work, social work, Masters in Systematic Organisation and Management, Masters in Organisational Consultancy, and a Doctorate in Health.



Kery Mullaly (he/him)  
*Board Member*

**Sector Knowledge:** Fundraising  
**Appointed:** July 11th, 2017  
**Board Attendance 2021:** 4/10

Kery is a well-known antique dealer and is also Director of Fundraising, Marketing, and Events Management at Fundfest, which works with a variety of festivals, charities, and not-for-profit organisations. A long-time advocate for LGBTI+ rights, he has been pivotally involved in the delivery of the Cork LGBT Pride Festival for near on a decade.



# Structure, Governance, and Management



Liz Harper (she/her)  
Board Member

**Sector Knowledge:**  
PR and Communications,  
Government and Public Service  
**Appointed:** January 17th, 2017  
**Board Attendance 2021:** 9/10

Liz has over 30 years of experience working with young people and with youth services. She managed youth training projects in Tallaght for over a decade and subsequently has supported many locally based management groups and provided external supervision for youth workers in several settings. Liz holds a MSc in Equality Studies from UCD.



Valerie Maher (she/her)  
Board Member

**Sector Knowledge:**  
Policy and Research, Education  
**Appointed:** November 25th, 2021  
**Board Attendance 2021:** 1/10

Valerie is Principal of Holy Child Community School, a post-primary school in Sallynoggin. Valerie is committed to providing a safe and inclusive environment for all students. Over the past five years, Valerie and her team have created a safe and welcoming space for LGBTQ+ students. Previously Valerie worked with the National Behaviour Support Service as Assistant National Coordinator, working with schools around Ireland to promote and support a culture of positive behaviour.



Aisling Gannon (she/her)  
Board Member

**Sector Knowledge:**  
PR and Communications,  
Government and Public Service  
**Appointed:** December 17th, 2021  
**Board Attendance 2021:** 0/10

Aisling Gannon is Partner and Head of Healthcare in Ireland with the global law firm Eversheds Sutherland. is a parent of 2 teenagers, and a vocal ally for the LGBTQ+ community.

The Board appointed Oisín O'Reilly, the Head of Operations and Fundraising as Company Secretary on February 7th, 2017. Oisín is a senior staff member and not a Director of the Company. The CEO, Moninne Griffith, and the Head of Operations and Fundraising are invited to attend all Board meetings.

| Name                       | 2021 Board Meeting Attendance |
|----------------------------|-------------------------------|
| Moninne Griffith (she/her) | 10/10                         |
| Oisín O'Reilly (he/him)    | 9/10                          |



Dermot Ryan (he/him)  
Board Member

**Sector Knowledge:**  
PR and Communications,  
Government and Public Service  
**Appointed:** November 25th, 2021  
**Board Attendance 2021:** 1/10

Dermot has over 25 years of experience working in key advisory roles with political and campaigning organisations. Dermot returned to Ireland in 2017 after seven years in Australia, where he served as Head of External Affairs Earlier with Amnesty International and as Chief of Staff at the Transport Workers' Union. As Principal of Dermot Ryan Advisory, Dermot now offers a range of services to organisations, helping them to implement their vision. He is also an Associate Director with the award-winning Agency Alice PR & Events.

# Structure, Governance, and Management

## Director/Charity Trustees Expenses

In 2021, the total amount of vouched expenses paid to Board members was €62 (2020: €148). One Board member claimed expenses during the year (2020: 1). This expense related to travel costs associated with the attendance at Board meetings.

The Charity has taken out insurance to protect the Directors/Trustees. No loans have been granted to Directors. No remuneration or other benefits have been paid or are payable to any Directors directly or indirectly from the Charity's funds. Remuneration of Directors/Trustees is expressly forbidden by the governing document of the Charity.

Other than as shown above, any further required disclosures in Sections 305 and 306 of the Companies Act 2014 are nil for both financial years.

## Selection of Board Members

Board members are selected under the Board Recruitment and Selection Policy. Members are chosen based on their skills and any identified skill gaps on the Board.

Board members are appointed initially for a one-year term of office, during which time new members are supported and evaluated. Following successful completion of the probationary period, and subject to the members' approval, Board members serve in three-year terms to a maximum of nine consecutive years as a Board member. An exemption from the maximum duration of nine years applies to Board members serving at the time of its adoption on September 6th, 2017. Presently one Board member has served terms for more than nine years. The Board addressed succession and revitalisation of the Board membership in 2021. Four new Directors were appointed in 2021.

## Induction of Board Members

Board induction occurs as soon as possible after an individual has been selected to join the Board. In all cases, this is scheduled to take place in advance of their first meeting. Induction is the responsibility of the Company Secretary in collaboration with the CEO and Chair of the Board. Induction training includes a face-to-face meeting covering the organisation's role and aims, governance structures, core activities, history, and successes.

Also covered is an introduction as to how the Board functions and the role and responsibilities of becoming a member of the Board. A new Director also receives an induction pack which will include at a minimum the Constitution, governance handbook, Strategic Plan, minutes and the Board Book from previous Board meetings, organisational financial procedures and policies manual, Staff Handbook, and audited accounts of the prior year.

The Board engaged in its yearly review process in 2021. The process comprised both an annual Board skills audit, a Board effectiveness review, and a review of the attendance log. Areas identified for further strengthening Board effectiveness included strengthening the succession planning for Board members and improving access to training and development for Board members.

## Board Subcommittees

The Board is supported by a committee structure that deals with specific aspects of the Charity's business. There were six Subcommittees in 2021. The CEO, Moninne Griffith, and the Company Secretary, Oisín O'Reilly, attended all of these Subcommittees. Each Subcommittee is governed by terms of reference specifying the scope of their competencies and any delegated authorities.

### Finance, Audit, and Risk

The Finance, Audit, and Risk Subcommittee fulfils a vital role in the Charity's governance framework, assisting the Board in monitoring the internal control environment, risk management, financial reporting, and internal and external audit.

#### Committee Members: Meeting Attendance in 2021

|   |     |
|---|-----|
| Maria Afontsenko<br>Treasurer and Subcommittee Chair                    | 4/5 |
| Nikki Gallagher<br>Chair of the Board                                   | 3/5 |
| Ciaran McKinney<br>Vice-Chair of the Board                              | 5/5 |
| Moninne Griffith<br>CEO   | 5/5 |
| Oisín O'Reilly<br>Head of Operations and Fundraising, Company Secretary | 5/5 |
| Suzanne Handley<br>Finance Manager                                      | 5/5 |

# Structure, Governance, and Management

## Safeguarding and Child Protection

The Safeguarding and Child Protection Subcommittee ensures safe practices and appropriate responses by staff and volunteers to concerns about children's safety or welfare, should they arise.

### Committee Members: Meeting Attendance in 2021

|  |     |
|--|-----|
| Liz Harper<br>Board Member and Subcommittee Chair                              | 5/5 |
| Moninne Griffith<br>CEO, Designated Liaison Person                             | 4/5 |
| Oisín O'Reilly<br>Head of Operations and Fundraising, Company Secretary        | 3/5 |
| Gillian Brien<br>Youth Work Manager, Deputy Designated Liaison Person          | 5/5 |
| Lisa McKenny<br>National Network Coordinator, Deputy Designated Liaison Person | 0/5 |
| Sophie Burfurd<br>NYCI Child Protection Manager                                | 5/5 |

## Governance and Quality

The Governance and Quality Subcommittee assists the Board in fulfilling its fiduciary responsibilities concerning the oversight of the Charity's affairs in corporate governance, Board membership, and quality of the Charity's services and supports.

### Committee Members: Meeting Attendance in 2021

|   |     |
|---|-----|
| Nikki Gallagher<br>Chair of the Board, Subcommittee Chairperson         | 0/1 |
| Moninne Griffith<br>CEO   | 1/1 |
| Oisín O'Reilly<br>Head of Operations and Fundraising, Company Secretary | 1/1 |
| David Cullinane<br>Independent Governance Expert                        | 0/1 |
| Liz Harper<br>Board Member  | 1/1 |
| Gillian Brien<br>Youth Work Manager                                     | 0/1 |

## Human Resources and Remuneration

The Human Resources (HR) and Remuneration Subcommittee assists the Board in fulfilling its obligations to the staff and volunteers by developing policy frameworks that recognise their contributions, reward them appropriately, and provide oversight for our compliance with employment law and volunteering best practice.

### Committee Members: Meeting Attendance in 2021

|   |     |
|---|-----|
| Lucy Ní Raghail<br>Board Member, Subcommittee Chair                     | 4/5 |
| Dominic Hannigan<br>Board Member  | 5/5 |
| Moninne Griffith<br>CEO   | 5/5 |
| Oisín O'Reilly<br>Head of Operations and Fundraising, Company Secretary | 4/5 |

## Fundraising

The Fundraising Subcommittee assists the Board in fulfilling its obligation to ensure sufficient financial resources to achieve its mission. The Subcommittee does this by supporting the creation of the Fundraising Strategy and overseeing its implementation.

### Committee Members: Meeting Attendance in 2021

|   |     |
|---|-----|
| Kery Mullaly<br>Board Member, Subcommittee Chair                        | 1/2 |
| Moninne Griffith<br>CEO   | 2/2 |
| Oisín O'Reilly<br>Head of Operations and Fundraising, Company Secretary | 2/2 |
| Caroline Flynn<br>Partnerships and Engagement Manager                   | 1/2 |
| Sinead Keane<br>Communications and Advocacy Manager                     | 2/2 |

# Structure, Governance, and Management

## Advocacy Subcommittee

The Advocacy Subcommittee was established in September 2021 to monitor the advocacy and public policy activities of Belong To and to make recommendations to the Board regarding the same. The group did not meet in 2021 and met for the first time in January 2022.

### Committee Members: Meeting Attendance in 2021

|  |    |
|--|----|
| Dominic Hannigan<br>Board Member, Subcommittee Chair | NA |
| Moninne Griffith<br>CEO                              | NA |
| Dermot Ryan<br>Board Member                          | NA |
| Stephen Lynam<br>Independent Public Affairs Expert   | NA |
| Anthony Muldoon<br>Independent Public Affairs Expert | NA |
| Andrew Hyland<br>Independent Public Affairs Expert   | NA |
| Sinead Keane<br>Communications and Advocacy Manager  | NA |

## Governance

The Board of Directors is committed to achieving the highest standards of governance.

The Charity has completed adopting and implementing the Charities Governance Code issued by the Charities Regulator. It will report on its compliance with the Code formally as required by the regulator in 2022.

The Charity was an early adopter of the Charities Statement of Recommended Practice (Charities SORP) and publishes its annual financial statements per Charities SORP annually.

The Charity had completed implementing the Charities Regulators Fundraising Guidelines and operates a professional Fundraising Team guided by high ethical standards.

The Charity has achieved the three standards named above and was awarded the coveted Triple Lock status by Charities Institute Ireland to recognise its achievements and commitment to good governance. Belong To is the first LGBTQ+ organisation in Ireland to be awarded the Triple Lock standard.



Best Practice in Transparency and Accountability

The Charity is committed to the highest standards of openness, integrity, and accountability. An important aspect of accountability and transparency is enabling any staff member or volunteer and other organisation members to voice concerns responsibly and effectively. Since 2016, the Charity has had a Speaking Up Policy in place, including an independent point of contact for staff or volunteers to raise concerns about any malpractice or wrongdoing within the organisation. The Speaking Up Policy is in full compliance with the requirements of the Protected Disclosures Act, 2014.

The Board of Directors was awarded an exceptionally high honour named the Board of the Year in the Charity Excellence Awards for the second year in a row. This award acknowledges the hard work and dedication the Board has for their collective role as stewards of the organisation.

## Legal Compliance

The Strategic Plan commits the organisation to ensuring that the Charity's Board and Management complies with relevant legal and regulatory requirements, and that appropriate internal financial and risk management controls are in place.

In 2021, Belong To submitted its Annual Report to the Charities Regulator, its reports under the Lobbying Register, and returns for the Companies Office on time.

The Charity is compliant with the European Union (Anti-Money Laundering: Ownership of Corporate Entities) Regulations 2019. As a charitable company, there are no 'beneficial owners' of the entity, and therefore the senior managing officials, comprising the Directors/Trustees and CEO, appear in the register.

Overall, the organisation invests more staff time and financial resources in professional fees to support legal compliance each year.

## Data Protection Act, 2018 (GDPR)

The Charity has undertaken rigorous work to ensure compliance with the Data Protection Act, 2018, especially as it processes large amounts of sensitive personal information regarding minors. Two Data Protection leads have been appointed in the organisation to oversee compliance in this area. A copy of the organisation's Privacy Notice is available to read at [www.belongto.org/privacy-notice/](http://www.belongto.org/privacy-notice/).



# Structure, Governance, and Management

## Decision-Making

The Board has the following matters specifically reserved for its decision:

- The Company's strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Business acquisition and disposals;
- Litigation;
- Appointment and/or removal of Members of the Company;
- Co-option of individuals to be Directors of the Company;
- Appointment and/or removal of Subcommittee Chairs and Members;
- Appointment and/or removal of the CEO;
- Appointment and/or removal of the Auditors;
- Approval of borrowing and/or Finance Facilities;
- Approval of contracts with a term exceeding one year or a financial liability on Belong To exceeding €15k;
- Approval of changes in accounting or financial procedure;
- Approval of the annual accounts and annual report; and,
- Annual review of risk and internal control.

The Board delegates authority on specific duties and responsibilities to sign legal documents, contracts for services, and funding contracts to the CEO. The day-to-day management of the organisation is also delegated to the CEO and staff. This includes contributing to and implementing the Strategic Plan; leading, recruiting, and managing staff; managing the organisation and its finances effectively and efficiently; consulting and linking with stakeholders; representing Belong To; contributing to national policy development affecting LGBTQ+ young people; and developing mechanisms for involving young people in the work of the organisation.

## Reporting

The CEO reports directly to the Board. Board agendas are planned between the Chair, CEO, and Company Secretary. As in previous years, in 2021, a Board planner tool was used to show the entire projected business of the Board throughout the year. A report is prepared quarterly for the Board and submitted in advance of the meeting for Board members to review. Organisational information systems have been established to ensure that Board reports contain accurate and relevant information. The Board report follows a prescribed format linking organisational activity, impact, and outputs to the Charity's key strategic objectives.

Management accounts are prepared monthly and include an analysis of the budget and the actual position of the Charity's income and expenditure as approved by the Board. Variances are calculated and explained. Trend analysis and projections are included together with a comparative analysis to the prior year. Key issues are identified with sufficient explanation.

## Principal Risks and Uncertainties

Effective risk management is important to the Board; ensuring that the Charity operates within its financial capabilities and makes prudent financial decisions. In addition to financial risk management, the Trustees also place a high priority on minimising exposure to service users, staff, volunteers, and visitors.

The Trustees are aware of the key risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity and are satisfied that there are appropriate systems in place to address these risks. At a governance level, potential risks relate to maintaining sufficient skills. At an operational level, risks relate to potentially poor business planning, health, safety, and ICT risks. At a human level, they relate to ensuring the Charity is sufficiently staffed to avoid staff burnout. At a financial level, potential risks relate to budgetary control and retaining sufficient funding to deliver core activities and the possible economic impacts of Brexit, the war in Ukraine and Covid-19 on the wider economy and therefore fundraising.

Policies and procedures are in place (and published on the Charity's website) concerning service provision to children and vulnerable adults, health and safety, the GDPR, and HR. Risk assessments are routinely carried out for the offices, general service provision, and off-site events. These are reviewed by management, reviewed at a senior level, and reported to Trustees as appropriate.

The Charity has an organisation-wide risk register which is reviewed by the Board on a rolling basis and, when required, in response to changes in the environment which increases risks and/or their potential impact. High impact risks are identified, and mitigating strategies discussed and agreed.

The Board is satisfied that systems and processes are in place to monitor, manage, and mitigate the Charity's exposure to its major risks. The following have been identified as areas of most risk to the Charity:

# Structure, Governance, and Management

## Funding and Fundraising Risks

In common with other companies operating in Ireland in the charitable sector, the Charity is dependent on both gifts and donations, and grant income from state organisations, companies, and trusts and foundations.

Brexit represents a substantial risk to the Irish economy, which would have a knock-on impact on donations, grants, and government funding if adversely affected by Brexit, the war in Ukraine and Covid-19.

Covid-19 has significantly impacted the global economy, affecting the availability of donations, grants, partnerships, and sponsorships over the medium term.

Following detailed modelling and assessments, the Board believes that the Charity is well-positioned to manage the costs of running the Charity in the event of an economic decline due to the level of reserves on hand and maturity of fundraising operations. This coupled with regular Finance and Fundraising Subcommittee oversight of financial trends and performance and our continual investment in fundraising to maintain and develop existing and new income sources positions the Charity well to manage this risk.

## Financial and Related Control Risks

The Charity mitigates its financial and related control risks as follows:

- It continually monitors the level of activity, prepares and monitors its budgets, targets, and projections;
- Internal control risks are minimised by the implementation of financial policies and procedures which control the authorisation of all transactions and projects;
- We achieved the goal to build reserves equal to three months operating costs in 2021, this target allows the Charity to meet its statutory obligations;
- The Charity has developed a Strategic Plan which will allow for the diversification of future funding and activities;
- It closely monitors emerging changes to regulations and legislation on an ongoing basis;
- It faces a possible negative interest rate risk due to the value of the Charity's bank deposits; Belong To opened an additional bank account in 2021 to reduce this risk.
- It has minimal currency risk and credit risk; and,
- The Charity has no interest rate risk because it has no borrowings.

## Information Security Risk

There is a risk of a cyber security attack and data theft. This risk is mitigated by a range of measures including training for staff in the General Data

Protection Regulation (GDPR) and information security. We conduct regular reviews of policies, procedures, and systems. We also use two factor-authentication across our ICT systems and employ the use of intrusion detection and alert systems.

## People Risk

There is a risk that the Charity will not be able to attract and retain talent at all levels, including volunteers, trustees, and employees. This risk is mitigated by robust performance management with regular performance reviews for all team members. The Charity undertakes strong resource planning considering demands for services and commitments to funders, and have a commitment to a flexible working environment to facilitate team members.

## Reputational Risk

There is a risk of reputation damage to the Charity for the charity sector caused by an event either within or outside the Charity's control. This risk is mitigated by regular engagement with The Wheel, The National Youth Council of Ireland, and Charities Institute Ireland (CII) to promote trust in the charity sector. Additionally, regular Board and Subcommittee oversight of compliance and governance processes to ensure best practice and proactive engagement with partner organisations on good governance help to mitigate the risk further.

## Child Protection, and Safeguarding Risks

Managing risk in relation to the safeguarding and protection of children's welfare and wellbeing while accessing services at Belong To is of paramount importance. The organisation has adopted a Child Safeguarding Statement in line with its obligations under the Children First Act, 2015. Following a risk assessment process, the organisation has undertaken a series of measures to mitigate risk and ensure a safe environment for all children accessing our services.

Belong To are fully compliant with the National Vetting Bureau (Children and Vulnerable Persons) Act, 2012, which commenced in April 2016. Belong To has Child Protection and Safeguarding policies based on the Children First Act, 2015, and associated Children First Guidelines, 2017, and best practice recruitment policies and procedures.

## Conflicts of Interest and Loyalty

The Charity has a conflict of interest and loyalty policy in place. A register of interests is kept at the registered address of the Charity. None of the Directors or Senior Leadership Team had a material interest during the year ended December 31st, 2021, in any contracts of significance concerning the Charity's business.

# Financial Overview

Transparency around how we are funded and how we use these funds is central to our values as an organisation. Here, we present a detailed commentary on the financial results for 2021.

## Financial Results

The year's financial results ending 31st December 2021 are set out in detail on pages 54–61. These results show a net surplus of €449,717 (2020: surplus €334,178).

Income totalled €2,231,127, up 49.26% on 2020 (2020: €1,494,781). Donations and fundraising saw exceptional growth during 2021, increasing by 62% to a total of €977,128 (2020: €601,525).

Total expenditure was €1,781,410 (2020: €1,106,603) an increase of 60% on 2020.

The fundraising report contains more information on the impact Covid-19 had on our finances. Read more on pages 18 and 19.

## Income Diversification

The organisation aims to maintain a minimum 50/50 split in funding between state and non-state funding. In 2021 the funding mix for the organisation was 38% state funding (2020: 48%) and 62% non-state funding (2020: 52%). Maintaining a balance of funding between state and non-state sources is important to mitigate the risks associated with a decline in any one source of income. It is also an essential guarantee of our independence in advocating for the health, safety, and equality of LGBTQ+ young people.

Notwithstanding our fundraising endeavours' continued success in 2021, the lack of diversification in non-state funding represents a sustainability risk. 77% of non-state funding (2020: 79%) originates from or is related to companies' donations, grants, and fundraising activities. The Board is addressing this over-reliance on corporate fundraising by expanding the fundraising team and making investments in other forms of fundraising.

## Reserves Policy

Belong To Youth Services has set a reserves policy to ensure that the Charity's core activities could continue during a period of unforeseen difficulty e.g., a global economic crisis. The policy considers the cost of making staff redundant in an emergency, the risk associated with variances in planned income versus expenditure, and the Charity's contractual commitments.

Belong To currently has an operating reserves policy of three months operating costs. The Finance, Audit, and Risk (FAR) Committee advises on the appropriate level of reserves and planned contributions to the reserves set by the Committee during the annual budget process and reviewed as necessary. The FAR Committee are currently reviewing the Reserves policy regarding the increase of these reserves to six months from 2022 onwards.

The opening balance on reserves was €534,856 on the 1 January 2021. These funds comprised:

| Reserves                               | Description  | Amount          |
|--|--|-----------------|
| 3 Months Operating Costs               | Based on Expenditure of €1,160,603 (2020)  | €290,150        |
| Designated to 2021                     | Designated to increased staffing expenditure to cope with the scale of demand for support from the organisation and increase our fundraising and advocacy capacity | €125,000        |
| Designated to 2021                     | Designated to 2021 income  | €119,705        |
| <b>Total Reserves @ 1 January 2021</b> |  | <b>€534,586</b> |

The closing balance on reserves was €984,573 on the 31 December 2021. Details of reserves and designated funds:

| Reserves                                 | Description   | Amount          |
|--|---|-----------------|
| 3 Months Operating Costs                 | Based on Expenditure of €1,787,672 (2021)                   | €445,352        |
| Designated to 2022                       | Increase Reserves Operation Costs to 6 Months from 2022     | €446,918        |
| Designated to 2022                       | Designated to 2022 to ensure completion of current projects | €92,303         |
| <b>Total Reserves @ 31 December 2021</b> |   | <b>€984,573</b> |

# Financial Overview

## Fundraising Policy

Belong To organises fundraising events and activities throughout the year. In addition, the Charity solicits the financial support of individual donors, companies, trusts, and foundations, among others to fund both general operating costs and specific projects and programmes.

Belong To is committed to applying the highest standards of good governance and ethical fundraising practices in our work. We have completed the implementation of the Fundraising Guidance issued by the Charities Regulator and are in full compliance with the voluntary Statement of Guiding Principles in Fundraising.

Belong To is committed to ethical fundraising and all institutional donors are ethically evaluated prior to engaging them in fundraising or monetary support for our mission. During 2021 we declined to accept donations or asked fundraisers to cease fundraising on our behalf on two occasions due to ethical concerns.

In line with best practice, our professional fundraising staff are paid a fixed annual salary. There is no element of performance related pay or bonus payable to professional fundraisers employed by the Charity.

## Investment Policy

The organisation's policy for investments is to retain its cash reserve in a low-risk deposit account. However, all-time low interest rates and the risk of negative interest means the actual value of the Charity's reserve and cash on hand are devaluing.

## Apportionment

Individual costs that are shared and not directly attributable to an individual programme are apportioned. In 2021, the organisation continued to use a budgeting template that allows precise apportionment of income against activities and related expenditure. The organisation's financial systems allow for income and expenditure to be apportioned against funded costs.

## Accounting Records

The Board believe that they have complied with the requirements of Section 281 and 285 of the Companies Act, 2014 concerning accounting records by employing personnel with appropriate expertise and by providing adequate resources to the financial function. The accounting records of Belong To are maintained at Charity's registered office, 13 Parliament Street, Dublin 2, Ireland.

## Auditors

The auditors, Hayden Brown & Company, have taken up office per Section 383(2) of the Companies Act, 2014 at the last annual general meeting.

## Relevant Audit Information

In the case of each of the persons who are Directors at the time this report is approved per Section 332 of the Companies Act, 2014:

- So far as each Director is aware, there is no relevant audit information of which the Company's statutory auditors are unaware and,
- Each Director has taken all the steps that he or she ought to have taken as a Director to make himself or herself aware of any relevant audit information and establish that the Company's statutory auditors are aware of that information.

## Going Concern

The financial statements have been prepared on a going concern basis. The Directors have reviewed the 2021 Statement of Financial Activities and balance sheet, the approved 2022 budget, and the latest financial information, including an up-to-date forecast which considers the ongoing impacts of Covid-19, Brexit and the war in Ukraine. The Directors are satisfied that the Charity has adequate resources to continue operational existence for the next 12 months. As a result, they are confident that there are sufficient resources to manage any operational or financial risks. There is no material uncertainty that affects this assumption.

## Principal State Funders

The table below is provided as required by DPER Circular 13/2014. All grants listed in the table below are restricted.

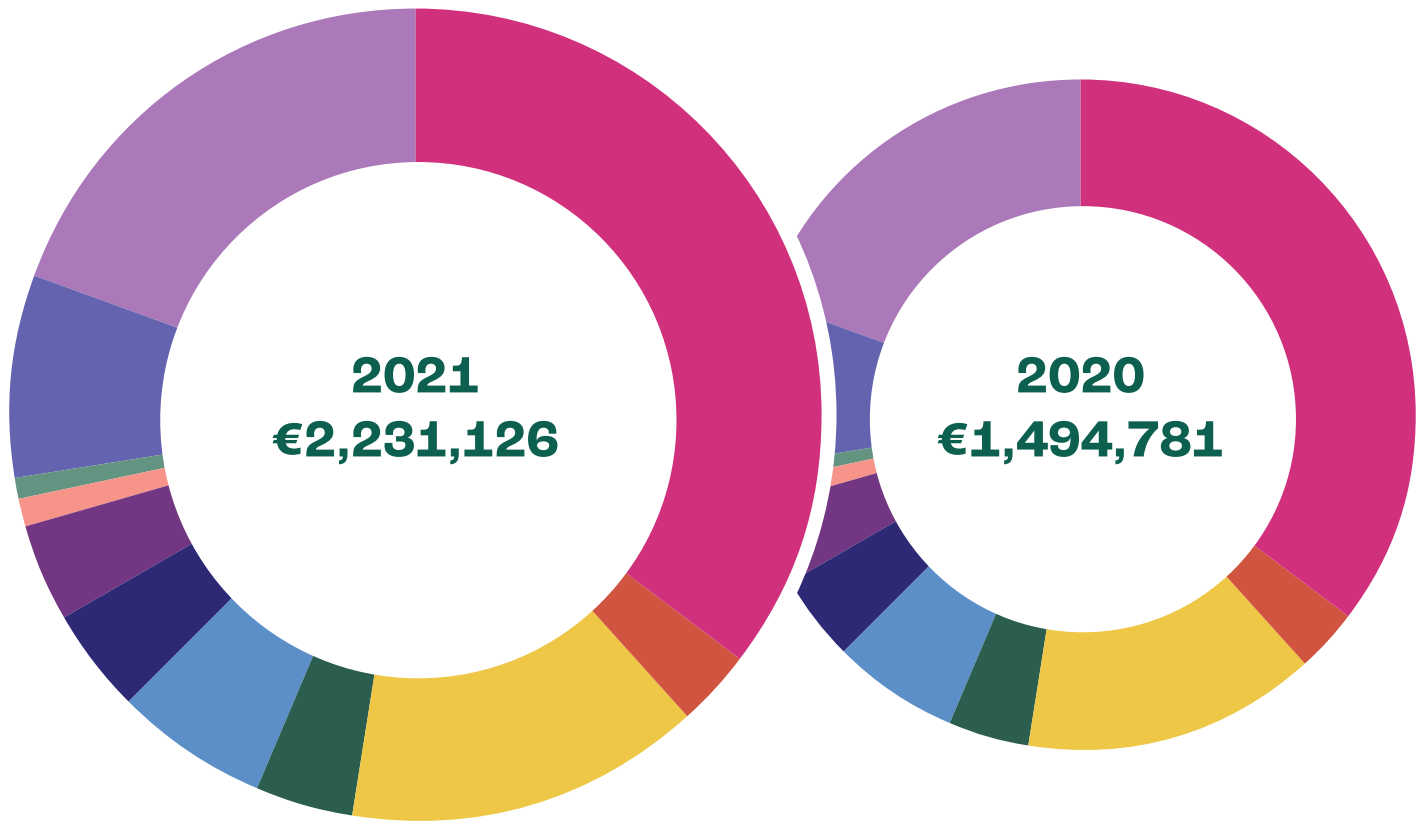


| Funder  | Scheme   | Amount and term of the total awarded                    | The amount of the grant taken to final income in the financial statements | The amount deferred from 2021 to 2022 (if any)       | The purpose for which the funds are applied  | Where relevant, the amount of capital provided and the reporting policies being used concerning current and future instalments                                |
|---|--|---|---|--|--|---|
| Health Service Executive – Mental Health Directorate/National Office for Suicide Prevention   | Section 39, Health Act 2004  | €233,401 per annum<br>Term: 1st Jan to 31st Dec 2021    | €222,961  | €10,440  | Provision of nationwide supports for LGBTI+ young people, self-harm and suicide prevention, information and referral pathways, elimination of LGBTI+ bullying. €10,440 deferred to 2022.   | Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.                      |
|   |  | €56,441 Once-off<br>Term: 1st Jan to 31st Dec 2021      | €56,441   |  | Provision of nationwide supports for LGBTI+ young people, self-harm and suicide prevention, information and referral pathways, elimination of LGBTI+ bullying.   | Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.                      |
|   |  | €233,401 per annum<br>Term: 1st Jan to 31st Dec 2020    | €5,000  |  | Deferral of €5,000 at year end 2020 was carried forward to 2021. Provision of nationwide supports for LGBTI+ young people, self-harm and suicide prevention, information and referral pathways, elimination of LGBTI+ bullying.  | Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.                      |
|   |  | €241,403 per annum<br>Term: 1st Jan to 31st Dec 2019    | €8,002  |  | Deferral of €8,002 at year-end 2019 was approved and carried forward to 2021. Provision of nationwide supports for LGBTI+ young people, self-harm and suicide prevention, information and referral pathways, elimination of LGBTI+ bullying.                                   | Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.                      |
|   |  | €53,402 Once-off<br>Term: 1st Dec 2020 to 31st Dec 2021 | -   | €53,402  | Deferral of €53,402 at year-end 2020 was approved and carried forward to 2021. Provision of enhanced nationwide supports for LGBTI+ young people to enable an effective response to the COVID-19 pandemic.   | Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.                      |
| North Inner-City Drugs Taskforce: administered by CDYSB   | Local Drugs Taskforce – Emerging Needs   | €45,600 per annum<br>Term: 1st Jan to 31st Dec 2021     | €45,600   | -  | Provision of prevention and education service for the North Inner City targeting the LGBTI+ youth population.  | Annual application submitted each year. Quarterly reports submitted as set out in the grant aid agreement. No capital grant received.                         |
| Department of Children, Equality, Disability, Integration and Youth (DCEDIY): administered by Pobal   | Youth Service Grant Scheme   | €173,922 per annum<br>Term: 1st Jan to 31st Dec 2021    | €173,922  | -  | Core funding to support the delivery of nationwide supports for LGBTI+ young people.   | Annual report and application submitted each year. No capital grant received.   |
| Department of Children, Equality, Disability, Integration and Youth (DCEDIY): administered by Pobal   | Youth Service Grant Scheme   | €45,000 Once-off<br>Term: 1st Jan to 31st Dec 2021      | €6,095  | €38,095  | Deferral of €38,095 was approved to 2022. Additional funding to address the unique additional needs of LGTBI+ Young People during the Covid 19 pandemic and the resultant increased demand for directly provided services.   | Annual report and application submitted each year. No capital grant received.   |
| Department of Children, Equality, Disability, Integration and Youth (DCEDIY): direct administration   | Grant Scheme to Support the Continuous Professional Development of Service Providers Working with LGBTI+ Young People. | €750 (phase 1)<br>Term: 8th Oct to 31st Dec 2019        | -   | €750   | Funding to support the development and roll-out of the Safe and Supportive Schools/ Services Project delivering continuous professional development of service providers working with LGBTI+ young people.   | Final project report due on completion. No capital grant received.  |
|   | Youth Capital Funding Scheme 2021  | €17,145<br>Term: 4th Aug to 31st Dec 2021.              | €17,145   |  | A capital grant for upgrades too, and replacement of critical information and communications infrastructure.   | Final project report due on completion. The total amount is a capital grant. The funds were entirely expended in 2021 and are reflected in the Balance Sheet. |
| Department of Children, Equality, Disability, Integration and Youth (DCEDIY): direct administration   | Scheme A: Supporting Community Services for LGBTI+ Persons   | €51,145.35<br>Term: 31 December 2021 to 30 June 2022    |   | €51,145.35   | Deferred to 2022. This project aims to increase the safety and participation of LGBTI+ young people in sporting activities by providing evidence-based training intervention to coaches, captains and other key stakeholders involved with sports in clubs and school settings | Final project report due on completion. No capital grant received.  |
| Department of Education and Skills  | National Action Plan on Bullying   | €58,000 per annum<br>Term: 1st Jan to 31st Dec 2020     | €58,000   | -  | Grant aid to support the delivery of Action 8 under the National Action Plan on Bullying (2013).   | Annual report and application submitted each year. No capital grant received.   |
| Department of Rural and Community Development – administered by Pobal   | Scheme to Support National Organisations 2019-2022   | €270,000<br>Term: Jul 2019 to Jun 2022                  | €90,000   | -  | Core funding to support the delivery of nationwide supports for LGBTI+ young people and eliminate LGBTI+ bullying/discrimination/isolation and promote equality and human rights.  | SSNO expenditure reports submitted every 6-months as set out in the agreement. Additional reports submitted at specific intervals. No capital grant received. |
| Health Service Executive (Dublin South, Kildare, and West Wicklow Community Health Care)  | National Lottery Grants Scheme   | €1,727<br>Term: 1st Nov to 31st Mar 2021                | 1,727   | -  | Purchase of an automatic electronic defibrillator.   | Final project report due on completion. The total amount is a capital grant.  |
| Health Service Executive – Mental Health Directorate/National Office for Suicide Prevention   | LGBT Research  | €60,000   | €33,339   | €26,661  | LGBT Ireland 2:<br>The Second National Study of the Mental Health and Wellbeing of Lesbian, Gay, Bisexual, Transgender and Intersex people in Ireland  | Reports submitted as and when requested as per the terms and conditions of the scheme. No capital grant received.   |
| Health Service Executive – Social Inclusion   | LGBT Research  | €50,000   | €50,000   |  | LGBT Ireland 2:<br>The Second National Study of the Mental Health and Wellbeing of Lesbian, Gay, Bisexual, Transgender and Intersex people in Ireland  | Reports submitted as and when requested as per the terms and conditions of the scheme. No capital grant received.   |
| Department of Children, Equality, Disability, Integration and Youth (DCEDIY): administered by Pobal   | Youth Service Grant Scheme   | €20,000 Once off<br>Term: 1st Jan to 31st Dec 2021      | €20,000   |  | LGBT Ireland 2:<br>The Second National Study of the Mental Health and Wellbeing of Lesbian, Gay, Bisexual, Transgender and Intersex people in Ireland  | Reports submitted as and when requested as per the terms and conditions of the scheme. No capital grant received.   |
| Dublin City Local and Community Development Committee Programme 2021 under Department of Rural and Community Development, Natural Resources and Digital Development | Dormant Accounts Fund  | €35,000 Once off<br>Term: 1st Jan to 31st Dec 2021      | €35,000   |  | Funding for the LGBTI+ Community Organisations to deliver actions which address health inequalities which are in line with the National LGBTI+ Strategy  | Reports submitted as and when requested as per the terms and conditions of the scheme. No capital grant received.   |
| The Department of Children, Equality, Disability, Integration and Youth (DCEDIY)  | Covid-19 National Youth Organisations Scheme 2021  | €20,000 Once off<br>Term: 1st Jan to 31st Dec 2021      |   | €20,000.<br>Fund returned in 2022 as unspent in 2021 |  |   |

# Financial Overview

| Income Streams                                   | 2021             |                | 2020             |        |
|--|------------------|----------------|------------------|--------|
| Central Government Grants                        | 779,478          | 34.94%         | 720,604          | 48.21% |
| Other Government Agency Grants                   | 59,049           | 2.65%          | 5,134            | 0.34%  |
| Corporate  | 320,123          | 14.35%         | 391,740          | 26.21% |
| Corporate Sponsorship                            | 91,800           | 4.11%          | 0                | 0.00%  |
| Direct Marketing/ Fundraising Appeal             | 135,351          | 6.07%          | 20,598           | 1.38%  |
| Local/ Community Fundraising                     | 84,847           | 3.80%          | 86,936           | 5.82%  |
| Other  | 96,404           | 4.32%          | 52,900           | 3.54%  |
| Other Grants                                     | 1,170            | 0.05%          | 0                | 0.00%  |
| Regular/ Committed                               | 29,444           | 1.32%          | 26,456           | 1.77%  |
| Selling Something                                |                  | 0.00%          | 890              | 0.06%  |
| Training Income                                  | 33,418           | 1.50%          | 700              | 0.05%  |
| Trusts/ Foundations                              | 184,570          | 8.27%          | 0                | 0.00%  |
| Donated Goods and Services                       | 415,471          | 18.62%         | 188,824          | 12.63% |
| <b>Total</b>                                     | <b>2,231,126</b> | <b>100.00%</b> | <b>1,494,781</b> |        |
| State Funding                                    | 838,527          | 37.58%         | 720,604          | 48.21% |
| Fundraising Income inc. Donated Goods & Services | 1,392,599        | 62.42%         | 774,178          | 51.79% |

# Financial Overview



# Financial Overview

|                                       | 2021             | 2020             |
|---------------------------------------|------------------|------------------|
| <b>Goal 1</b>                         |                  |                  |
| Organisation Development and Learning | 94,673           | 11,925           |
| <b>Goal 2</b>                         |                  |                  |
| Youth Work Matters                    | 300,863          | 408,400          |
| <b>Goal 3</b>                         |                  |                  |
| Building Safe Spaces                  | 300,672          | 335,170          |
| <b>Goal 4</b>                         |                  |                  |
| Empowering Allies                     | 185,294          | 57,917           |
| <b>Goal 5</b>                         |                  |                  |
| Campaigning for Change                | 767,339          | 226,763          |
| Fundraising Costs                     | 132,570          | 120,428          |
|                                       | <b>1,781,411</b> | <b>1,160,603</b> |



# Directors' Responsibilities Statement

Year Ended 31st December, 2021

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and 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 with consideration to Charities SORP, 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 profit or loss 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 then apply them consistently;
- Make judgments 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 business.

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 profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors report comply with the 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.



Maria Afontsenko  
Treasurer



Nikki Gallagher  
Chairperson

Date: 23rd June 2022

# Independent Auditor's Report

Year Ended 31st December, 2021

## Opinion

We have audited the financial statements of Belong To Youth Services for the year ended 31st December, 2021 which comprise the income and expenditure account, balance sheet, statement of changes in reserves, statement of cashflows and notes to the financial statements, including a summary of significant accounting policies set out in note 2: accounting policies. 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.

In our opinion the financial statements:

- Give a true and fair view of the assets, liabilities and financial position of the company as at 31st December, 2021 and of its surplus for the 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 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 in the section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 30 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

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- The Directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or,
- The Directors' have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2014

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

- In our opinion, the information given in the Directors' Report is consistent with the financial statements; and,
- In our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider 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 financial statements are in agreement with the accounting records.

## Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

# Independent Auditor's Report

Year Ended 31st December, 2021

## Respective responsibilities

Responsibilities of Directors for the financial statements  
As explained more fully in the Directors' Responsibilities Statement, the Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors 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 the management either intends 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.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment 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 internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the 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.

Ciarán Murray  
Senior Statutory Auditor

Date: 23rd June 2022

For and on behalf of  
Hayden Brown  
Chartered Accountants and Registered Auditors  
Grafton Buildings  
34 Grafton Street  
Dublin 2  
D02 XY06

# Statement of Financial Activity

Year Ended 31st December, 2021

|   |       | Restricted Funds | Unrestricted Funds | Total Funds    | Restricted Funds | Unrestricted Funds | Total Funds    |
|---|-------|------------------|--------------------|----------------|------------------|--------------------|----------------|
|   |       | 2021             | 2021               | 2021           | 2020             | 2020               | 2020           |
|   | Notes | €                | €                  | €              | €                | €                  | €              |
| <b>Income</b>   |       |                  |                    |                |                  |                    |                |
| Donations and legacies                                  | 3.1   | 183,187          | 761,005            | 944,192        | 97,318           | 484,202            | 581,520        |
| Charitable activities                                   | 3.2   | 838,044          | 415,471            | 1,253,515      | 723,737          | 188,824            | 912,561        |
| Other trading activities                                | 3.3   | -                | 33,420             | 33,420         | -                | 700                | 700            |
| Total Incoming Resources                                |       | 1,021,231        | 1,209,896          | 2,231,127      | 821,055          | 673,726            | 1,494,781      |
| <b>Expenditure</b>                                      |       |                  |                    |                |                  |                    |                |
| Charitable activities                                   | 4     | (1,460,019)      | (188,821)          | (1,648,840)    | (851,352)        | (188,823)          | (1,040,175)    |
| Cost of raising funds                                   |       | -                | (132,570)          | (132,570)      | -                | (120,428)          | (120,428)      |
| Other expenses  |       | -                | -                  | -              | -                | -                  | -              |
| Total Resources Expended                                |       | (1,460,019)      | (321,391)          | (1,781,410)    | (851,352)        | (309,251)          | (1,160,603)    |
| <b>Net income/ (expenditure)</b>                        |       | <b>(438,788)</b> | <b>888,503</b>     | <b>449,717</b> | <b>(30,297)</b>  | <b>364,475</b>     | <b>334,178</b> |
| Transfers Between Funds                                 |       | 438,788          | (438,788)          | -              | 30,297           | (30,297)           | -              |
| <b>Net movement in the funds for the financial year</b> |       | <b>0</b>         | <b>449,717</b>     | <b>449,717</b> | <b>-</b>         | <b>334,178</b>     | <b>334,178</b> |
| <b>Reconciliation of funds</b>                          |       |                  |                    |                |                  |                    |                |
| Balances brought forward at 1 January 2021              | 27    | -                | 534,856            | 534,856        | -                | 200,678            | 200,678        |
| Balances carried forward at 31 December 2021            |       | -                | 984,573            | 984,573        | -                | 534,856            | 534,856        |

The Statement of Financial Activities has been prepared on the basis that all operations are continuing operations.

There are no recognised gains and losses other than those passing through the Statement of Financial Activities.

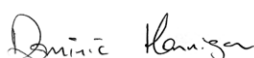
A detailed breakdown of the above items is included in the supplementary information part of the notes to the financial statements.

The cost of voluntary income includes the apportioned fundraising salary costs.

Approved by the Board of Directors on 23rd June 2022 and signed on its behalf by:



**Maria Afontsenko**  
Director



**Dominic Hannigan**  
Director



# Balance Sheet

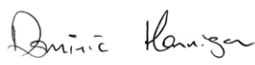
Year Ended 31st December, 2021

|  | Note      | €                | 2021<br>€      | €                | 2020<br>€      |
|--|-----------|------------------|----------------|------------------|----------------|
| <b>Fixed Assets</b>                                  |           |                  |                |                  |                |
| Intangible Assets                                    | 21        | 0                |                | 339              |                |
| Tangible Assets                                      | 22        | 68,685           |                | 35,460           |                |
|  |           |                  | <b>68,685</b>  |                  | <b>35,799</b>  |
| <b>Current Assets</b>                                |           |                  |                |                  |                |
| Debtors  | 23        | 47,917           |                | 28,125           |                |
| Cash at bank and in hand                             |           | 1,504,257        |                | 1,069,234        |                |
|  |           | <b>1,552,174</b> |                | <b>1,097,359</b> |                |
| <b>Creditor: amounts falling due within one year</b> | <b>24</b> | <b>(636,286)</b> |                | <b>(598,302)</b> |                |
|  |           |                  | <b>915,888</b> |                  | <b>499,057</b> |
| <b>Net Current Assets</b>                            |           |                  |                |                  |                |
|  |           |                  | <b>984,573</b> |                  | <b>534,856</b> |
| <b>Total assets less current liabilities</b>         |           |                  |                |                  |                |
|  |           |                  | <b>984,573</b> |                  | <b>534,856</b> |
| <b>Contingency Reserve Fund</b>                      |           |                  |                |                  |                |
| Restricted Funds                                     |           |                  | -              |                  | -              |
| Unrestricted Funds                                   |           |                  | 984,573        |                  | 534,856        |
|  |           |                  | <b>984,573</b> |                  | <b>534,856</b> |
| <b>Funds of the Charity</b>                          | <b>27</b> |                  | <b>984,573</b> |                  | <b>534,856</b> |

These financial statements were approved by the Board of Directors on 23 June 2022 and signed on behalf of the Board by:



**Maria Afontsenko**  
Director



**Dominic Hannigan**  
Director

# Statement of Cash Flows

Year Ended 31st December, 2021

|  | 2021<br>€        | 2020<br>€        |
|--|------------------|------------------|
| <b>Cash flows from operating activities</b>                  |                  |                  |
| Surplus for the financial year                               | 449,717          | 334,178          |
| <i>Adjustments for:</i>                                      |                  |                  |
| Depreciation of tangible assets                              | 12,735           | 6,930            |
| Amoritsation of intangible assets                            | 339              | 2,177            |
| Accrued (income)   | 1,789            | (8,308)          |
| <i>Changes in:</i>   |                  |                  |
| Trade and other debtors                                      | (19,792)         | 45,106           |
| Trade and other creditors                                    | 36,195           | 495,816          |
| <b>Net cash from operating activities</b>                    | <b>480,983</b>   | <b>875,899</b>   |
| <b>Cash flows from investing activities</b>                  |                  |                  |
| Purchase of tangible assets                                  | (45,960)         | (18,756)         |
| <b>Net cash used in investing activities</b>                 | <b>(45,960)</b>  | <b>(18,756)</b>  |
| <b>Net increase/ (decrease) in cash and cash equivalents</b> | <b>435,023</b>   | <b>857,143</b>   |
| <b>Cash and vash equivalents at beginning of year</b>        | <b>1,069,234</b> | <b>212,091</b>   |
| <b>Cash and cash equivalents at end of year</b>              | <b>1,504,257</b> | <b>1,069,234</b> |

# Reference and Administrative Details

## Year Ended 31st December, 2021

Name of Charity: Belong To Youth Services  
Also Known As: Belong To  
Registered Charity Number: 20059798  
Charitable Tax-Exemption Number: CHY16534  
Companies Registration Number: 369888

Names and address of professional advisors:

Auditor: Hayden Brown  
Grafton Buildings  
34 Grafton Street  
Dublin 2, D02 XY06

Registered Office: Parliament House  
13 Parliament Street  
Dublin 2, D02 P658  
Ireland

Solicitors: A&L Goodbody  
28 Northwall Quay  
Northwall  
Dublin 1, D01 H104

The names of the persons who at any time during the financial year were directors or secretary of the company are as follows:

Legal Advisors: William Fry  
2 Grant Canal Square  
Grand Canal Dock  
Dublin 2, D02 A342

Directors/ Charity Trustees:  
Nichola Gallagher (Chair – resigned in September 2021)  
Ciarán McKinney (Vice-Chair)  
Maria Afontsenko (Treasurer)  
Dominic Hannigan (Chair from September 2021)  
Kery Mulally  
Liz Harper  
Maurice Devlin (Resigned December 2021)  
Lucy Ní Raghail  
Valerie Maher (Appointed November 2021)  
Brian Melaugh (Appointed November 2021)  
Dermot Ryan (Appointed November 2021)  
Aisling Gannon (Appointed December 2021)

Arthur Cox  
10 Earlsfort Terrace  
Dublin 2, D02 T380

Bankers: Allied Irish Bank plc.  
Capel Street  
Dublin 1, D01 VW89

Bank of Ireland  
2 College Green  
Dublin 2  
D02 N271

Company Secretary:  
Oisín O'Reilly

Chief Executive and Senior Management to whom responsibility for the day-to-day management of the charity is delegated:

Chief Executive Officer  
Moninne Griffith

Head of Operations and Fundraising  
Oisín O'Reilly

Youth Work Manager  
Gillian Brien

# Notes to Financial Statements

Year Ended 31st December, 2021

*These notes to the accounts contain detailed and helpful information on the affairs of the Charity. We have decided to replicate some of the notes' information within the accounts in the annual report. This duplication is to follow through on our commitment to openness and transparency by presenting the whole picture to any readers of the document without them searching through the small print in the legally required notes for complete answers.*

## 1. Statement of compliance

Belong To Youth Services is constituted under Irish company law, being a company limited by guarantee and not having a share capital. Prior to the enactment of the Companies Act 2014, companies not trading for gain by the members were not within the scope of certain company law requirements that applies to for-profit companies. In particular, companies not trading for gain were exempt from applying specific requirements in respect of formats and content of financial statements thus permitting charities to adopt a financial statement format appropriate to the sector.

Accordingly, Belong To Youth Services adopted and reported its performance with consideration to the format recommended by 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements with consideration to the Financial Reporting Standard applicable in the UK and Republic of Ireland' (Charities SORP (FRS 102)) developed jointly by the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator. Specifically, Belong To Youth Services reports its financial activities for the year in the format of the Charities SORP (FRS 102) Statement of Financial Activities (SoFA).

The Accounting Standards Body is the body responsible for developing accounting standards for the UK and Ireland. It recognises the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator as the SORP-making bodies for the charity sector. Heretofore, the SORP has been recognised as best practice for financial reporting by charities in Ireland.

The Companies Act 2014 became effective in law on 1 June 2015 and from that date, its provisions in respect of the format and content of financial statements became applicable to companies not trading for gain such as Belong To Youth Services. This would require Belong To Youth Services, for example, to present a Profit and Loss Account and report on items such as turnover, costs of sales and profit or loss on ordinary activities before taxation along with related notes. In the view of the Directors, this is neither an appropriate presentation nor terminology for a not-for-profit organisation.

In order to provide information relevant to understanding the stewardship of the Directors and the financial activities and position of the Company, Belong To Youth Services has prepared its financial statements in accordance with the formats provided for in the SORP consistent with the prior year.

## 2. Accounting Policies

### Basis of Preparation

The financial statements have been prepared on a going concern basis under the historical cost convention and with consideration to:

- Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements with consideration to the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102));
- The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);
- Irish statute comprising the Companies Act 2014; and
- Department of Public Expenditure and Reform Circular 13/2014;

The requirements of the Companies Act 2014 have been modified to comply with the Charities SORP (FRS 102).

Financial reporting in line with the Charities SORP (FRS 102) is considered best practice for charities in Ireland. As noted above, the Directors consider the adoption of the Charities SORP (FRS 102) requirements as the most appropriate accounting practice and presentation to fairly reflect and disclose the activities of the Company.

In preparing the financial statements, the Directors have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP (FRS 102), the restatement of comparative items was required.

### Departure From The Format Set Out In The Companies Act 2014

In accordance with Section 291 of the Companies Act 2014, the Charity is required to prepare, in respect of each financial year, entity financial statements which comply with the format set out in Schedule 3 of the Companies Act 2014. The Company has availed of Section 291(5) of the Companies Act 2014 and has prepared the financial statements under the format as set out under SORP. The Company is a public benefit entity. The Directors of the Company believe that the information provided under this format, better reflect the activities of the Charity.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies.

As noted in the Directors' Report, the financial statements have been prepared on a going concern basis.

### Principal Accounting Policies

The following principal accounting policies have been applied:

**Incoming Resources:** Income is analysed according to the activity that produced the resources as follows:

**Voluntary Income:** Voluntary income, which consists of monetary donations from the public and corporate and major donors together with related tax refunds, is recognised in the period in which the organisation is entitled to the resource, receipt is virtually certain and when the amount can be measured with sufficient reliability. In the case of monetary donations from the public, this income is generally recognised when the donations are received.

**Charitable Activities:** Grants from Governments and other large institutional donors; where related to performance and specific deliverables are accounted for as the Charity earns the right to consideration by its performance. It is accounted for when amounts receivable on grant and funding applications are approved or paid. Where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

**Donated Services and Facilities:** The value of donated services and gifts in kind provided to the organisation are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Charity can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Charity's policies.

The organisation benefits greatly from the involvement and enthusiastic support of its many volunteers. In accordance with the Charities SORP (FRS102), the economic contribution of its volunteers is not recognised in the Financial Statements. Using the Volunteer Investment Value Audit toll (VIVA) for every €1 we spend on volunteers, we get back €2.27 (2020: €1.71) in the value of work they do. The tool calculates volunteer value by linking volunteer roles to the economic cost of employing staff to perform the functions and dividing that value by the total organisational expenditure on the volunteer program.

**Investment:** Investment income is accounted for on a receipt's basis.

**Charitable Trading Activity:** Incoming resources from charitable trading activity are accounted for when earned.

**Restricted Income:** Income received by the Company, the application of which is restricted to a specific purpose by the donor, is treated as restricted income and any unspent amounts as restricted assets. Such specified purposes are within the overall aims of the organisation.

**Unrestricted Income:** Other income apart from restricted income, is used by the Company in the furtherance of its work and objectives. Such funds may be held in order to finance working capital or may be used at the discretion of the organisation for specified purposes that are within the aims of the organisation.

**Resources Expended:** Resources expended are analysed between raising funds and expenditure on charitable activities. Raising funds and expenditure on charitable activities are accounted for on an accrual basis.

**Raising Funds:** Expenditure on raising funds includes all expenditure incurred by Belong To Youth Services for its charitable activities.

**Charitable Activities:** Expenditure on charitable activities includes all costs incurred by Belong To Youth Services in undertaking activities that further its charitable aims, including costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**Governance Costs:** Governance costs are those activities that provide governance infrastructure which allows the Charity to operate appropriately and to generate the information required for public accountability and transparency.

# Notes to Financial Statements

## Year Ended 31st December, 2021

**Contingency Reserve Fund:** The Contingency Reserve Fund is a restricted and unrestricted fund, which is designed for ongoing projects which the organisation is committed to. Unrestricted funds are funds, which are expended at the discretion of the Directors in furtherance of the objects of the Company. If a part of an unrestricted fund is earmarked for a particular project it may be designated as a separate fund, but the designation has an administrative purpose only and does not legally restrict the Directors to apply the fund.

### **Fund Accounting: Restricted Funds**

Restricted funds are those donated for use in a particular area or specific purposes, the use of which is restricted to that area or purpose and the restriction means that the funds can only be used for specific projects or activities.

### **Unrestricted Funds**

Unrestricted funds are general funds that are available for use at the Board's discretion in furtherance of any objects of the organisation and which have not been designated for other purposes. Such funds may help to finance working capital or capital expenditure requirements.

**Going Concern:** The financial statements have been prepared on a going concern basis. The Directors have reviewed the 2021 Statement of Financial Activities and balance sheet, the approved 2022 budget, and the latest financial information, including an up-to-date forecast which considers the ongoing impacts of Covid-19, Brexit and the war in Ukraine. The Directors are satisfied that the Charity has adequate resources to continue operational existence for the next 12 months. As a result, they are confident that there are sufficient resources to manage any operational or financial risks. There is no material uncertainty that affects this assumption.

**Foreign Currencies:** Revenues and costs arising from transactions denominated in foreign currencies are translated into Euro at the rates of exchange ruling on the date on which the transaction occurred. Assets and liabilities denominated in foreign currencies are translated into Euro at the rate of exchange ruling on the balance sheet date. The resulting surplus or deficit is dealt with in the Statement of Financial Activities.

**Cash and Cash Equivalents:** Cash and cash equivalents include cash on hand, demand deposits and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities.

**Tangible Assets:** Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

**Depreciation:** Depreciation is calculated to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

|                       |     |               |
|-----------------------|-----|---------------|
| Equipment             | 20% | straight line |
| Fixtures and Fittings | 20% | straight line |

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

**Impairment:** A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for a possible reversal at each reporting date. When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

**Intangible Assets:** Intangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated amortisation and impairment losses. Any intangible assets carried at a revalued amount, are recorded at the fair value at the date of revaluation, as determined by reference to an active market, less any subsequent accumulated amortisation and subsequent accumulated impairment losses.

Intangible assets acquired as part of a business combination are recorded at the fair value at the acquisition date.

**Amortisation:** Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

**Financial Instruments:** Belong To Youth Services has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measures at their settlement value.

**Taxation:** The Company has been granted charitable tax exemption by the Revenue Commissioners in accordance with the provisions of Section 208 (as applied to companies by Section 76), Section 609 (Capital Gains Tax), and Section 266 (Deposit Interest Retention Tax) of the Taxes Consolidation Act, 1997. This exemption, which applies to Income Tax/Corporation Tax, Capital Gains Tax, and Deposit Interest Retention Tax, extends to the income and property of the Company. The Charity remits significant payroll taxes and incurs significant costs in irrecoverable VAT. The Charity is fully tax compliant.

The Charity is an approved body under the 'Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies' under Section 848A Taxes Consolidation Act, 1997. Therefore, income tax refunds arising from donations exceeding €250 per annum are included as income in the unrestricted funds.

**Debtors:** Debtors are recognised initially at fair value and subsequently less any provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the assets carrying amount and the present value of estimated future cash flows, discounted at the effective interest rates. All movements in the level of the provision required are recognised in the income and expenditure.

**VAT:** Where appropriate, expenditure includes irrecoverable Value-Added Tax. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Provisions:** Debtors are recognised initially at fair value and subsequently less any provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the assets carrying amount and the present value of estimated future cash flows, discounted at the effective interest rates. All movements in the level of the provision required are recognised in the income and expenditure.

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event; it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the balance sheet and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in profit or loss unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised in finance costs in profit or loss in the period it arises.



# Notes to Financial Statements

Year Ended 31st December, 2021

## 3. Income

| 3.1 DONATIONS AND LEGACIES              | Restricted Funds | Unrestricted Funds | Total Funds    | Total Funds    |
|---|------------------|--------------------|----------------|----------------|
|   | 2021             | 2021               | 2021           | 2020           |
|   | €                | €                  | €              | €              |
| Corporate donations                     | -                | 146,936            | 146,936        | 238,113        |
| Corporate sponsorship                   | -                | 91,800             | 91,800         | -              |
| Local/community fundraising             | -                | 173,299            | 173,299        | 86,936         |
| Regular and committed giving            | -                | 29,444             | 29,444         | 26,456         |
| Tax refunds                             | -                | 7,952              | 7,952          | 890            |
| Direct marketing/fundraising appeals    | -                | 135,834            | 135,834        | 20,598         |
| Other                                   | -                | 174,570            | 174,570        | 52,900         |
| Other Small Grants                      | -                | 1,170              | 1,170          | -              |
| Community Foundation for Ireland        | 10,000           | -                  | 10,000         | 2,000          |
| Google.org - Impact Challenge on Safety | 173,187          | -                  | 173,187        | 153,627        |
|   | <b>183,187</b>   | <b>761,005</b>     | <b>944,192</b> | <b>581,520</b> |

| 3.2 CHARITABLE ACTIVITIES   | Restricted Funds | Unrestricted Funds | Total Funds      | Total Funds    |
|---|------------------|--------------------|------------------|----------------|
|   | 2021             | 2021               | 2020             | 2020           |
|   | €                | €                  | €                | €              |
| Donated goods and services  | -                | 415,471            | 415,471          | 188,824        |
| HSE Mental Health Directorate/National Office for Suicide Prevention - s.39 Health Act 2004 | 292,404          | -                  | 292,404          | 250,588        |
| HSE Mental Health Directorate/National Office for Suicide Prevention - s.39 Health Act 2004 | 33,339           | -                  | -                | -              |
| HSE Social Inclusion  | 50,000           | -                  | -                | -              |
| DCEDIY - YSGS LGBT Research   | 20,000           | -                  | -                | -              |
| CDYSB/NICDTF - LDTF Emerging Needs  | 45,600           | -                  | 45,600           | 45,600         |
| DCEDIY - Youth Service Grant Scheme   | 180,017          | -                  | 180,017          | 165,640        |
| DCEDIY - Youth Capital Funding Scheme 2019  | -                | -                  | -                | 2,977          |
| DCEDIY - Youth Capital Funding Scheme 2020  | 10,117           | -                  | 10,117           | 3,712          |
| DCEDIY - Youth Capital Funding Scheme 2021  | -                | -                  | -                | -              |
| DCEDIY Capital Grant  | -                | -                  | -                | -              |
| DCEDIY - LGBTI+ Youth Strategy CPD for Service Providers Phase 2                            | -                | -                  | -                | 57,917         |
| Department of Education - National Action Plan on Bullying                                  | 58,000           | -                  | 58,000           | 58,000         |
| Dublin City Council - Community Grants Scheme   | -                | -                  | -                | 700            |
| DCC Dormant Accounts  | 35,000           | -                  | -                | -              |
| National Lottery Grants Scheme  | 1,727            | -                  | -                | -              |
| Small Grants  | -                | -                  | -                | 2,172          |
| Temporary Wage Subside Scheme (TWSS)  | -                | -                  | -                | 27,298         |
| Gay Health Network  | 3,340            | -                  | 3,340            | 3,134          |
| University College Dublin and Irish Research Council - Employment Based Programme           | 18,500           | -                  | 18,500           | 16,000         |
| Department of Rural and Community Development - SSNO Scheme                                 | 90,000           | -                  | 90,000           | 90,000         |
|   | <b>838,044</b>   | <b>415,471</b>     | <b>1,253,515</b> | <b>912,561</b> |

| 3.3 OTHER TRADING ACTIVITIES | Restricted Funds | Unrestricted Funds | Total Funds   | Total Funds |
|------------------------------|------------------|--------------------|---------------|-------------|
|                              | 2021             | 2021               | 2020          | 2020        |
|                              | €                | €                  | €             | €           |
| Other Grants                 | -                | -                  | -             | -           |
| Training Income              | -                | 33,420             | 33,420        | 700         |
|                              | -                | <b>33,420</b>      | <b>33,420</b> | <b>700</b>  |

|                            |                  |                  |                  |                  |
|----------------------------|------------------|------------------|------------------|------------------|
| <b>Total Funds YE 2021</b> | <b>1,021,231</b> | <b>1,209,896</b> | <b>2,231,127</b> | <b>1,494,781</b> |
|----------------------------|------------------|------------------|------------------|------------------|

# Notes to Financial Statements

Year Ended 31st December, 2021

## 4. Expenditure

| 4.1 CHARITABLE ACTIVITIES                      | Direct Costs   | Grant Funding of Activities | Other Costs    | Support Costs  | 2021             | 2020             |
|--|----------------|-----------------------------|----------------|----------------|------------------|------------------|
|  | €              | €                           | €              | €              | €                | €                |
| Goal 1 – Organisation Development and Learning | 80,262         | -                           | 10,118         | 4,293          | 94,673           | 11,925           |
| Goal 2 – Youth Work Matters                    | 203,357        | -                           | -              | 97,505         | 300,863          | 408,400          |
| Goal 3 – Building Safe Spaces                  | 166,576        | 45,000                      | -              | 89,096         | 300,672          | 335,171          |
| Goal 4 – Empowering Allies                     | 154,359        | -                           | -              | 30,935         | 185,294          | 57,917           |
| Goal 5 – Campaigning for Change                | 295,701        | -                           | 415,471        | 56,167         | 767,339          | 226,762          |
|  | <b>900,255</b> | <b>45,000</b>               | <b>425,589</b> | <b>277,996</b> | <b>1,648,841</b> | <b>1,040,174</b> |

| 4.2 GOVERNANCE COSTS           | Direct Costs | Other Costs | Support Costs | 2021          | 2020          |
|--------------------------------|--------------|-------------|---------------|---------------|---------------|
|                                | €            | €           | €             | €             | €             |
| Governance costs               | -            | -           | -             | -             | 7,339         |
| Board Members vouched expenses | 62           | -           | 5,359         | 5,421         | 147           |
| Legal and professional         | -            | -           | -             | -             | -             |
| Finance costs                  | -            | -           | 33,080        | 33,080        | 26,274        |
| Audit fees                     | -            | -           | 4,428         | 4,428         | 4,439         |
|                                | <b>62</b>    | <b>-</b>    | <b>42,867</b> | <b>42,929</b> | <b>38,199</b> |

| 4.3 ANALYSIS OF SUPPORT COSTS | Fundraising | Goal 1       | Goal 2        | Goal 3        | Goal 4        | Goal 5        |
|-------------------------------|-------------|--------------|---------------|---------------|---------------|---------------|
|                               | €           | €            | €             | €             | €             | €             |
| Governance costs (note 4.2)   | -           | 4,293        | 8,586         | 8,586         | 8,586         | 12,879        |
| Office premises & facilities  | -           | -            | 58,143        | 52,714        | 9,442         | 35,446        |
| Information technology        | -           | -            | 12,732        | 11,513        | 7,443         | 184           |
| Human resources               | -           | -            | 12,461        | 10,137        | 663           | 5,186         |
| Miscellaneous                 | -           | -            | 5,584         | 6,146         | 4,801         | 2,472         |
|                               | <b>-</b>    | <b>4,293</b> | <b>97,505</b> | <b>89,096</b> | <b>30,935</b> | <b>56,167</b> |

## 5. Exemption From Disclosure

The Charity has availed of no exemptions, it has disclosed all relevant information.

## 6. Funds Held As Custodian Trustee On Behalf Of Others

The Charity does not hold any funds or other assets by way of custodian arrangement.

## 7. Events After The End Of The Reporting Period

Russia's invasion of Ukraine raises financial stability risks for the world and poses questions about the longer-term impact on economies and markets. There is uncertainty relating to how long the war will last and what the full humanitarian and economic cost will be. The Board has assessed and considered the potential financial impact to the Charity's fundraising operation due to the war in Ukraine while also cognisant of the continuing Covid 19 pandemic and Brexit. assessed as a low probability in the short term but that a medium-term risk presents in 2022 with the conclusion of some multi-annual funding commitments. A risk mitigation strategy which includes diversification of income and designation of reserves has been agreed to reduce the risk.

## 8. Research and Development

The Charity carried out research relating to its activities during the year. These include continuing development of, and the first reports from the Holistic Outcome Measure and Engagement System (HOMES), providing a detailed demographic breakdown of LGBTI+ youth accessing supports and services provided by the Charity.

In collaboration with Teachers College at Columbia University, New York, USE, we have carried out new research into the experiences of LGBTI+ youth in post-primary schools in Ireland entitled the National School Climate Survey.

Lastly, the Charity signed a multi-annual agreement with University College Dublin and the Irish Research Council to support a staff member in their Doctoral Studies on the Postgraduate Employment Based Programme researching 'Transnormativity and the Everyday Lifeworlds of Young Trans Individuals in Ireland'.

## 9. Related Party Transactions

The Directors' Report details vouched for expenses paid to Board members.

As well as donating their time and expertise during 2021, the Directors made unconditional donations of €1,188 (2020: €521) to the Charity.

The total amount of donations, donated goods, and donated services received from companies controlled by Directors during 2021 was €nil (2020: €nil).

One Director is shared with the Gay Health Network CLG (CRO # 499954). The value of grants received by the Charity in 2021 from this company was €3,340 (2020: €3,133).

Key management personnel made unconditional donations of €520 (2020: €520) to the Charity. There were no other related party transactions with key management personnel other than remuneration note 20.

There were no further related party transactions in relation to the affairs of the Charity in which the Directors had any interest, as defined in the Companies Act 2014, at any time during the period ended 31st December 2021.

# Notes to Financial Statements

## Year Ended 31st December, 2021

### 10. Ex-Gratia Payments

The Charity made no ex-gratia payments in 2021.

### 11. Public Benefit

The Company is a registered charity and constituted as a Public Benefit Entity.

### 12. Capital Commitments

The Company had no capital commitments at the 31st December 2021 (2020: €nil).

### 13. Contingent Liabilities

The Company had no contingent liabilities at the 31st December 2021 (2020: €nil).

### 14. Umbrella Organisations

The Charity is a member of a wide range of umbrella organisations. Membership of these umbrella organisations does not impact on the operating policies adopted by the Charity in any way.

### 15. Taxation Clearance

Belong To Youth Services complies with Circular 44/2006 'Tax Clearance Procedures Grants, Subsidies and Similar Type Payments' by providing its tax clearance access number to grant providers when requested.

### 16. Operating Leases

Expenditure on operating leases is accounted for on a straight-line basis over the length of the lease.

|   | 2021           | 2020           |
|---|----------------|----------------|
|   | €              | €              |
| Payable on leases in which the commitment expires within: |                |                |
| One year  | -              | -              |
| Two to five years   | -              | -              |
| More than five years                                      | 275,000        | 330,000        |
| <b>Total</b>  | <b>275,000</b> | <b>330,000</b> |

### 17. Pension

The Charity does not operate a pension scheme. In accordance with the provisions of the Pensions (Amendment) Act, 2002 the Charity facilitates employees in establishing a Personal Retirement Savings Account (PRSA) by way of payroll deductions. The Charity makes no contributions to the PRSA of employees.

### 18. Critical Accounting Judgements 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 expenditure.

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

The Charity 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 life for depreciation purpose

The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimate of residual value. The Directors regularly review these assets useful 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.

#### (b) Providing for doubtful debts

The Charity estimated the recoverable value of trade and other debtors. It uses estimates based on historical experience in determining the level of debts, which the Charity believes will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtor, and historical experience. Any significant reduction in the level of customers that default on payments or other significant improvements resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results. The level of provision required is reviewed on an on-going basis.

### 19. Operating surplus is stated after charging:

|  | 2021          | 2020          |
|--|---------------|---------------|
|  | €             | €             |
| Amortisation of intangible assets                      | 339           | 2,177         |
| Depreciation of tangible assets                        | 12,735        | 6,930         |
| Fees payable for the audit of the financial statements | 4,428         | 4,439         |
|  | <b>17,502</b> | <b>13,546</b> |

### 20. Staff Costs

The average number of persons employed by the Charity during the year was as follows

|                                      | 2021      | 2020      |
|--------------------------------------|-----------|-----------|
| Administration                       | 6         | 3         |
| Education and Training               | 2         | 1         |
| Policy, Research, and Communications | 4         | 3         |
| Youth Work                           | 7         | 5         |
| Fundraising                          | 3         | 2         |
|                                      | <b>22</b> | <b>14</b> |

The aggregate payroll costs incurred during the year were:

|                        | 2021           | 2020           |
|------------------------|----------------|----------------|
|                        | €              | €              |
| Wages and Salaries     | 740,632        | 504,531        |
| Social Insurance Costs | 79,624         | 47,648         |
|                        | <b>820,256</b> | <b>552,179</b> |

| Bands of Salaries | 2021 | 2020 |
|-------------------|------|------|
| €50,000 - €60,000 | 2    | 2    |
| €60,001 - €70,000 | 1    | 1    |
| €70,000 +         | 1    | 1    |

Remuneration includes salaries and any benefits in kind. Two (2020: 2) part-time employees would have the full-time salary equivalent of between €50,000 - €60,000 in the year, those part-time staff are not included in the table above.

Belong To Youth Service's CEO, Moninne Griffith is paid €78,125 per year (2020: €72,500). She receives no additional benefits.

The Charity has a remuneration policy that has agreed by the HR and Remuneration Committee as delegated by the Board. This policy states that the Charity seeks to be competitive with its peers. As a general principle, this means the Charity pitches its salaries at the median of the marketplace. A salary grading structure has been in place for several years and has been approved by the Board.

Remuneration paid to key management staff at the organisation in 2021 amounted to €169,805 (2020: €164,181). Key management staff includes the CEO (full-time), Head of Operations and Fundraising, Corporate Secretary (full-time), and the Youth Work Manager (part-time).

# Notes to Financial Statements

Year Ended 31st December, 2021

## 21. Intangible Assets

|                                       | Software Development | Total         |
|---------------------------------------|----------------------|---------------|
|                                       | €                    | €             |
| <b>Cost</b>                           |                      |               |
| As 1st January 2021 and 31st Dec 2021 | 11,364               | 11,364        |
| Amortisation                          |                      |               |
| At 1st Jan 2021                       | 11,025               | 11,025        |
| Charge for the Year                   | 339                  | 339           |
| <b>At 31st December 2021</b>          | <b>11,364</b>        | <b>11,364</b> |
| Carrying Amount as at 31st Dec 2020   | 0                    | 0             |

|                                       | Software Development | Total         |
|---------------------------------------|----------------------|---------------|
|                                       | €                    | €             |
| <b>Cost</b>                           |                      |               |
| As 1st January 2020 and 31st Dec 2020 | 11,364               | 11,364        |
| Amortisation                          |                      |               |
| At 1st Jan 2020                       | 8,848                | 8,848         |
| Charge for the Year                   | 2,177                | 2,177         |
| <b>At 31st December 2020</b>          | <b>11,025</b>        | <b>11,025</b> |
| Carrying Amount as at 31st Dec 2020   | 339                  | 339           |

Intangible Assets represents the costs involved in development of Belong To Youth Services's CRM technology produce which allows the Charity to manage all their resources and information in one single shared secured location. The costs are being amortised over a five year period.

## 22. Tangible Assets

|                              | Equipment     | Fixtures and Fittings | Total          |
|------------------------------|---------------|-----------------------|----------------|
|                              | €             | €                     | €              |
| <b>Cost</b>                  |               |                       |                |
| At 1st January 2021          | 67,962        | 15,960                | 83,922         |
| Additions                    | 25,999        | 19,961                | 45,960         |
| <b>At 31st December 2021</b> | <b>93,961</b> | <b>35,921</b>         | <b>129,882</b> |

|                              | Equipment     | Fixtures and Fittings | Total         |
|------------------------------|---------------|-----------------------|---------------|
| <b>Depreciation</b>          |               |                       |               |
| At 1st Jan 2021              | 37,845        | 10,617                | 48,462        |
| Charge for the Year          | 9,776         | 2,959                 | 12,735        |
| <b>At 31st December 2021</b> | <b>47,621</b> | <b>13,576</b>         | <b>61,197</b> |

|  |               |               |               |
|--|---------------|---------------|---------------|
| <b>Carrying Amount as at 31st Dec 2021</b> | <b>46,340</b> | <b>22,345</b> | <b>68,685</b> |
|--|---------------|---------------|---------------|

|                              | Equipment     | Fixtures & Fittings | Total         |
|------------------------------|---------------|---------------------|---------------|
|                              | €             | €                   | €             |
| <b>Cost</b>                  |               |                     |               |
| At 1st January 2020          | 49,206        | 15,960              | 65,166        |
| Additions                    | 18,756        | 0                   | 18,756        |
| <b>At 31st December 2020</b> | <b>67,962</b> | <b>15,960</b>       | <b>83,922</b> |

|                              | Equipment     | Fixtures and Fittings | Total         |
|------------------------------|---------------|-----------------------|---------------|
| <b>Depreciation</b>          |               |                       |               |
| At 1st Jan 2020              | 33,021        | 8,511                 | 41,532        |
| Charge for the Year          | 4,824         | 2,106                 | 6,930         |
| <b>At 31st December 2020</b> | <b>37,845</b> | <b>10,617</b>         | <b>48,462</b> |

|  |               |              |               |
|--|---------------|--------------|---------------|
| <b>Carrying Amount as at 31st Dec 2020</b> | <b>30,117</b> | <b>5,343</b> | <b>35,460</b> |
|--|---------------|--------------|---------------|



# Notes to Financial Statements

Year Ended 31st December, 2021

## 23. Debtors

|                                | 2021          | 2020          |
|--------------------------------|---------------|---------------|
|                                | €             | €             |
| Trade Debtors                  | 22,192        | 2,440         |
| Other Debtors                  | 0             | 2,420         |
| Prepayments and Accrued Income | 25,725        | 23,265        |
|                                | <b>47,917</b> | <b>28,125</b> |

## 24. Creditors: amounts falling due within one year

|                         | 2021           | 2020           |
|-------------------------|----------------|----------------|
|                         | €              | €              |
| Trade Creditors         | 167,153        | 127,344        |
| Other Creditors         | 30,767         | 23,780         |
| PAYE and Social Welfare | 42,646         | 15,869         |
| Accruals                | 6,228          | 4,439          |
| Deferred Income         | 389,492        | 426,870        |
|                         | <b>636,286</b> | <b>598,302</b> |

| Deferred Income  | 2021           | 2020           |
|--|----------------|----------------|
|  | €              | €              |
| Gay Health Network   | 0              | 3,340          |
| HSE - National Office for Suicide Prevention                 | 10,440         | 13,002         |
| HSE - National Office for Suicide Prevention (LGBT Research) | 26,661         |                |
| HSE - National Office for Suicide Prevention                 | 53,405         | 53,405         |
| Pobal Covid 19 Minor Grant Scheme                            | 20,000         | -              |
| DCEDIY - Elearning   | 51,145         | -              |
| DCEDIY - CPD LGBTI+ Youth Strategy                           | 750            | 750            |
| ESB Electric Aid Fund  | 15,000         |                |
| DCEDIY - YSGS Funds 45k Youth Worker                         | 38,905         |                |
| Google.org Impact Challenge on Safety                        | 173,186        | 346,373        |
| Community Foundation Ireland - Adapt and Respond             |                | 10,000         |
|  | <b>389,492</b> | <b>426,870</b> |

## 25. Company Status

The Company is limited by guarantee not having a share capital. The liability of each member in the event of the Company being wound up is €1.

## 26. Statement of Movements on Statement of Financial Activities

|                              | Statement of Financial Activities |
|------------------------------|-----------------------------------|
|                              | €                                 |
| As 1st January 2021          | 534,856                           |
| Surplus for the Year         | 449,717                           |
| <b>At 31st December 2021</b> | <b>984,573</b>                    |

# Notes to Financial Statements

Year Ended 31st December, 2021

## 27. Movement Of Funds

| 27.1 Reconciliation Of Movement Of Funds | Unrestricted Funds | Restricted Funds | Total Funds    |
|--|--------------------|------------------|----------------|
|  | €                  | €                | €              |
| At 1 January 2020                        | 200,678            | 0                | 200,678        |
| Movement during the financial year       | 334,178            | 0                | 334,178        |
| At 31 December 2020                      | 534,856            | 0                | 534,856        |
| Movement during the financial year       | 449,717            | 0                | 449,717        |
| <b>At 31 December 2021</b>               | <b>984,573</b>     | <b>0</b>         | <b>984,573</b> |

| 27.2 Analysis Of Movements On Funds | Balance 1 January 2021 | Income           | Expenditure        | Transfers between funds | Balance 31 December 2021 |
|-------------------------------------|------------------------|------------------|--------------------|-------------------------|--------------------------|
|                                     | €                      | €                | €                  | €                       | €                        |
| <b>Restricted income</b>            |                        |                  |                    |                         |                          |
| Restricted                          | -                      | 1,021,231        | (1,460,018)        | (438,787)               | -                        |
| <b>Unrestricted income</b>          |                        |                  |                    |                         |                          |
| Unrestricted general                | 534,856                | 1,209,896        | (321,393)          | (438,787)               | 984,573                  |
| <b>Total Funds</b>                  | <b>524,856</b>         | <b>2,231,127</b> | <b>(1,781,411)</b> | <b>-</b>                | <b>984,573</b>           |

| 27.3 Analysis Of Net Assets By Fund | Fixed assets - Charity use | Current assets   | Current liabilities | Total          |
|-------------------------------------|----------------------------|------------------|---------------------|----------------|
|                                     | €                          | €                | €                   | €              |
| Restricted Funds                    | 30,807                     | 389,492          | (420,299)           | (0)            |
| Unrestricted Funds                  | 37,878                     | 1,162,682        | (215,987)           | 984,573        |
|                                     | <b>68,685</b>              | <b>1,552,174</b> | <b>(636,286)</b>    | <b>984,573</b> |

# Notes to Financial Statements

Year Ended 31st December, 2021

## 28. Grant recipients

The Mental Health Directorate/National Office for Suicide Prevention in the HSE provides funding on an annual basis to Belong To Youth Services to operate a small grants scheme to support the establishment and ongoing running of LGBTI+ youth groups across the country. Prospective fundees are invited to make an application for funding annually setting out their priorities for the year and how they align to the published criteria for the fund. Applications are reviewed against these criteria and are awarded in line with the overall funding available for disbursement and the points awarded to each application. The scheme is open to all members of Belong To Youth Services's National Network of LGBTI+ youth groups. In 2021 the total amount of funding disbursed through the scheme was €45,000 (2020: €45,000). The recipients of funding in 2021 were:

|   | 2021          | 2020          |
|---|---------------|---------------|
| Grant recipients                        | €             | €             |
| Crosscare (Bray Youth Services)         | 2,250         | 2,250         |
| Youth Work Ireland Cork                 | 7,500         | 7,500         |
| Crosscare (East Wicklow Youth Services) | 2,200         | 2,200         |
| Donegal Youth Service CLG               | 8,000         | 8,000         |
| Ferns Diocesan Youth Service (FDYS)     | 3,504         | 3,504         |
| Foróige (Gateway Youth Project)         | 3,632         | 3,632         |
| Kerry Diocesan Youth Service (KDYS)     | 3,500         | 3,500         |
| Kildare Youth Services Ltd.             | 5,000         | 5,000         |
| North Connaught Youth Services          | 2,190         | 2,190         |
| Red Ribbon Project Limited T/A GOSHH    | 4,500         | 4,500         |
| Youth Work Ireland Tipperary            | 2,724         | 2,724         |
|   | <b>45,000</b> | <b>45,000</b> |

## 29. Financial Instruments

The carrying amount for each category of financial instruments as follows:

|  | 2021             | 2020             |
|--|------------------|------------------|
|  | €                | €                |
| Financial assets measured at amortised cost      |                  |                  |
| Trade debtors                                    | 22,192           | 2,440            |
| Other debtors                                    | 25,725           | 25,685           |
| Cash at bank and in hand                         | 1,504,257        | 1,069,234        |
|  | <b>1,552,174</b> | <b>1,094,939</b> |
| Financial liabilities measured at amortised cost |                  |                  |
| Trade creditors                                  | (167,153)        | (127,344)        |
| Other creditors                                  | (469,133)        | (470,958)        |
|  | <b>(636,286)</b> | <b>(598,302)</b> |

## 30. Ethical Standard – Provision Available for Small Entities

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to tax authorities and assist with the preparation of the financial statements. We also use our auditors to provide tax advice and to represent us, as necessary, at tax tribunals.

## 31. Controlling Party

The Directors are the controlling party of the Company.

## 32. Lobbying and Political Donations

The Charity did not make any political donations during 2021, and as a result, no disclosures are required under the Electoral Act, 1997. As required under the Regulation of Lobbying Act 2015, the Charity records all lobbying activity and communications with Designated Public Officials (DPOs). The Charity has made the returns and submissions required by the Act.

## 33. Comparative Figures

Comparative figures have been re-classified on the same basis as current year figures.

## 34. Approval of the Financial Statements

The Board of Directors approved these financial statements for issue on 23 June 2022.

# Income and Expenditure

Year Ended 31st December, 2021

| Income   | 2021             | 2020             |
|--|------------------|------------------|
| DCEDIY - Youth Service Grant Scheme  | 180,017          | 165,640          |
| DCEDIY - Youth Capital Funding Scheme  | 17,145           | 18,559           |
| DCEDIY - transfer to capital grant   | (17,145)         | (18,559)         |
| DCEDIY- Youth Service Grant Scheme   | 20,000           | 57,917           |
| HSE Mental Health Directorate/ National Office for Suicide Prevention                        | 33,339           |                  |
| HSE Social Inclusion   | 50,000           |                  |
| Amorisation of on the Youth Capital Funding Scheme Grants (DCEDIY)                           | 10,118           | 6,689            |
| CDYSB/ NICDTF - LDTF Emerging Needs  | 45,600           | 45,600           |
| Dept of Education - National Action Plan on Bullying   | 58,000           | 58,000           |
| Dept of Rural and Community Development - SSNO Scheme  | 90,000           | 90,000           |
| HSE Mental Health Directorate/ National Office for Suicide Prevention - s.39 Health Act 2004 | 292,404          | 250,588          |
| The National Lottery   | 1,727            |                  |
| Donations and legacies   | 770,524          | 427,892          |
| Google.org - Impact Challenge on Safety  | 173,187          | 153,627          |
| University College Dublin and Irish Research Council - Employment Based Programme            | 18,500           | 16,000           |
| Small Grants   | 0                | 2,172            |
| Training Income  | 33,418           | 700              |
| Dublin City Council  | 35,000           | 700              |
| Gay Health Network   | 3,340            | 3,134            |
| TWSS - Covid-19  | 482              | 27,298           |
| Donated Goods and Services   | 415,471          | 188,824          |
|  | <b>2,231,127</b> | <b>1,494,781</b> |



# Income and Expenditure

Year Ended 31st December, 2021

| <b>Expenditure</b>               | <b>2021</b>      | <b>2020</b>      |
|----------------------------------|------------------|------------------|
| Wages and salaries               | 740,632          | 504,531          |
| Employer's PRSI contributions    | 79,624           | 47,648           |
| Advertising and communications   | 422,755          | 185,983          |
| Programme costs                  | 264,616          | 192,712          |
| Investment in future income      | 26,032           | 21,612           |
| Printing and publications        | 11,160           | 5,503            |
| Rent payable                     | 55,000           | 55,000           |
| Insurance                        | 13,928           | 11,061           |
| Light and heat                   | 4,136            | 4,344            |
| Cleaning                         | 4,688            | 2,832            |
| Repairs and maintenance          | 30,603           | 18,149           |
| Professional fees                | 24,670           | 8,024            |
| Telephone                        | 6,332            | 8,170            |
| Computer and website             | 34,744           | 42,961           |
| Postage and stationery           | 5,909            | 8,068            |
| Staff training and recruitment   | 17,089           | 10,158           |
| Travel and subsistence expenses  | 5,207            | 6,966            |
| Auditors remuneration            | 4,428            | 4,439            |
| Bank charges                     | 1,044            | 1,123            |
| Subscriptions                    | 3,713            | 5,998            |
| Bad debts                        |                  | 1,243            |
| General Expenses                 | 6,605            | 4,174            |
| Governance and board expenditure | 5,421            | 797              |
| Amortisation costs               | 339              | 2,177            |
| Depreciation of tangible assets  | 12,735           | 6,930            |
|                                  | <b>1,781,410</b> | <b>1,160,603</b> |
| <b>Operating Surplus</b>         | <b>449,717</b>   | <b>334,178</b>   |

| Name of Grantor   | Funding Stream                | Section 39 Health Act 2004 | LDTF Emerging Needs | Youth Service Grant Scheme | Youth Capital Funding Scheme 2021 | Scheme A: Supporting Community Services for LGBTI+ Services | LGBTI+ Youth Strategy. CPD for Service Providers (Phase 1) | National Action Plan on Bullying | SSNO          | National Lotter Grants Scheme | LGBT Research | LGBT Research | Youth Service Grant Scheme: LGBT Research | Dormant Accounts Fund | Covid 19 National Youth Organisations Scheme 2021 | Totals         |
|---|-------------------------------|----------------------------|---------------------|----------------------------|-----------------------------------|---|--|----------------------------------|---------------|-------------------------------|---------------|---------------|---|-----------------------|---|----------------|
| Health Service Executive – Mental Health Directorate  |                               | 289,840                    | 45,600              | 218,922                    | 17,145                            | 51,145  |  | 58,000                           | 90,000        | 1,727                         | 60,000        | 50,000        | 20,000                                    | 35,000                | 20,000  | 1,956,830      |
| City of Dublin Youth Service Board (CDYSB)  |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Department of Children, Equality, Disability, Integration, and Youth (DCEDIY)                 |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Department of Children, Equality, Disability, Integration, and Youth (DCEDIY)                 |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Department of Children, Equality, Disability, Integration, and Youth (DCEDIY)                 |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Department of Children, Equality, Disability, Integration, and Youth (DCEDIY)                 |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Department of Education and Skills  |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Dept. Rural and Community Development (administered by Pobal)                                 |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Health Service Executive (Dublin South, Kildare, and West Wicklow Community Health Care)      |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Health Service Executive – Mental Health Directorate / National Office for Suicide Prevention |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Health Service Executive – Social Inclusion   |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Department of Children, Equality, Disability, Integration, and Youth (DCEDIY)                 |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Dublin City Local and Community Development   |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Department of Children, Equality, Disability, Integration, and Youth (DCEDIY)                 |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Trusts, Foundations and Donors  |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
| Donated Goods and Services  |                               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
|   | <b>Income YE 2021</b>         | 289,840                    | 45,600              | 218,922                    | 17,145                            | 51,145  |  | 58,000                           | 90,000        | 1,727                         | 60,000        | 50,000        | 20,000                                    | 35,000                | 20,000  | 1,956,830      |
|   | Deferred Income from 2020 C/F | 66,407                     |                     |                            |                                   |   | 750  |                                  |               |                               |               |               |   |                       |   | 67,157         |
|   | Less Deferred Income to 2022  | -63,843                    |                     | -38,905                    |                                   | -51,145   | -750   |                                  |               |                               | -26,661       |               |   | -20,000               |   | -201,304       |
|   | Benefit in Kind               |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
|   | Consultancy Fees              |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   | 13,312         |
|   | Campaign and Communications   |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   | 395,208        |
|   | Equipment                     |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   | 4,080          |
|   | Computer Costs                |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   | 2,871          |
|   | Capital Grant*                |                            |                     |                            | -17,145                           |   |  |                                  |               |                               |               |               |   |                       |   | -17,145        |
|   | Amortisation of Capital Grant |                            |                     |                            | 10,118                            |   |  |                                  |               |                               |               |               |   |                       |   | 10,118         |
|   | Funds Returned                |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
|   | <b>Total Income YE 2021</b>   | <b>292,404</b>             | <b>45,600</b>       | <b>180,017</b>             | <b>10,118</b>                     | <b>-</b>  | <b>-</b>   | <b>58,000</b>                    | <b>90,000</b> | <b>1,727</b>                  | <b>33,339</b> | <b>50,000</b> | <b>20,000</b>                             | <b>35,000</b>         | <b>-</b>  | <b>999,450</b> |
|   | Capital Grant*                |                            |                     |                            |                                   |   | Note A   |                                  |               |                               |               |               |   |                       |   |                |
|   | <b>Expenditure</b>            |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   |                       |   |                |
|   | Wages                         | 121,677                    | 36,513              | 125,664                    |                                   |   |  | 71,534                           | 90,000        |                               |               |               |   | 26,903                | 347,965   | 820,2576       |
|   | Program Costs                 | 89,899                     | 1,041               | 2,358                      |                                   |   |  | 28,438                           |               |                               | 33,339        | 50,000        | 20,000                                    | 161                   | 39,380  | 264,616        |
|   | Rent and Rates                | 20,000                     | 4,400               | 14,857                     |                                   |   |  | 10,507                           | -             |                               |               |               | 1,636                                     | 3,600                 | 55,000  |                |
|   | Telephone                     | 2,111                      | 274                 | 1,688                      |                                   |   |  | 1,211                            |               |                               |               |               | 186                                       | 863                   | 6,332   |                |
|   | Motor and Travel              | 1,556                      | 12                  | 1,723                      |                                   |   |  | 1,121                            |               |                               |               |               | 234                                       | 552                   | 5,2067  |                |
|   | Light and Heat                | 1,375                      | 440                 | 1,028                      |                                   |   |  | 879                              |               |                               |               |               | 196                                       | 219                   | 4,137   |                |
|   | Print, Post and Stationery    | 3,111                      | 241                 | 3,472                      |                                   |   |  | 3,877                            |               |                               |               |               | 565                                       | 5,805                 | 17,070  |                |
|   | Computer Costs                | 11,513                     | 513                 | 6,796                      |                                   |   |  | 184                              |               |                               |               |               | 1,359                                     | 11,508                | 2,871   |                |
|   | Professional Fees             | 3,768                      | 207                 | 3,499                      |                                   |   |  | 2,287                            |               |                               |               |               | 997                                       | 601                   | 13,312  |                |
|   | Staff Costs                   | 6,369                      | 286                 | 3,383                      |                                   |   |  | 2,899                            |               |                               |               |               | 334                                       | 3,817                 | 17,089  |                |
|   | Communications                | 10,017                     | 218                 | 2,278                      |                                   |   |  | 10,822                           |               |                               |               |               | 457                                       | 3,756                 | 395,208   |                |
|   | Insurance                     | 4,898                      | 605                 | 3,411                      |                                   |   |  | 2,974                            |               |                               |               |               | 458                                       | 1,582                 | 13,928  |                |
|   | Repairs and Maintenance       | 6,452                      | 151                 | 4,230                      |                                   |   |  | 4,055                            | 1,727         |                               |               |               | 1,291                                     | 8,617                 | 4,080   |                |
|   | Bank Charges and Interest     | 276                        | 49                  | 234                        |                                   |   |  | 153                              |               |                               |               |               | 31  | 301                   | 1,044   |                |
|   | Depreciation                  | 2,051                      | 0                   | 0                          | 10,118                            |   |  |                                  |               |                               |               |               |   | 905                   | 13,074  |                |
|   | General Expenses              | 3,820                      | 98                  | 2,128                      |                                   |   |  | 2319.06                          |               |                               |               |               | 0   | 6,639                 | 15,004  |                |
|   | Governance and Board          | 1,901                      | 207                 | 1,765                      |                                   |   |  | 1,154                            |               |                               |               |               | 194                                       | 200                   | 5,421   |                |
|   | Audit & Accountancy           | 1,610                      | 345                 | 1,495                      |                                   |   |  | 978                              |               |                               |               |               |   |                       | 4,428   |                |
|   | Investment in Future income   |                            |                     |                            |                                   |   |  |                                  |               |                               |               |               |   | 26,032                | 26,032  |                |
|   | <b>Total Expenditure</b>      | <b>292,404</b>             | <b>45,600</b>       | <b>180,017</b>             | <b>10,118</b>                     | <b>0</b>  | <b>0</b>   | <b>145,392</b>                   | <b>90,000</b> | <b>1,727</b>                  | <b>33,339</b> | <b>50,000</b> | <b>20,000</b>                             | <b>35,000</b>         | <b>0</b>  | <b>462,342</b> |
|   | <b>Surplus/Deficit</b>        | <b>0</b>                   | <b>0</b>            | <b>0</b>                   | <b>0</b>                          | <b>0</b>  | <b>0</b>   | <b>(87,392)</b>                  | <b>0</b>      | <b>0</b>                      | <b>0</b>      | <b>0</b>      | <b>0</b>                                  | <b>(0)</b>            | <b>0</b>  | <b>537,109</b> |

Note A: This expenditure is recognised on the balance sheet as it is a capital expenditure

# 2020 Financial Statements

| Funding Stream                | Section 39 Health Act 2004 | LDTF Emerging Needs | Youth Service Grant Scheme | Youth Capital Funding Scheme 2019 | Youth Capital Funding Scheme 2020 | LGBTI+ Youth Strategy, CPD for Service Providers (Phase 2) | LGBTI+ Youth Strategy, CPD for Service Providers (Phase 1) | National Action Plan on Bullying | SSNO           | QCBI     | Community Foundation of Ireland | Dublin City Council | Fundraising | Government TWSS Scheme | Donated Goods and Services | Totals           |                  |
|-------------------------------|----------------------------|---------------------|----------------------------|-----------------------------------|-----------------------------------|--|--|----------------------------------|----------------|----------|---------------------------------|---------------------|-------------|------------------------|----------------------------|------------------|------------------|
| <b>Income YE 2020</b>         |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     |             |                        |                            |                  |                  |
| Income YE 2020                | 308,993                    | 45,600              | 165,640                    |                                   | 18,559                            | 57,917   |  | 58,000                           | 90,000         |          | 2,000                           | 700                 | 954,765     | 27,298                 |                            | <b>1,729,471</b> |                  |
| Deferred Income from 2019 C/F | 8,002                      |                     |                            |                                   |                                   |  | 750  |                                  |                | 12,097   |                                 | 6,474               |             |                        |                            | <b>27,323</b>    |                  |
| Less Deferred Income to 2021  | -66,407                    |                     |                            |                                   |                                   |  | -750   |                                  |                |          |                                 | -3,340              | -356,373    |                        |                            | <b>-426,870</b>  |                  |
| Benefit in Kind               |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     |             |                        |                            | -                |                  |
| Legal & Professional          |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     |             |                        |                            | -                |                  |
| Programme Costs               |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     |             |                        |                            | -                |                  |
| Campaign and Communications   |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     |             |                        | 165,335                    | <b>165,335</b>   |                  |
| Rainbow Ball                  |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     |             |                        |                            | -                |                  |
| Computer Costs                |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     |             |                        | 23,489                     | <b>23,489</b>    |                  |
| Capital Grant*                |                            |                     |                            |                                   | -18,559                           |  |  |                                  |                |          |                                 |                     |             |                        |                            | <b>-18,559</b>   |                  |
| Amortisation of Capital Grant |                            |                     |                            | 2,977                             | 3,712                             |  |  |                                  |                |          |                                 |                     |             |                        |                            | <b>6,689</b>     |                  |
| Funds Returned                |                            |                     |                            |                                   |                                   |  |  |                                  |                | -12,097  |                                 |                     |             |                        |                            | <b>-12,097</b>   |                  |
| <b>Total Income YE 2020</b>   | <b>250,588</b>             | <b>45,600</b>       | <b>165,640</b>             | <b>2,977</b>                      | <b>3,712</b>                      | <b>57,917</b>  | <b>-</b>   | <b>58,000</b>                    | <b>90,000</b>  | <b>0</b> | <b>2,000</b>                    | <b>3,134</b>        | <b>700</b>  | <b>598,391</b>         | <b>27,298</b>              | <b>188,824</b>   | <b>1,494,781</b> |
| Capital Grant*                |                            |                     |                            |                                   | 18,559                            |  |  |                                  |                |          |                                 |                     |             |                        |                            |                  |                  |
| <b>Expenditure</b>            |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     |             |                        |                            |                  |                  |
| Wages                         | 103,785                    | 42,602              | 135,372                    |                                   |                                   | 24,616   |  | 39,616                           | 102,663        |          |                                 | 3,134               | 73,093      | 27,298                 |                            | <b>552,179</b>   |                  |
| Program Costs                 | 92,665                     | 847                 | 451                        |                                   |                                   | 33,301   |  | 62,747                           |                | 2,000    |                                 | 700                 |             |                        |                            | <b>192,712</b>   |                  |
| Rent and Rates                | 15,381                     | 4,511               | 19,548                     |                                   |                                   | -  |  | 12,781                           |                |          |                                 |                     | 2,778       |                        |                            | <b>55,000</b>    |                  |
| Telephone                     | 2,017                      | 847                 | 2,934                      |                                   |                                   | -  |  | 1,840                            |                |          |                                 |                     | 532         |                        |                            | <b>8,170</b>     |                  |
| Motor and Travel              | 1,270                      | 570                 | 1,850                      |                                   |                                   | -  |  | 1,450                            |                |          |                                 |                     | 1,825       |                        |                            | <b>6,965</b>     |                  |
| Light and Heat                | 1,547                      | 193                 | 1,392                      |                                   |                                   | -  |  | 952                              |                |          |                                 |                     | 261         |                        |                            | <b>4,344</b>     |                  |
| Print, Post and Stationery    | 2,563                      | 648                 | 2,779                      |                                   |                                   | -  |  | 2,936                            |                |          |                                 |                     | 4,645       |                        |                            | <b>13,570</b>    |                  |
| Computer Costs                | 6,078                      | 1,569               | 6,798                      |                                   |                                   | -  |  | 4,466                            |                |          |                                 |                     | 561         |                        | 23,489                     | <b>42,961</b>    |                  |
| Professional Fees             | 2,478                      | 526                 | 2,631                      |                                   |                                   | -  |  | 1,841                            |                |          |                                 |                     | 5,784       |                        |                            | <b>13,260</b>    |                  |
| Staff Costs                   | 2,613                      | 596                 | 4,068                      |                                   |                                   | -  |  | 1,783                            |                |          |                                 |                     | 1,097       |                        |                            | <b>10,158</b>    |                  |
| Communications                | 4,319                      | 722                 | 3,942                      |                                   |                                   | -  |  | 6,847                            |                |          |                                 |                     | 4,817       |                        | 165,335                    | <b>185,983</b>   |                  |
| Insurance                     | 3,091                      | 1,030               | 3,427                      |                                   |                                   | -  |  | 2,140                            |                |          |                                 |                     | 1,374       |                        |                            | <b>11,061</b>    |                  |
| Repairs and Maintenance       | 3,250                      | 609                 | 3,233                      |                                   |                                   | -  |  | 2,001                            |                |          |                                 |                     | 6           |                        |                            | <b>9,098</b>     |                  |
| Equipment                     | 3,570                      | 45                  | 3,144                      |                                   |                                   | -  |  | 2,277                            |                |          |                                 |                     | 15          |                        |                            | <b>9,051</b>     |                  |
| Bank Charges and Interest     | 291                        | 79                  | 341                        |                                   |                                   | -  |  | 223                              |                |          |                                 |                     | 190         |                        |                            | <b>1,123</b>     |                  |
| General Expenses              | 2,784                      | 1,007               | 3,370                      |                                   |                                   | -  |  | 2,417                            |                |          |                                 |                     | 596         |                        |                            | <b>10,175</b>    |                  |
| Office Expenses               | 1,041                      | -                   | 894                        |                                   |                                   | -  |  | 897                              |                |          |                                 |                     | -           |                        |                            | <b>2,832</b>     |                  |
| Depreciation                  | 2,177                      | -                   | 241                        | 2,977                             | 3,712                             | -  |  | -                                |                |          |                                 |                     | -           |                        |                            | <b>9,107</b>     |                  |
| Investment in Future income   |                            |                     |                            |                                   |                                   |  |  |                                  |                |          |                                 |                     | 21,612      |                        |                            | <b>21,612</b>    |                  |
| Bad Debt                      |                            | -                   | -                          |                                   |                                   | -  |  | -                                |                |          |                                 |                     | 1,243       |                        |                            | <b>1,243</b>     |                  |
| <b>Total Expenditure</b>      | <b>250,920</b>             | <b>56,402</b>       | <b>196,414</b>             | <b>2,977</b>                      | <b>3,712</b>                      | <b>57,917</b>  | <b>-</b>   | <b>147,215</b>                   | <b>102,663</b> | <b>-</b> | <b>2,000</b>                    | <b>3,134</b>        | <b>700</b>  | <b>120,428</b>         | <b>27,298</b>              | <b>188,824</b>   | <b>1,160,603</b> |
| <b>Surplus/Deficit</b>        | <b>-332</b>                | <b>-10,802</b>      | <b>-30,774</b>             | <b>0</b>                          | <b>0</b>                          | <b>0</b>   | <b>0</b>   | <b>-89,215</b>                   | <b>-12,663</b> | <b>0</b> | <b>0</b>                        | <b>0</b>            | <b>0</b>    | <b>477,964</b>         | <b>0</b>                   | <b>0</b>         | <b>334,177</b>   |

# We are grateful for the ongoing support from our funders:



**Thank you to the following organisations for supporting us in 2021. Thanks to their support, we can be there for LGBTQ+ youth when they need us most.**

|   |  |  |
|---|--|--|
| A&L Goodbody Solicitors                         | Flogas                                   | Origina  |
| Activision Blizzard                             | FTI Consulting                           | Paddy Power/ BetFair                                       |
| Alkermes  | Gealach Candles                          | PayPal   |
| Allianz   | General Electric (GE) Capital            | Pharmaceutical Society Ireland (psi)                       |
| Amgen   | Global Shares                            | PHD Media  |
| An Post   | GMIT                                     | Pinsent Masons   |
| Apple Inc                                       | Google Inc.                              | Public Appointments Service                                |
| Arthur Cox                                      | Health Products Regulatory Authority     | Riot Games   |
| Aviva Insurance                                 | Hewlett Packard Enterprise               | Ronan Daly Jermyn  |
| Axa   | HSBC (Ireland)                           | Rotten Rouge   |
| Bank of Ireland                                 | IAPI                                     | Royal Irish Academy of Music                               |
| BNP Paribas                                     | Indeed Inc.                              | RSA Insurance 123.ie                                       |
| Boys+Girls Entertainment Agency                 | Inglot Cosmetics                         | Sage Ireland   |
| Broadridge                                      | Intercom                                 | Salesforce   |
| Central Bank of Ireland                         | Irish Life                               | Savills  |
| Charities Aid Foundation America                | Johnson and Johnson                      | Siro   |
| Clonmel Enterprises                             | KPMG                                     | Smartbox Group Ltd   |
| Coca Cola                                       | Liferay International                    | State Street   |
| COFRA Foundation                                | LinkedIn                                 | Sun Life Financial   |
| Colgate Palmolive Support Services Organisation | Marks and Spencer (Ireland)              | SurveyMonkey   |
| Core  | Mazars                                   | Takeda   |
| DELL  | McCann Fitzgerald                        | Taxback.com  |
| Dentsu Ireland Ltd. T/A Carat Ireland           | McHughs Centra Greendale Shopping Centre | Tesco  |
| Department of Housing                           | Medtronic                                | The Community Foundation for Ireland                       |
| DLA Piper                                       | Merck                                    | The Cupcake Bloke  |
| Dropbox   | Microsoft Ireland                        | The National Lottery                                       |
| E Y Law   | Museum of Literature Ireland             | The Phoenix Group  |
| ebay  | Musgrave                                 | The Walt Disney Company                                    |
| Engine Lease Finance Corporation                | National Treasury Management Agency      | Twitter Inc.   |
| ESB Energy for Generations                      | New Relic                                | Ulster Bank  |
| eShopWorld                                      | Nike Factory Outlet England              | Vela Games   |
| Faerly  | Nike Factory Outlet Killarney            | Waterford and Wexford Education and Training Board (WWETB) |
| Faillte Ireland                                 | Nine Arrow                               | William Fry  |
| Fallon and Byrne                                | Office of Public Works                   |  |





**“Belong To is a place where  
you meet friends that  
become like family.”**

**Claire (she/her)**



**Belong To LGBTQ+**  
Youth Ireland

Belong To  
13 Parliament St  
Dublin 2

[www.belongto.org](http://www.belongto.org)  
[info@belongto.org](mailto:info@belongto.org)  
01 670 6223

[f /belongtoyouthservices](https://www.facebook.com/belongtoyouthservices)  
[@Belong\\_To](https://www.instagram.com/Belong_To)  
[▶ youtube.com/belongto](https://www.youtube.com/belongto)

Charities Registration Number: 20059798