

# 2019

## Annual Report

### BeLonG To Youth Services



Supporting lesbian, gay, bisexual,  
transgender, and intersex young  
people in Ireland





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# A Welcome Message from our Chairperson and CEO

In 2019, armed with 'Sharing the Learning' our new three-year Strategic Plan, we set out to create a safe, healthy and equal Ireland for LGBTI+ young people. With our new Strategic Plan serving as a map to guide our objectives, workplans and targets, we experienced an incredible year of success and growth in 2019.

Equipped with our new database, we gathered 12 months of demographic data from young people accessing our Dublin-based youth service. As you will read in this report, we gleaned valuable insights from this data discovering the most urgent needs of LGBTI+ young people. This information has shaped the future direction of our frontline service and how we support LGBTI+ young people. As an organisation dedicated to sharing what we learn and how we do it, we will use this information to inform our partners and stakeholders of best practice to ensure LGBTI+ young people are supported in their homes, schools and communities.

In 2019, we witnessed a change in public presumption and the narrative that all is well for the LGBTI+ community in Ireland. In tandem with growing numbers marching in Pride is an explicit rise in anti-LGBTI+ hate speech and hate crime here in Ireland and in Europe. Across Poland, local governments declared their areas 'LGBTI+ free zones', Pride participants were persecuted in Turkey and public figures embraced anti LGBTI+ hate speech in countries including Greece, Portugal and Spain over the past 12 months. This broader environment of discrimination and inequalities has real consequences for the lived reality of the LGBTI+ young people we support. LGBTI+ young people are more likely to spend time online searching for information related to health, medical and LGBTI+ issues<sup>1</sup>. It is online where they also witness LGBTI+ rights being rolled back globally and feel fear and rejection as a result. Closer to home, challenges faced in 2019 included hate speech and physical attacks, access to trans healthcare, and anti-LGBTI+ bullying in schools and communities with devastating consequences on the mental health of LGBTI+ young people. We responded to these external challenges through the provision of safe spaces where LGBTI+ youth could be who they are without judgement or fear.

This report charts the past 12 months of our work and it is with great pride that we look back at our achievements in youth work, training, advocacy, communications and fundraising in 2019. Our skilled, creative and dedicated team are united in our passion to improve the lives of LGBTI+ young people and this energy is demonstrated through the delivery of our top-class youth services and training programmes, our campaigns to change and protect human rights, and our operational work to ensure sustainability and build public understanding and awareness. Highlights from 2019 include reaching and supporting more LGBTI+ young people, a renewed sense of energy behind the National Network of Youth Groups that we engage with, and shining a light on the voices of LGBTI+ students through the publication of our first *School Climate Survey* in partnership with Columbia University.

As an organisation, we are committed to good governance, transparency and ethical fundraising. In 2019, we were proud to achieve Triple Lock Status and secure nominations in the Charity Excellence Awards and the Good Governance Awards. Our values of openness and honesty are underpinned by our willingness to learn from issues and challenges that arise. We were encouraged to see exceptional growth in our unrestricted income of €367,622 compared to €232,510 in 2018. Exceeding our target in this area highlights our commitment to ensure future sustainability and in 2019 our total organisation income grew by 33% reaching €1,314,781. This increase would not have been possible without the generosity of our donors, sponsors and supporters who are dedicated to working with us to build a brighter future for LGBTI+ young people.

We would like to thank our board members, staff, volunteers and funders for their commitment and passion in helping us to create an Ireland that is a positive and welcoming place to grow up LGBTI+. We pay special thanks to the LGBTI+ young people of Ireland who have supported our work by sharing their stories, engaging in consultations, meetings with policy makers and who trusted us and reached out for help when they needed it.

**Nikki Gallagher**  
Chairperson,  
Board of Directors



**Moninne Griffith**  
Chief Executive Officer



1. GLSEN's "Out Online: The Experiences of Lesbian, Gay, Bisexual and Transgender Youth" First National Report to Look In-Depth at LGBT Youth Experience Online (2019)

## OUR VISION

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Our Vision is a world where LGBTI+ young people are equal, safe, and valued in the diversity of their identities and experiences.

## OUR ➡ MISSION

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Our Mission is to support LGBTI+ young people as equals to achieve our vision through youth work, changing attitudes, and research.

# OUR VALUES

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Our core values are those of **Inclusion, Integrity**, and **Respect**, in an environment of **Honesty** and **Openness**. Our purpose is to create a **Welcoming, Supportive, Safe**, and **Fun space for LGBTI+ young people**. We are committed to **Collaboration** and **Youth Participation**. We believe in **Solidarity** and **Intersectional Equality**, and our work focuses on **Human Rights** and **Social Justice**. We are dedicated to **Continuous Improvement** in everything we do.

# 2019 IN NUMBERS

204 young people accessed our Dublin based groups.

74 Number of volunteers supported by our work.

We increased our unrestricted income by **58%**

**403** young people supported through our Dublin Youth Service.

**143%** increase in website visitors.

45 young people trained to be leaders through our Peer Educator programme.

Reached **206,864** students through Stand Up Awareness Week.

**5** submissions to Government.

YEAR 2 of the National LGBTI+ Youth Strategy.

**€90,000** raised at the Rainbow Ball.

180 hours of crisis counselling offered with Pieta.

110 groups ran through our Dublin Youth Service.

540 young people marched with us at Dublin Pride.

Trained **2,862** number of professionals.

**788** participants in our School Climate Survey.

Groups supported through the National Network: **56**

**99** Monday Chat sessions.

97 pieces of media coverage.

Number of outreach workshops delivered to our corporate partners: **40**

37 LGBTI+ services mapped for ETB and DCYA project.

# SHARING THE LEARNING

Our 2019-2021 Strategic Plan 'Sharing The Learning' identifies five strategic goals that we will focus our objectives and work plans on starting in 2019.

## Goal #1

### Organisational Development & Learning

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

**Objective:** Develop an action research model of practice which informs our fundraising, governance, communications, and youth work.

**Impact:** A sustainable organisation delivering our mission to support LGBTI+ young people through youth work, changing attitudes, and research.

## Goal #2

### Youth Work Matters

**Goal:** LGBTI+ young people are safe and supported through a quality youth work service led by equal partnership with young people.

**Objective:** Document our best practice model of youth work, while utilising research for evidence-based policy.

**Impact:** A sustainable model of youth work practice and policy change informed by the voices of LGBTI+ young people.



## Goal #3

### Building Safe Spaces

**Goal:** A strong, expanding network of accredited national network of LGBTI+ youth groups.

**Objective:** Expand consistent models of practice, training, and accreditation in collaboration with the National Network and our youth work partners.

**Impact:** A standardised model of LGBTI+ youth work and best practice across our National Network of youth groups.

## Goal #4

### Empowering Allies

**Goal:** To train and educate professionals, services, and organisations engaging with young LGBTI+ people.

**Objective:** Creation and provision of a suite of training and development resources for professionals engaged with LGBTI+ young people.

**Impact:** LGBTI+ young people are met by a growing number of professionals, services, and organisations trained and certified to meet and support their needs.

## Goal #5

### Campaigning for Change

**Goal:** Champion the voice of LGBTI+ young people through advocacy and engagement to create an Ireland where LGBTI+ young people are equal, safe, and valued.

**Objective:** Strengthen engagement with national policy and public sector agencies to engage the voice of LGBTI+ young people in policy positions.

**Impact:** Promote focused policy engagement ensuring delivery on national strategies related to the wellbeing of LGBTI+ young people in Ireland e.g. *National LGBTI+ Youth Strategy 2018-2020*.

# I PUT ON A GREAT SHOW

Ayrton Kelly shares his  
journey to self-acceptance.

“I’m asked a lot when I first realised that I was gay and, honestly, I have no idea. The journey to self-acceptance for a young LGBT person is not linear.

It’s more like a game of snakes and ladders where progress is incremental, but you can fall back a few places very quickly. It is only recently that I’ve felt *proud* to be gay and that is in no small part to my exposure and involvement with BeLonG To Youth Services. Growing up, I always felt abnormal. I hung around with the girls in primary school; I hated sport; I didn’t go to the teenage discos – I was not in any way like the other boys.

I can recall times that I felt down, but luckily, I never had suicidal ideations or self-harmed (unlike a considerably high number of LGBT young people).

Still, there was a sense that life was just too hard and too miserable, and it didn’t seem like that was ever going to change. However, like any good gay, I put on a great show. I did well in school and I got my first choice in University College Dublin. I’m in my final year of that right now. Between excelling academically and my volunteer work, few people would have seen the pain underneath.

The problem is that putting on a great show is exhausting and by fifth year, it had caught up to me and was taking its toll on my life and my relationships. My relationship with my sister Toni, whom I had always been so close, was deteriorating quickly. It was around September of fifth year that I sent an email to Toni and said I was gay. We talked about it once and I said to never bring it up again. I woke up the next morning to a text from Toni with a link to a blog post on how great life was after coming out to his (the author’s) friends and family. Toni said, albeit with the best intentions, that I should come out, and that my family and friends would accept me. I wasn’t ready or able to hear it. I felt that my trust in Toni had been betrayed. I sternly and hatefully shot the sentiment down.

From that point, though, something began to change in me. Fifth year was the first year I can recall the school getting involved with BeLonG To’s Stand Up Awareness Week campaign for which I helped put up the posters. Around March or April, in line with the 2015 Referendum, I started to wear a *Tá Comhionannas (Yes Equality)* badge on my coat. To have the English version on my *jumper* would have been too obvious, I thought. It got a few glances, but the only reaction to it was from a sixth year and a true ally, Paddy Quinn, who said ‘fair play’ for supporting the yes vote and how important it is.

In May 2015, when Ireland went to the ballot box, I went to Lourdes on the Raphoe Diocesan Pilgrimage. One of the priests and former Chaplain of my school, Father Paddy Dunne, embodied authentically Christian values of compassion and understanding. I came to trust him, and I came out to him during Confessions in the St Pius X Basilica in Lourdes. Father Dunne acknowledged how hard it must be in a supportive, non-judgemental way. He suggested that I go talk to someone in the Donegal Youth Service, because I had already gotten to know some of the youth workers. Immediately, there was a sense of relief that I had never felt before. I met with Louise, a Youth Worker, about ‘Leaving Cert stress’. Although I didn’t see the relationship at the time, the closet was now affecting my physical health (not a day went by when I didn’t feel nauseous) as much as it was my mental wellbeing.

Louise, thankfully, put me in touch with Sinead Murray-Lynch who ran the BreakOUT LGBT Youth Group, a member of the National Network of groups supported by BeLonG To. Sinead is such a hero, and while several people were pivotal in my journey to self-acceptance, no-one had the impact that Sinead had on my life. If it weren’t for her, I’d probably still not be out. Sinead and I met for a chat over tea and biscuits. Inside the walls of the youth service, I felt safe and supported and that nothing terrible could happen. I vividly remember Sinead talking about coming out to yourself as essential and often the hardest step, which explained why I was so angry at Toni for telling me to come out. She explained that in her years of being an LGBT Youth Worker, few (if any) have regretted coming out. But she also said that I have had years to come to grips with who I am, and that it might be a shock for my parents, family and friends to hear that I’m gay. She said that it might take time, but that everything would be okay. Finally, she suggested I start coming to the BreakOUT youth group on Saturdays, which I did and where I felt, for the first time, that I was not alone.

Despite all of the suffering which I didn’t care to acknowledge; relative to many LGBT people, I had a very positive experience of school. As difficult as it was, I was lucky that I could pass as straight. I had a good position in the social order of the school as Head Boy. We had a great principal, fantastic teachers, and Donegal Youth Service/ BeLonG To on the doorstep. I didn’t realise it before coming out, but I also had incredible family and friends. I have been out for almost four years, and I can finally say “I am gay” without fear, shame or anxiety.”

# MEDIA MATTERS

Through our communications and media work, we build public understanding about the experiences and needs of LGBTI+ young people to reduce stigma and change attitudes and behaviours that cause harm.

## Digital Media

Championing the voice of LGBTI+ young people, sharing our expertise, and creating awareness of our services through digital media forms an important part of our work. Increased time and investment towards digital media resulted in significant growth in 2019. Our website attracted more visitors with a 143% increase in page visits from 187,807 in 2018 to 458,052 in 2019. Popular pages included information for professionals about working with LGBTI+ young people and mental health information for LGBTI+ young people. We continued to provide informative, engaging social media content in 2019 and saw a 9.6% increase in our Twitter audience, a 2.7% in our Facebook audience and a 50% increase in our Instagram followers compared to the previous year. We set up a Snapchat business account in 2019 as another means of reaching our youth audience. We experienced high engagement rates on this platform and it now plays an important role in our social media strategy. A challenge emerged online in directly reaching LGBTI+ young people through paid digital advertising, as those who are not openly LGBTI+ do not 'like' or 'follow' LGBTI+ related content making it difficult to target advertisements. Digital media highlights in 2019 included our transgender #SolidariT campaign trending on Twitter, our movement into Snapchat and our self-care social campaign aimed at LGBTI+ young people over Christmas.

## Media Coverage

The media coverage we generate is a key indicator of our success in engaging with the general public on the key issues affecting young LGBTI+ people. In 2019, we featured in 97 pieces of media coverage across national and regional radio, television and print publications. While this was a small increase from 90 in 2018, the quality of coverage and media enquiries was significant. The results of our first national *School Climate Survey* generated substantial media coverage across national and regional TV, radio and print media outlets increasing our reach. This was the largest research sample of LGBTI+ young people in Ireland and the hard-hitting statistics attracted a lot of media interest with our CEO, a youth representative and many members of our team acting as spokespeople during interviews. Media interest in gender recognition was evident throughout the year and we responded to many requests for comments and interviews relating to this topic. Additional coverage in 2019 related to our strategic plan, sex education, Dublin Pride and LGBTI+ training we conducted with the prison population.

## Better Out Than In

Better Out Than In is a digital campaign that aims to change attitudes towards help-seeking behaviour among 14 to 23-year-old LGBTI+ young people. We launched the campaign in 2018 and rolled it out again in September 2019 in collaboration with the Crisis Text Line as part of a pilot scheme for their service which is funded by the HSE. While the 2018 campaign focused on reassuring our target audience that asking for help is worth it, the 2019 campaign focused on signposting young people to the confidential Crisis Text Line. Trained volunteers are available 24/7 over text offering support for available for urgent issues such as bullying, relationship breakdown, self-harm, suicidal thoughts and abuse or assault. This is a confidential service, using a secure online platform. We advertised the service via Snapchat and Instagram advertisements driving traffic to the campaign page on our website. During the campaign period, there were 10,935 web visitors compared to 1,512 visitors during the 2018 campaign.



# #comein

## #Comein Campaign

'If everybody chose to come in, nobody would have to come out.' This was the central message of our #Comein campaign in collaboration with The Institute Of Advertising Practitioners In Ireland (IAP) and 2FM. The campaign ran from November 4th to November 15th, 2019 – the week before Stand Up Awareness Week in line with our organisational objective to increase participation in the second-level school event. As part of the #Comein campaign, we invited students, schools, teachers, professionals and members of the general public to #Comein and show their support for their LGBTI+ friends, family, classmates and colleagues. The national radio station 2FM joined us as the media partner for this campaign and amplified our messaging and content across their station and social media platforms.

Audiences were invited to pledge to come in on social media using the hashtag and on the #Comein page on the BeLonG To website by signing a petition. Schools were invited to sign up for Stand Up Awareness Week and encourage students to #Comein wearing a colour of the Pride flag on the final day of the campaign. Schools shared colourful photos and videos using the hashtag online. Working with IAP and their member agencies, we created a suite of digital content including three short videos, social media assets, radio ads, print ads and a GIPHY sticker which people could use on their social media platforms. The results are overwhelmingly positive with a 14% rate increase in schools taking part in Stand Up Awareness Week compared to the previous year. There was a 183% increase in visitors to the BeLonG To website during the campaign period compared to the same period in 2018. The video content received 170,000 views and the #Comein hashtag was used over 700 times on Twitter. The #Comein campaign was a communications win in 2019 with a total reach of 213,000.

"I love this campaign! Why should people have to come out? #Comein"

# A SUSTAIN-ABLE FUTURE



We rely on donations from individuals, groups and organisations to continue our life-saving work.

In 2019 thanks to the generosity of our donors and supporters we exceeded our fundraising targets significantly growing income by 33% to reach €1,314,781 (2018: €986,430).

Crucially this success allowed us to strategically invest in programmes and services to respond to the increase in demand for support from LGBTI+ young people nationwide. With these funds, we can make strategic investments in our campaigning and advocacy work to improve the health, safety, and equality of all LGBTI+ young people.

The highlight from the fundraising year was the success of the third annual Rainbow Ball which raised €90,000 up 27% from €71,000 in 2018.

## Community Fundraising

With the help of dedicated individuals and groups who planned and delivered a huge number of events across Ireland, €112,285 (2018: €50,062) was raised through community fundraising events in 2019. Fundraising activities varied from bake sales to sports events. It is only with support like this from our donors that we can deliver on our goals to support young LGBTI+ young people – so thank you to each and everyone one of you!

Some community fundraising highlights from 2019 include a donation of €8,631 from the Emerald Warriors raised at the Union Cup Rugby Tournament, held in Dublin City University, the Dublin Pride run which raised €7,000 and the Tesco Community Fund raising an amazing €8,520. These are just a few examples of the activities that took place around Ireland in support of our work.

## Corporate Fundraising

In 2019 we thoroughly enjoyed collaborating with numerous organisations around the country. Our team delivered 40 corporate workshops educating 1,923 individuals on how they can support the LGBTI+ community.



### Rainbow Ball

The third annual Rainbow Ball took place in November at Ballsbridge Hotel raising a phenomenal €90,000. This was a 27% increase in funds raised compared to 2018. The night was hosted by the TV presenter and fashion designer Brendan Courtney. Some 500 guests from our corporate partners, sponsors, celebrities, and community came together to celebrate and support our work. We are so grateful to the support of the event sponsors: Aviva, A&L Goodbody, Dalata Hotels, HSBC, Facebook, EY, and Aon.

Funds raised from the night will help fund Stand Up Awareness Week in 2020 - the largest anti-bullying schools' campaign in Ireland which reached over 200,000 students in 2019. We sincerely appreciate the generosity of the artists and sponsors who donated all the amazing prizes for the auction and raffle at the event. The Rainbow Ball would not have been possible without the support, passion, and determination of the organising committee: Darina Brennan, John McNamara, Callum McBreen, Dara Gallagher, Laura Stopforth, Diego Mazzette and Val Quinn – thank you for all you do!



### Fundraising Policy and Best Practice

We organise fundraising events and activities throughout the year. In addition, we solicit 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.

During 2019, a routine review of ethical fundraising practices was completed by the Charity and a new ethical fundraising framework was adopted. Future institutional donors will be ethically evaluated prior to engaging them in fundraising or monetary support for our mission. 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.

*Thank you for all you do!*



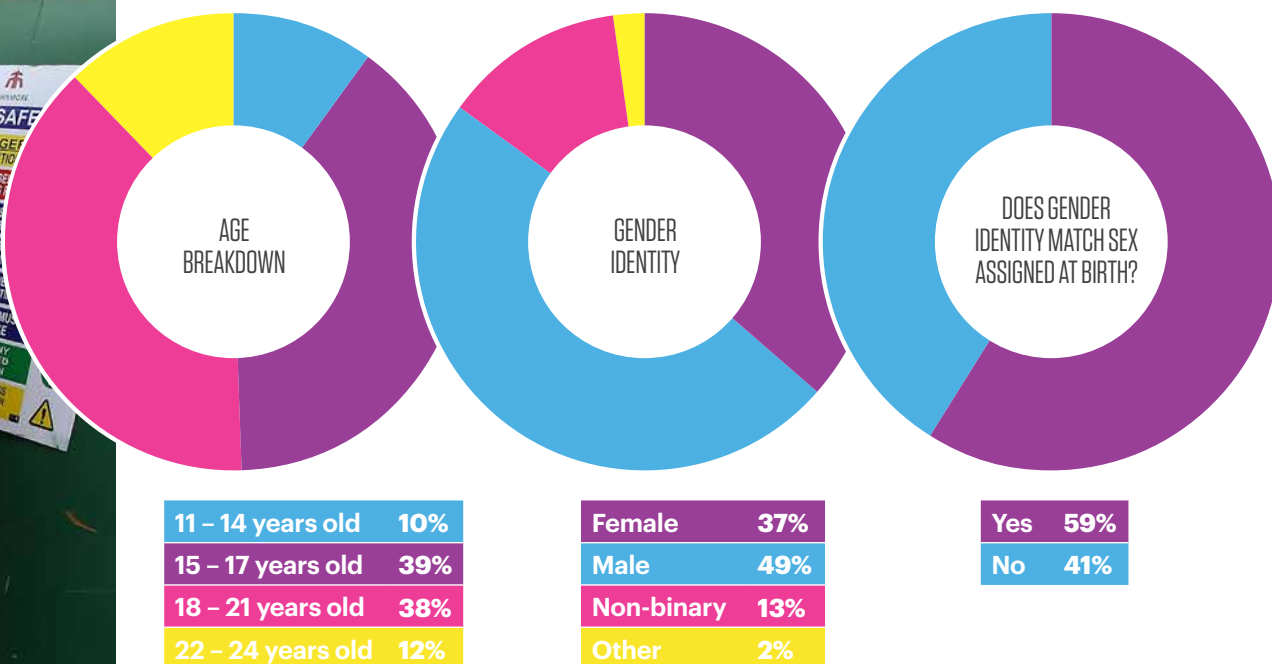
# YOUTH WORK MATTERS

Our Dublin Youth Service offers a range of services to support the needs of LGBTI+ young people.

We operate fortnightly groups to meet the needs of LGBTI+ young people, a peer education programme to empower them to thrive as equal citizens and online supports through digital youth work. These services are funded through the Department of Children and Youth Affairs. As a result of funding from the What Works Initiative (formerly QCBI Initiative), we completed development of HOMES (our Holistic Outcome Measure and Engagement System) and started collecting data in January 2019 to provide us with an evidence base to inform, shape and support our youth work practices. This data includes age, county of origin, gender identity, attendance and presenting issues among a wide range of other demographics and indicators.

Following eight months of data collection, we were able to utilise this information and review our frontline youth service. Some 77% of young people who access our services are between 14 and 21 years old. During 2019, our Youth Workers offered support to 403 young people accounting for 59% of those supported. Supporting families and guardians accounted for 9%, education professionals 3% and medical professionals 1%.

## Our Dublin Service Users:



## Key Insights

Coming out, trans issues and mental health emerged as the top three presenting issues from services users in 2019. Some 206 onward referrals were made signposting individuals to other organisations and agencies to meet specific needs related to mental health, sexual health and homelessness. The data highlighted four key issues that we addressed during the latter half of 2019: an increased need for support services, the need for a focused aging out process, the volume of digital youth work we undertake, and the need to develop our practice around supporting young people with disabilities.

The data made clear that the young people who attend our groups have high levels of need and require more regular support and safety than our fortnightly youth groups offer. While the need to increase the frequency of our groups to weekly emerged, the challenge with meeting this need is limited staff capacity and the absence of funds to increase youth work hours. Our frontline youth service offers support to LGBTI+ young people up to the age of 23.

This can be a challenging and turbulent time for group participants many of whom have found safety and support in our youth groups over a number of years. As a result of this finding, a new aging out process will be established in 2020 for those preparing to leave the service. This will include supporting them to find services and community outside of BeLonG To and helping them cope with the transition of leaving.

The data highlighted that 10.3% of our service users are living with a disability. This rises starkly for a number of our frequent service users, 69% of whom are living with a disability. We held a focus group with young people to discover how to improve our service for those with a disability and ensure we were supporting the needs of these young people.

## Digital Youth Work

At BeLonG To, we have been providing digital youth work to LGBTI+ young people since 2004. The Youth Work Team utilises digital media and technology to offer supports, information and sign posting services to young people. We support LGBTI+ young people, their families and professionals through phone, text and email support. This service allows those who cannot access our support services in person to receive vital support, information and sign-posting to external services. Conducting digital youth work allows us to communicate with and support LGBTI+ young people who may not feel safe meeting in person or fear being identified or being outed. The service offers a safe, digital space for LGBTI+ young people to access information and support via email, text and telephone. In 2019, our Youth Work Team engaged in 109 calls and 586 email threads (a thread could have up to 10 emails back and forth) offering support.



# COMMUNITY ⚡ SPIRIT

Our groups offer safe spaces for LGBTI+ young people to come together and seek support.

Our four Dublin youth groups operate fortnightly to meet the needs of LGBTI+ young people. In 2019, we ran 110 groups (2018: 104) offering safe, welcoming, fun spaces for LGBTI+ young people and those questioning their gender identity and sexual orientation. We facilitate workshops each year on mental health, coming out, drugs and alcohol and sexual health. The remainder of the workshop content is determined by the group members and youth leaders are trained to deliver the workshops through our Peer Education Programme.

Here we highlight some of the achievements, risks and challenges these groups encountered in 2019:

## IndividualiTy

This group is for trans young people and those exploring their gender identity. The group meets fortnightly on Wednesday evenings in the Office of the Ombudsman for Children.

### Achievements

- The group ran a wide range of workshops in 2019 including online safety, sexual health, trans equality in schools and safety in unsupportive situations.
- Young people from the group spoke on RTE News about their experience of transphobic bullying in school for the *School Climate Survey* report.
- Our new Youth Worker, Kate Cummins began working with the group.
- Group members organised our second annual Transboree event - a day of body positivity and gender expression for trans young people. The event took place in December in The Chocolate Factory in Dublin and featured workshops based on self-care, resilience, minding your mental health and body positivity.

### Risks and Challenges

- Long-term IndividualiTy Youth Worker, Lisa McKenny changed role within the organisation. This transition was emotional for young people in the group.
- The long waiting list for access to trans healthcare and transphobic bullying at school has had a negative impact on young people within the group.

## BeLonG To Sundays

Our biggest group for LGBTI+ young people from 13-17 years old meets every second Sunday from 3-6pm in Outhouse, Dublin's LGBTI+ community and resource centre.

### Achievements

- The group ran workshops on coming out, mental health and healthy relationships.
- The number of young people attending the group increased as the year progressed with a spike in attendance in November and December.

### Risks and Challenges

- Two of our frontline staff members moved on in 2019. This transition was challenging for some of the young people.
- Several young people experienced homophobic and transphobic attacks at school and in their communities.

## Over 18s

Our Over 18's group is for 18-23 year olds. The group meets fortnightly on Tuesday evenings in BeLonG To.

### Achievements

- Development of project plan for 'Safe Access to LGBTI+ Friendly Services' in Dublin for young people e.g. (barbers, changing rooms, restaurants).
- The group created art pieces to be sold at auction to raise funds for BeLonG To.

### Risks and Challenges

- The age limit for this group and our youth work is 23 years. Many individuals experience a need for continued support outside of this age bracket to deal with homophobia, biphobia, and transphobia in society.
- The group identified the fears they have after they age out of our service due to the lack of support services and programmes available.

## Ladybirds

This group is for young lesbian, bisexual and trans gals and their non-binary pals. The group meets fortnightly on Thursday evenings in BeLonG To.

### Achievements

- Members of the group worked with the Dublin Lesbian Line on their sexual harassment research focus group.
- The group contributed towards the GAA's Gender Diversity policy.

### Risks and Challenges:

- The group identified the struggles they face accessing mainstream sexual health services. This is due to the lack of awareness and education amongst healthcare providers and educators around the sexual health needs of LBT women.

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

**Critical:** LGBTI+ young people thinking for themselves.

**Social:** Pro society and working together as a group.

**Education:** Youth work values and process guides the education process.

# COMMUNITY SUPPORT

Our specialised staff offer many forms of support to LGBTI+ young people to enhance their health and wellbeing.

## Monday Chats

Monday Chats is a free one-to-one active listening service and a safe space for young people to talk in confidence with one of our Youth Workers. A challenge was identified early in 2019 when our frontline team recognised that young people were using the space to discuss their emotional process, rather than for information which is the purpose of this service. A decision was made to refocus the service on signposting, information and referrals and this change was implemented in April. During 2019, 99 one-on-one sessions were provided (2018: 150). This decrease of sessions from 2018 was a result of a vacant post in the Youth Work Department for a number of months. Presenting issues included bullying, issues at school, anxiety, suicide ideation, self-harm, lack of support and transgender healthcare.

## Crisis Counselling with Pieta

We are delighted to continue to partner with Pieta who offer this in-house crisis counselling service which provides a dedicated LGBTI+ youth counselling service free of charge for those experiencing suicide ideation or engaging in self-harm.

During 2019, 180 hours were spent providing free crisis counselling to LGBTI+ young people, 24 hours were spent on therapeutic assessments and six hours were dedicated to providing therapeutic family support. An ongoing challenge for this service is the need for parental consent for those under 18 to access the service. This acts as a barrier deterring many LGBTI+ young people who are not 'out' to their parents and therefore cannot access the service. We are grateful for this continued partnership with Pieta which helps us offer support to those experiencing mental health challenges.

## Drug and Alcohol Service

2019 was a time to reflect and review our dedicated Drug and Alcohol Service. This service offers a safe, confidential space for LGBTI+ young people to discuss concerns around



their drug and alcohol use with a Youth Worker dedicated to LGBTI+ drug and alcohol use. Our Youth Work team reviewed the service and identified a challenge in achieving optimum reach and impact for LGBTI+ young people. In order to reach a wider number of LGBTI+ young people, we decided to shift the service from a street-based outreach to a service-based outreach. This means that instead of targeting LGBTI+ young people on the street, we are reaching them through existing organisations which provide them with support. In addition to teaching larger groups of at-risk young people, this allows for relationship building with professionals and services working with this group. Our Drug and Alcohol Youth Worker developed an outreach plan to roll out in 2020 and created resources to support him with this new focus. Youth services, community services and drug and alcohol services within the North Inner City of Dublin will be targeted as part of this plan. The purpose of the service-based outreach is to twofold: make professionals aware of our service and support them in developing a safe space for LGBTI+ young people with their own service.

# SUPPORT SQUAD

We are so grateful to our team of volunteers and peer educators who dedicate their time to support our small but mighty Youth Work Team.



## Ianto Lynch

### Talks about why he is proud to be a peer educator

"Being a peer educator was one of the best, life-changing experiences I could have ever been offered. Organising and running workshops with other peer educators was a great way to gain more social skills and confidence in myself. The workshops I did with other peer educators were fun and educated me more on a variety of interesting topics that I wouldn't have known much about before starting. It offered me more independence and confidence in myself. It also helped me to make lots of new, strong and wonderful friendships. With the help and support of all the amazing and inspiring volunteers and facilitators, I started to find myself again and grew happier in the things I did. I feel like all the skills I learned as a peer educator can now benefit me in the future, as well as help me grow as a person and help me to understand people more. The memories I made as a peer educator will never be forgotten. I still look back on them with fond memories and I'm proud to have been a peer educator."



## George Best

### Shares what inspired him to join our team as a volunteer with the Over 18s group

"Belong To did not run groups when I was young and I wanted to give something back to the LGBTI+ community - particularly to an age group which I found difficult [when I was a teenager] - in the hope that young people attending the group would have a safe space to be themselves, to socialise and where they could belong. My role involves welcoming new young people to the group, supporting the Youth Worker when delivering workshops and helping set up and tidy after the group. The experience is so rewarding and interesting and is a great opportunity to meet a variety of wonderful people and give something back. I am delighted to be part of the BeLonG To team."



## Ollie Bell

### Chats about having an impact as a peer educator

"Being a peer educator helped me with building my confidence and self-esteem. I enjoyed being able to give workshops to the under 18s group on topics that affected them such as coming out and mental health. I felt like I really made an impact on them, especially when I did a workshop on LGBTQ+ activism. I wanted to inspire them to be active fighters in the LGBTQ+ community and give them the confidence that they can be the ones to push forward social change. Being a peer educator also gave me the opportunity to upskill myself in areas I needed work on like workshop development and mental health. The skills I've gained through the trainings I have been able to apply to my own life and through my activism outside of Belong To. Being a peer educator made me realise that I'm very passionate about giving workshops to young LGBTQ+ people and that it is something that I am thinking of doing in the future as a profession."

## OUR VOLUNTEERS:

**74**  
ACTIVE  
VOLUNTEERS  
(2018:37)

**2,583**  
TOTAL VOLUNTEER  
HOURS  
(2018: 1,469)

**17** VOLUNTEERS  
trained in 2019



# STRONGER TOGETHER

**1,267**

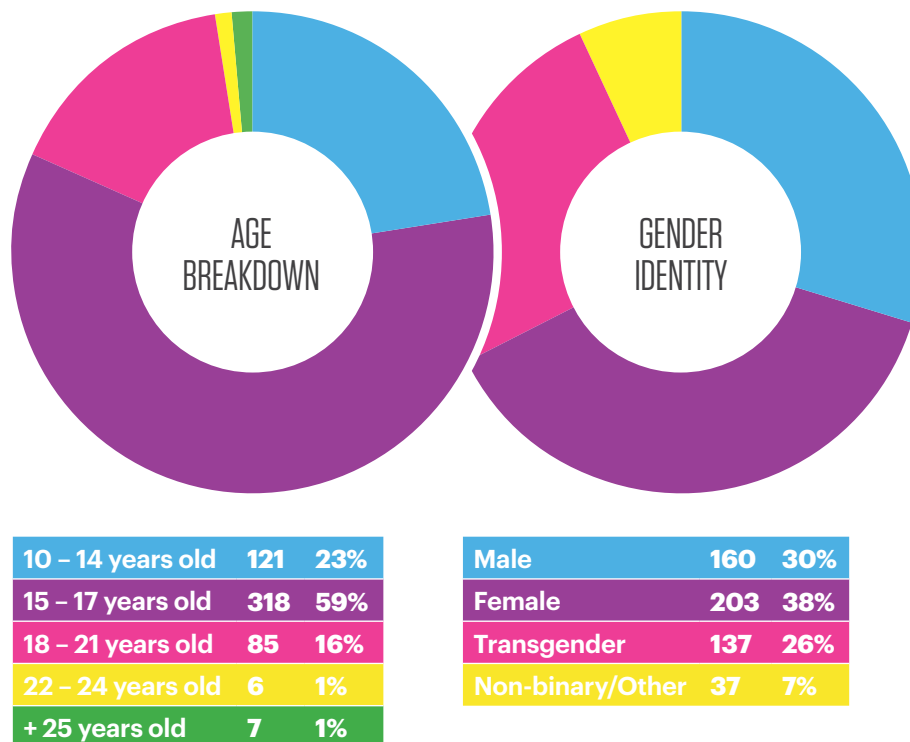
Young People received LGBTI+ awareness training through the National Network Fund.

**629**

groups sessions provided by the National Network.

## National Network

The National Network of LGBTI+ youth groups was established to ensure LGBTI+ young people have safe spaces close to home for peer support and access to youth work. We work in partnership with national youth organisations such as Youth Work Ireland, Foróige, Crosscare and local LGBTI+ groups who offer LGBTI+ groups and services. In 2019, we supported 56 groups nationwide. We were pleased to welcome Kilmore West Youth Project in Dublin 5 to the National Network. We supported them with their plan to open a LGBTI+ youth group in 2020. As part of the National Network programme, we distributed €45,000 to 11 National Network groups in 2019. This small grants scheme is made possible through funding provided by the Mental Health Directorate in the HSE and the National Office of Suicide Prevention and provided on an annual basis. In 2019, this scheme was offered to National Network members who successfully completed the 2018 application process (for more information on grant distribution, see page 40). During the recruitment process, this role was left vacant for three months meaning the high level of support and information available to Network members was reduced during this time. Lisa McKenny was hired to take on this role in April. Lisa previously worked as a Youth Worker with both BeLong To and Rialto Youth Service.



2019 was a year of true collaboration for the National Network with members coming together on a quarterly basis to update our ways of working as a Network and agree a workplan going forward. Debbie O'Rourke of Waterford and South Tipperary Community Youth Service was elected as Chairperson of the Network during the January meeting. The aim of the meetings is to provide guidance, information, advice and training to National Network members on issues and needs that arise within their service. In 2019, National Network members were supported on a range of topics including youth work and autism, consent, guidelines for accessing trans healthcare and self-care for youth workers. Members collaborate in reflective practice to support one another in their work with LGBTI+ young people. The National Network also dedicated time in 2019 to work on the Rainbow Barometer project (see page 28). We also worked with the group to develop models of best practice in LGBTI+ youth work in 2020.

### Marching with Pride

Pride this year marked the 50th anniversary of the Stonewall uprising – the birthplace of the LGBTI+ rights movement. We celebrated Dublin Pride with members of the National Network and Youth Work Ireland in June 2019. Over 540 LGBTI+ young people from across the country marched with us under the banner 'Transforming Young LGBTI+ Lives'. We co-hosted our annual pre-parade breakfast party with Youth Work Ireland at their headquarters in Dublin City Centre. Taoiseach Leo Varadkar joined us for the event and met some of the young people and youth workers present. The Taoiseach signed the pride wall with the words 'Remember you only live once Bí Bróduil' - Be Proud'. We hosted an outreach tent at Pride Village in Merrion Square for young people, parents and community members to learn about our support services with the help of a team of volunteers. Volunteers joined us for a bucket collection at the start and end of the parade to raise funds for our work. For the young people present, the day was both a celebration and a protest: According to 22-year-old Michael Conway, "Pride to me is a protest – it always will be. It is about feeling safe and seen and having Pride in who we are." "Pride is about celebrating who I am and fighting for the equality for all LGBTIQ+ people. It is a space for us to embrace our community and identity," said 19-year-old, Jayson Pope.



# SHARING THE LEARNING

Through training we help professionals create an environment where LGBTI+ young people can be themselves, feel welcome and be celebrated for who they are.

Our 2019-2021 Strategic Plan sets out our goal to empower allies by training and educating professional, services and organisations engaging with LGBTI+ young people. In 2019, we saw a significant increase of 205% in the number of individuals we reached through training growing from 707 in 2018 to 2,862 in 2019. This figure includes our outreach training which was not reflected in the 2018 total and accounts for some of the increase. We train a wide range of professionals each year to help them develop understanding, language, and skills to promote LGBTI+ equality and diversity in their organisation or service. Our training focuses on key sectors that relate to our strategic goals, including education, drugs and alcohol, mental health, social care, sexual health, and youth work.

During 2019, we invested in creating a suite of online and offline training programmes to achieve our strategic objective and ensure LGBTI+ young people are met by a growing number of professionals, services and organisations trained to meet and support their needs. We created two interactive and innovative online training programmes aimed at youth workers/educators and our corporate partners with Quality Matters. These programmes are accompanied by a project guidebook to accompany the training programme and will be launched in 2020. The greatest challenge we faced in 2019 around training is our capacity with no dedicated staff to lead this work.

## Education Sector

As part of Stand Up Awareness Week, we offered free training sessions to Teachers, Principals, Guidance Counsellors, Board of Management members, School Psychologists and Education Welfare Services staff. Participants learned how LGBTI+ bullying can impact the mental health of students, how to signpost a young person to support services, terminology to ease conversations around the topic, and how to support an LGBTI+ person in coming out. In 2019, we engaged Youth Workers from the National Network in our 'train the trainer' model of training equipping them with the skills to provide training to schools in their local area. This broadened our reach nationally and training sessions took place in 13 locations. The number of educators who received this training increased from 172 in 2018 to 191 in 2019.

## Mental Health And Social Care

Our joint training programme for professionals working in partnership with Jigsaw, The National Centre for Youth Mental Health continued in 2019. These one-day training sessions aim to provide a greater understanding and awareness of issues affecting the mental health of LGBTI+ young people, and ways to support this group. Attendees are staff or volunteer in organisations, groups and agencies who provide services to young people, including LGBTI+ young people. In 2019, we delivered this training in five locations across Ireland: Dublin (in two locations), Limerick, Galway and Meath. A session planned for Donegal was rescheduled to February 2020 due to staff illness. Seventy-three professionals completed the training. To complement the training sessions, in collaboration with Jigsaw we developed a resource specifically for mental health professional working with LGBTI+ young people 'Better Out Than In' and disseminated this at each of the training sessions. This resource is available from [www.belongto.org](http://www.belongto.org)

## Outreach

We respond to training requests as much as possible as is within staff capacity and identify areas where we can make significant changes to the lives of LGBTI+ young people. Our outreach training in 2019 was delivered to a varied range of audiences including those in business environments, the sports sector, homeless services and prison services. The aim of this training is to support those working to understand LGBTI+ issues, and to create an awareness around stereotypes - as many of us can be unconsciously biased towards LGBTI+ people and those in minority groups.

## Sexual Health

Access to information about LGBTI+ relationships and sexual health can be limited for young people. Our 'In the Know' course offers gay and bisexual, men, and trans young people an opportunity to learn about self-confidence, body image, sex, STI's, and healthy relationships in a fun and relaxed setting. This free personal development course for individuals between 17-23 years.

During 2019, we ran two six-week 'In the Know' sessions training 37 young people in March and July. We also piloted a one-day 'In the Know' training session for professionals in July. This workshop focused on LGBTI+ sexual health for youth, community, drug and sexual health workers and was attended by 16 professionals, with a waiting list of those interested in attending. In 2019, we also started work on an 'In The Know' training manual for Youth Workers and Sexual Health Workers in collaboration with the Sexual Health Centre, University College Cork and the HSE Sexual Health and Crisis Pregnancy Programme.

## Youth Work

Offering training to Youth Workers nationwide helps them to support the needs of LGBTI+ young people who engage in their services. We use a critical social education model of youth work to address the inequalities that exist in society that adversely impact LGBTI+ young people. Youth work under this model involves the Youth Worker striving for equal partnership and a space where young people share responsibility and decision making. In 2018, we provided training for Youth Workers in locations across Ireland including Mayo, Waterford, and Wexford. In October 2019, we hosted a National Youth Worker event for the National Network members to review goals and group priorities for 2019-2022. Some 13 members of the Network attended and additionally received LGBTI+ youth sexual health training and attended a resilience workshop.

## Training Numbers Compared

**2019: 2,862**

**2018: 707**

# HOLDING — SPACE

Earlier you read Ayrton Kelly's coming out story. Here, his sister Toni shares what it was like to support her younger brother and what she learned as a family member.

"To me, the LGBTI+ community are the definition of vulnerability. This community is full of heroes and one of those heroes is my brother, Ayrton. He came out at 17-years-old in an all-boys school in Donegal, in front of his entire peer group, in his year as Head Boy.

When Ayrton was younger, he and I were inseparable. He was so fun and carefree. But I noticed a change around the beginning of his secondary school days. He seemed to be carrying the weight of the world on his shoulders. I often wondered if he was gay. All I wanted to do was hug Ayrton and tell him he never had to worry about coming out to me or of my judgement. But that's now how I behaved. My need to protect Ayrton drove me to be impatient with him because he hadn't used my shoulder to cry on – something he had always done in the past. I was mad that whatever pain he had inside him was so big and sore that he couldn't come to me. Eventually, he did in a fight, via email! But that email was significant. It was easier for Ayrton to write his truth than to say it aloud. And it was easier for me to be cross about it than be happy and free. How dare the world make it so hard for my brother to come out to me and feel safe and supported. But fear stopped him.

I'm not entirely sure that I handled Ayrton's bravery well on the day. From a place of love and protection, my advice was to tell the truth sooner rather than later. My logic was that holding a secret for so long can cause you damage. And not just any wee secret, one that is so fundamentally a part of who you are. The way I saw it, keeping a secret makes you feel wrong, whether you want it to or not, and that does damage. So, I begged and pleaded with Ayrton to be honest with the world for his own good. But now I can see it's not always safe to do so. Today I fully understand that.

I fully understand it because I recently came out to our parents and family as LGBT+. I had to walk the walk and tell my truth. The one thing that I had, which Ayrton didn't have, was Ayrton. He was, as expected, not one bit judgemental about what I had just blurted out – it wasn't a bit graceful. I tripped over my words, my voice shook, and I cried at the start of every sentence. Ayrton could see my distress and he simply held space for me. He spoke to me so calmly. He told me that he was happy for me and that I didn't need to explain myself to anyone. In that moment I knew exactly what I had done wrong with Ayrton and his truth. I was so humbled by his response.

If I could have one wish granted, it would be to go back to the night of the email and have more compassion. I wouldn't put the same pressure on Ayrton. If I could go back, I would simply tell him that I love him, he's perfect, and he will go on to have a great life, full of love and whatever else he decides. And that whatever day he decides to tell his story, I'll be there, cheering for him and waiting with open arms if he needs that shoulder again."



"I often wondered  
if he was gay"





# CHANGE >>> STARTS >>> HERE

Our work creating safe and supportive school environments for LGBTI+ young people empowers them to thrive both academically and personally.

**73%** of LGBTI+ students feel unsafe at school.

**77%** of LGBTI+ students are verbally harassed based on their sexual orientation, gender, gender expression or ethnic origin.

**1 IN 3** LGBTI+ students reported that other students are not accepting of LGBTI+ identities.

**68%** of LGBTI+ students hear homophobic remarks from other students.

"Literally everyone hates me at my school I'm stupid. I'm annoying. I'm just worthless."

### School Climate Survey

As part of our work to create safe and supportive schools in 2019, we partnered with the Teacher College, Columbia University for our first *School Climate Survey*. This ground-breaking study was a first for Ireland, shining a light on the experiences of lesbian, gay, bisexual and trans young people in schools across the country. To obtain a representative national sample of LGBTI+ young people, we engaged with national, regional and local organisations that provide services to or advocate on behalf of LGBTI+ youth. We liaised with our education partners, network of parents/guardians, professionals and young people. We utilised social networking sites such as Facebook, Twitter, Instagram and Snapchat to advertise and disseminate the survey. This resulted in the largest research sample of LGBTI+ young people in schools in Ireland ever. The total number of respondents was 1,775 while the final sample consisted of a total of 788 eligible students between the ages of 13 and 20 which exceeded our target of 400 participants.

The research examined indicators of a negative school experience, the effects of school climate on students, and school-based supports that can improve the lives of LGBTI+ young people. The responses to the survey paint a bleak picture of the reality of school life for LGBTI+ students in Ireland. Findings indicate that in the 2018-2019 school year, an alarming 73% of LGBTI+ students felt unsafe at school, with the majority of students experiencing homophobic remarks, many experiencing harassment and some experiencing physical and sexual assault. A full copy of the report and the key findings document is available at [www.belongto.org](http://www.belongto.org)

We launched the results during Stand Up Awareness Week in November inviting policy makers, politicians, supporters and the media to the event. Journalist Charlie Bird hosted the launch which included a presentation of key findings and a panel discussion with Deputy General Secretary of ASTI, Diarmaid de Paor; Author of the *LGBTIreland Report*, Professor Agnes Higgins; GAA Referee and Teacher, David Gough; and, LGBTI+ Youth Activist, Ayrton Kelly.

This research captured the intense discrimination, harassment, isolation and stigmatisation that some LGBTI+ students are subjected to and provided us with a solid evidence base for our ongoing policy work in this area. We will conduct this research every two years to assess the progression of the school climate for LGBTI+ students.

### Stand Up Awareness Week

Stand Up Awareness Week ran from November 11th-15th and 2019 marked a decade of Ireland's largest anti-LGBTI+ bullying campaign. This campaign is supported by the Department of Education and Skills and is endorsed by major organisations in the second-level school sector, including the National Association of Principals, the teachers' unions, guidance counsellors, and management bodies for second-level schools. We identified a risk in 2018, when participation rates remained at the 2017 level of 43% as a result of reaching a saturation point of engagement with our existing contacts. We set measures in place to increase our reach through collecting names to add to our database of supporters at all events and training sessions, the #ComeIn media campaign (see page 10) and attendance at teacher conferences and events including the ASTI Convention, the World Anti-Bullying Forum and the School Summit 2019. These combined efforts resulted in a leap in the number of second-level schools participating with the number growing to 57%. This 14% increase means the important message of this campaign reached 206,864 students in 2019, compared to 162,038 students in 2018.

As part of this campaign, resource packs were sent to 2,567 schools and teachers in Ireland, this is a 42% increase from the previous year. Each pack included a 16-page resource booklet with activity suggestions linked to the curriculum, and a selection of classroom posters. Additional support is provided to educators via a series of Stand Up Awareness Week training sessions (see page 18). Looking forward, we hope to build on the success of 2019 continuing #ComeIn in 2020 and rolling out our Safe and Supportive Schools Toolkit and additional training resources.

# EQUALITY MATTERS

Through our advocacy, engagement and policy work, we strive to champion the voice of LGBTI+ young people.

## Review of the 2015 Gender Recognition Act

In 2019, we worked closely with the Transgender Equality Network of Ireland (TENI) to progress the implementation of the recommendations to the Gender Recognition Act 2015, chaired by our CEO Moninne Griffith. Our work involved meeting with Ministers, TD's and Senators, conducting media interviews, and updating the LGBTI+ community. We welcomed the publication of Minister for Employment Affairs and Social Protection Regina Doherty's Report on the Review of the Gender Recognition Act in November.

We were pleased to see this included a number of administrative recommendations which are planned for implementation, including:

- a simplified pathway to gender recognition for 16- and 17-year olds (with parental consent); and,
- the extension of the application process for a gender recognition certificate to Irish citizens born in Northern Ireland.

While welcoming the proposed amendments, we are deeply disappointed that the Government did not take this opportunity to implement all the recommendations in the Review Report furnished to Minister Doherty in June 2018. The Review Report failed to address the lack of gender recognition for young people under the age of 16 and delayed the recognition of rights of non-binary individuals. While we advocated to see the implementation of all the recommendations before the end of 2019, several political roadblocks meant that at year-end, the substantive changes

have not yet been implemented. We will continue to take action to address these serious shortcomings that impact the everyday lives of the trans community.

## Rainbow Barometer: National LGBTI+ Youth Strategy

Following the launch of the world's first *National LGBTI+ Youth Strategy 2018-2020* in 2018, we developed a Rainbow Barometer in 2019 as an accountability tool to gauge the implementation of the strategy and the impact on the lives of LGBTI+ young people. We engaged our National Network of LGBTI+ youth groups and members of the National LGBTI+ Youth Strategy Youth Advisory Panel from 2018 to join our consultation process through an online survey and focus groups. Three objectives from the National LGBTI+ Youth Strategy emerged as priority areas with the following rating:

- Objective 1: Create a more supportive and inclusive environment for LGBTI+ young people in formal education settings. **Score on the Rainbow Barometer: OK**
- Objective 11: Respond effectively to the mental health needs of LGBTI+ young people. **Score on the Rainbow Barometer: Really Bad**
- Objective 12: Strengthen sexual health services and education to respond to the needs of LGBTI+ young people, including in the area of sexual consent. **Score on the Rainbow Barometer: Really Bad**

We will use these results to create achievable actions for 2020 and continue our commitment to ensure full implementation of the strategy.

Create a more supportive and inclusive environment for LGBTI+ young people in formal education settings.



Respond effectively to the mental health needs of LGBTI+ young people.



Strengthen sexual health services and education to respond to the needs of LGBTI+ young people, including in the area of sexual consent.





### Relationship and Sexuality Education (RSE)

One of our ongoing commitments to improving the educational climate for LGBTI+ young people is ensuring that their RSE is inclusive and celebrates the diversity of young people within Irish schools. Factual, inclusive RSE and Social, Personal and Health Education (SPHE) can help equip young people with knowledge around sexual orientation, gender identity, consent, self-esteem, healthy relationships, and safer sex. It can also help remove the stigma shrouding LGBTI+ topics in a classroom setting. In 2019 we collaborated with our allies in the non-profit and youth work sector to create a joint submission to the National Council for Curriculum and Assessment (NCCA) calling for holistic RSE that is grounded in a consent model centring the voice of young people. We participated in the NCCA symposium in September and provided essential feedback before the final report was published and submitted to the Minister of Education and Skills, Joe McHugh. We hope the effects of this essential piece of work will become realised in 2020 and we will commit to lobbying to ensure the actions of the review are implemented so that every LGBTI+ young person is safe, included and supported in the context of their RSE curriculum.

### Submissions and Working Groups

In 2019, our CEO Moninne Griffith joined the GAA Diversity and Inclusion Policy working group. The purpose of this group was to develop policy, guidelines and training opportunities to make the GAA more inclusive of LGBTI+ people, with a focus on trans, non-binary and gender non-conforming people. The group met several times throughout the year and plan to publish this policy in 2020.

We joined the Coalition to End Youth Homelessness established by Focus Ireland to tackle youth homelessness in Ireland through active collaborative campaigning, lobbying and advocacy. We also joined the steering group for a LGBTI+ Youth Homelessness study established by Focus Ireland and University College Dublin working on the first LGBTI+ homelessness research project in Ireland.

We contributed to the development of policy in relevant areas with submissions to:

- The Department of Justice and Equality on their LGBTI+ Inclusion Strategy 2020-2022.
- The Department of Justice and Equality on direct provision with a particular concern for the oppression of LGBTI+ asylum seekers.
- The Department of Justice and Equality Review of the Prohibition of Incitement to Hatred Act 1989 highlighting the increased violence and discrimination experienced by LGBTI+ people in the last year.

# LOOKING BACK AT 2019

In our 2019-2021 strategic plan '*Sharing The Learning*' we identified five strategic goals to focus our work plans and objectives as an organisation. 2019 marked the beginning of this period as we dedicated ourselves to a culture of learning, reflection and evaluation.

## **Strategic Goal #1**

### **Organisational Development and Learning**

- Gathered 12 months of demographic data from young people accessing the service through our HOMES system.
- Achieved in making a central repository of policies, procedures and templates created to support staff training, succession planning, and org development.
- Raised €367,622 unrestricted funding in 2019 (2018: €232,510).
- Achieved Triple Lock Status and secured nominations in the Charity Excellence Awards, and the Good Governance Awards.
- Featured in 97 pieces of media coverage across radio, television and print.
- Reached 213,000 individuals with our #ComeIn campaign.

## **Strategic Goal #2**

### **Youth Work Matters**

- Ran 110 youth groups in the Dublin Youth Services (2018: 104).
- Engaged a team of 74 volunteers to support our work (2018: 37).
- Trained 45 young people to be leaders through our Peer Educator programme (2018: 13).
- 1,827 interventions with young people.
- Offered 99 Monday Chats: one-to-one sessions offering advice and information (2018: 150).

## **Strategic Goal #3**

### **Building Space Spaces**

- Supported 56 LGBTI+ Youth Groups nationwide.
- 629 group sessions provided by the National Network.

## **Strategic Goal #4**

### **Empowering Allies**

- Trained 2,862 professionals about LGBTI+ youth issues (2018: 707).
- 1,267 young people received LGBTI+ awareness training through the National Network Fund (2018: 2,886).
- 13 Youth Work Leaders from across Ireland attended our National Youth Worker event.

## **Strategic Goal #5**

### **Campaigning for Change**

- Reached 57% of second-level schools through Stand Up Awareness Week, (2018: 43%).
- Published our first national *School Climate Survey* with Columbia University shining a light of the voices of 788 LGBTI+ students.
- Created the Rainbow Barometer, an accountability tool to assess the progress of the *National LGBTI+ Youth Strategy* 2018-2020.
- Completed an LGBTI+ provision of services mapping project for The Department of Children and Youth Affairs and the City of Dublin Youth Services Education Training Board.
- Lobbied and advocated for the implementation of the review recommendations to the Gender Recognition Act 2015.

# LOOKING FORWARD

Our vision for 2020 is to build on our ambitious three-year strategic plan focusing on five pillars of action and increase our reach and impact. We will continue to gather data and information to provide an evidence base for our work, and share our learning and expertise with those engaged with LGBTI+ young people.

## Strategic Goal #1

### Organisational Development and Learning

- Complete development of our outcome measures and commence data collection from young people.
- Implement 50% of actions from the best practice guidance in suicide prevention services developed by the HSE and complete implementation in 2021.
- Increase funds raised at the 2020 Rainbow Ball by 11%.
- Increase our unrestricted fundraising income to €573, 835.
- Increase our reach through online and offline media initiatives.
- Reach 10% more supporters through digital media.

## Strategic Goal #2

### Youth Work Matters

- Dublin-based LGBTI+ youth services return to weekly.
- Develop an aging-out programme for service users reaching 23 years.
- Roll out Drug and Alcohol Service plan to provide service-based outreach.

## Strategic Goal #3

### Building Safe Spaces

- Accredited three LGBTI+ Youth Groups as part of our work with the National Network.
- Support new LGBTI+ groups to join the National Network.

## Strategic Goal #4

### Empowering Allies

- Increase the number of professionals we reach through our training.
- Commence our new Safe and Support Schools (SASS) programme with 10 schools.
- Roll out our new Safe and Support Services programme in youth services.
- Launch online training for professionals in the education and youth work sectors

## Strategic Goal #5

### Campaigning for Change

- Increase participation of second-level schools in Stand Up Awareness Week to 60% (2019: 57%).
- Lobby for the full implementation of the review of the Gender Recognition Act 2015.
- Hold the government accountable on the implementation of the *National LGBTI+ Youth Strategy*, through our Rainbow Barometer 2020.
- Continue to advocate for the inclusion of young LGBTI+ voices in policies and legislation including RSE, youth work, education, LGBTI+ mental health and sports.

# STAFF AND VOLUNTEERS

Our team is made up of a group of passionate and hardworking individuals dedicated to supporting the lives of LGBTI+ youth.

## Staff

The average number of persons employed by the organisation during 2019 was:

	2019	2018
Administrative	3	3
Fundraising	1	1
Programming	10	10
	<b>14</b>	<b>14</b>

The aggregate payroll costs incurred during the year were:

	2019	2018
Wage and Salaries	€483,111	€453,111
Social Insurance Cost	€51,675	€47,872
	<b>€534,786</b>	<b>€500,983</b>

## Salary Bands

A total of three employees (2018: 3) earned remuneration in excess of €50,000 in 2019 as follows:

	2019	2018
€50,000 - €60,000	2	2
€60,001 - €70,000	-	-
€70,000+	1	1

Remuneration includes salaries and any benefits in kind. Two (2018:2) part-time employees would have a full-time salary equivalent of between €50,000 - €60,000 in the year. These part-time staff are not included in the table above.

## Remuneration Policy

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.

## Chief Executive's Remuneration

The current CEO, Moninne Griffith was appointed on 1st November 2015. The value of her remuneration in 2019 was €72,500 (2018: €70,960). 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 2019 amounted to €158,613 (2018: €153,973). Key management staff includes the CEO (full-time), Head of Operations and Fundraising, Corporate 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 2019

Moninne Griffith	CEO
Oisin O'Reilly	Head of Operations and Fundraising, Company Secretary
Gillian Brien	Youth Work Manager
Suzanne Handley	Finance Manager
John Duffy	National Network Manager Resigned Jan 19
Sinead Keane	Communications Manager
Lisa McKenny	National Network Coordinator
Shane Smart	Drug and Alcohol Youth Worker
Kate Cummins	Youth Worker
Eve Kerton	Fundraising Officer Resigned Jun 19
J Alexander Briggs	Finance and Administrative Assistant Resigned Nov 19
Amy Lamont	Salesforce Administrator Resigned Sept 19
Glenn Keating	Volunteer Coordinator
Sean Frayne	Youth Activities Coordinator
Tiffany Fitzgerald Brosnan	Fundraising and Administration Officer
Matt Kennedy	Policy and Research Officer
Cathy Lee	Communications Intern Contract Concluded Jan 19
Dean Van Nguyen	Communications Intern Contract Concluded Dec 19
Eve O'Brien	Student on Placement, Maynooth University
Tracey Reilly	Student on Placement, Maynooth University
Zach Plants	Student on Placement, Maryville College, USA
Laurie Ray	Student on Placement, Oxford College Emory University, USA
Molly Wilkes	Student on Placement, Carleton University, Canada

## STAFF AND VOLUNTEERS **Continued**

### Staff Training and Professional Development

The organisation operates a further education scheme for staff members and actively encourages continuing professional development of the team. Participating staff members may be entitled to be paid or unpaid day's leave 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 2019, three members of staff availed of the scheme, two members of staff commenced Leadership Development Courses, and one member of staff commenced 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'.

### Diversity and Inclusion

BeLonG To is committed to being an inclusive and diverse organisation. 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 charity 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 to promote awareness within its offices to meet the provisions of this Act. This extends to the Public Health (Tobacco) Acts, 2002 and 2004.

### Staff Wellbeing

During 2019, several staff wellbeing initiatives were rolled out. A holistic approach is taken to staff wellbeing. Programmes are provided around mental health, physical health and the financial wellbeing of the team. Following a review, it was decided to maintain the Employee Assistance Programme to which all staff member have access.

### Volunteering

The volunteering programme is coordinated by a Volunteer Coordinator employed on a part-time basis (two days per week) to recruit, train, support, and manage volunteers. In 2019, there were 74 (2018: 37) active volunteers who

volunteered a total of 2,583 (2018: 1,469) hours to the organisation. 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 tool (VIVA) for every €1 we spend on volunteers; we get back €4.00 (2018: €2.63) 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. 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 directly with LGBTI+ young people alongside our professional youth work staff. Other roles carried out by volunteers including supporting our fundraising and governance through various committees and working groups.

## ENERGY EFFICIENCY REPORT

In 2019, BeLonG To increased its total energy consumption by 2.75%. Energy use is summarised in the table below.

### Energy Use

	2019 kWh	2018 kWh
Direct Consumption (Electricity, lighting, ICT, office power, heating, and cooling)	17,690	17,217
CO <sub>2</sub> Emissions (kg)	12,508	12,173

Several environmental and energy-efficient measures were undertaken during 2019 to mitigate the harmful effects of our operations on the environment and climate change. These measures included:

- Availing of the Energy Efficiency Obligation Scheme (EEOS) to retrofit LED lighting into the offices.
- The organisation continues to operate a comprehensive internal recycling system.
- The organisation 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 CO<sub>2</sub>.

# 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 Youth Services Limited is registered in Ireland as a company Limited by Guarantee, and not having a share capital incorporated in the Republic of Ireland under the Companies Act 2014. The company does not have a share capital and consequently, the liability of the members is limited, subject to an undertaking of each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1. The company was set up under a Memorandum of Association which established the objects and powers of the charitable company and 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 6th September 2017.

The main object for which the Charity is established is:

- to advance the well-being 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 well-being 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 disadvantages, by fostering a culture of inclusiveness, equality, and human rights.

The Companies Act 2014 commenced on 1st June 2015. BeLoNG To Youth Services 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 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. Furthermore, the charity has been designed as an approved body within the meaning of Section 848A, Taxes Consolidation Act 1997.

The company was deemed to be a Charity within the meaning of Section 40 the Charities Act 2009 and is registered as such with the Charities Regulator in Ireland.

## Board of Directors

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

## Board Members & Attendance

Unless otherwise stated the following have served as Directors for the entire period following their re-election at the last annual general meeting.

Board Member	Date Appointed	Attn. 2019	Skills Area
Nikki Gallagher (Chair)	Appointed 22nd August 2016	9/9	Sector Knowledge, PR and Communications, Government and Public Services
Ciaran McKinney (Vice Chair)	Appointed 12th October 2015	5/9	Sector Knowledge, Fundraising, Organisational Development
Maria Afontsenko (Treasurer)	Appointed 12th October 2015	4/9	Sector Knowledge, Financial, Accounting Standards, Risk Management
Dominic Hannigan	Appointed 8th May 2012	5/9	Sector Knowledge, Government and Public Services, Strategic Planning, Policy
Maurice Devlin	Appointed 30th June 2009	7/9	Sector Knowledge, Policy and Research
Lucy Ní Raghail	Appointed 1st December 2016	6/9	Human Resources, Employment Law
Liz Harper	Appointed 17th January 2017	9/9	Sector Knowledge, Safeguarding & Child Protection
Kery Mulally	Appointed 11th July 2017	4/9	Sector Knowledge, Fundraising

# STRUCTURE, GOVERNANCE, AND MANAGEMENT Continued

The Board appointed Oisín O'Reilly as Company Secretary on 7th February 2017. Oisín is a senior staff member and not a Director of the Charity. The CEO, Moninne Griffith, and the Head of Operations and Fundraising are invited to attend all Board meetings, their attendance for 2019 was as follows:

Name	2019 Board Meeting Attendance
Moninne Griffith	8/9
Oisín O'Reilly	8/9

The Directors met nine times during 2019. 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 personal circumstances. Staff members are routinely invited to attend Board meetings to take part in discussions on strategic priorities relevant to their areas of responsibility.

## Director Expenses

In 2019, the total amount of vouched expenses paid to Board members was €515.36 (2018: €390.40) a total of 1 (2018: 1) Board members claimed expenses during the year. Expenses related to travel costs associated with attendance at Board meetings and other incidentals.

The charity has taken out insurance to protect the Directors. 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 funds of the Charity. The remuneration of Directors 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 as per the Board Recruitment and Selection Policy, broadly speaking 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 term, and subject to the members approval Board members serve in three-year terms to a maximum of nine consecutive years as a member of the Board.

## 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 Chairperson of the Board. The training includes a face-to-face meeting covering the role and aims of the organisation, governance structures, core activities, history, and successes.

Also covered is an introduction as to how the Board functions, as well as 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 from the previous year.

The Board engaged in its yearly review process in February 2019. This comprised both an annual Board Skills Audit and a Board Effectiveness Review. The results of both alongside the meeting attendance log were used by the Board to carry out its annual assessment of its performance. Areas identified for further strengthening Board effectiveness included strengthening the succession planning for Board members and improving the quality and timeliness of Board papers being circulated.

## Board Subcommittees

The Board is supported by a committee structure which deals with specific aspects of the Charities business. There were five standing committees in 2019. The CEO, Moninne Griffith, and the Company Secretary, Oisín O'Reilly attended all these subcommittees. Each subcommittee is governed by terms of reference specifying the scope of their competences and any delegated authorities.

## Finance, Audit & Risk

The Finance, Audit & Risk Committee fulfils an important role in the governance framework of the organisation assisting the Board monitor the internal control environment, risk management, and financial reporting and internal and external audit.

### Committee Members Attendance in 2019

Maria Afontsenko (Treasurer and Subcommittee Chair)	2/2
Ciaran McKinney (Vice Chair of the Board)	2/2
Moninne Griffith (CEO)	2/2
Oisín O'Reilly (Head of Operations and Fundraising, Company Secretary)	2/2
Suzanne Handley (Finance Manager)	2/2

# STRUCTURE, GOVERNANCE, AND MANAGEMENT Continued

## Safeguarding & Child Protection

The Safeguarding & Child Protection Committee ensures safe practices and appropriate responses by staff and volunteers to concerns about the safety or welfare of children, should they arise.

### Committee Members Meeting Attendance in 2019

Liz Harper (Board member and Subcommittee Chair)	2/2
Moninne Griffith (CEO, Designated Liaison Person)	2/2
Oisín O'Reilly (Head of Operations and Fundraising, Company Secretary)	2/2
Gillian Brien (Youth Work Manager, Deputy Designated Liaison Person)	2/2
Lisa McKenny (National Network Coordinator, Deputy Designated Liaison Person)	1/1
Louise Monaghan (NYCI Child Protection Manager)	1/2

## Governance & Nomination

The Governance & Nomination Committee assists the Board in fulfilling its fiduciary responsibilities for the organisation's affairs in the areas of corporate governance and Board membership.

### Committee Members Meeting Attendance in 2019

Nikki Gallagher (Chairperson of the Board, Subcommittee Chairperson)	2/2
Moninne Griffith (CEO)	1/2
Oisín O'Reilly (Head of Operations and Fundraising, Company Secretary)	2/2
David Cullinane (Independent Governance Expert)	2/2

## Human Resources & Remuneration

The HR and Remuneration Committee assists the Board in fulfilling its obligations to the staff and volunteers through developing policy frameworks that recognise the contributions of staff, reward them appropriately and provides oversight for our compliance with employment law.

### Committee Members Meeting Attendance in 2019

Lucy Ní Raghail (Board Member, Subcommittee Chair)	4/4
Dominic Hannigan (Board Member)	4/4
Moninne Griffith (CEO)	4/4
Oisín O'Reilly (Head of Operations and Fundraising, Company Secretary)	4/4

## Fundraising

The creation of a Fundraising Committee was approved in 2019 and will commence its work in 2020. The Committee did not meet in 2019. The committee will assist in the creation of strategy and planning of fundraising. It will provide oversight to the implementation of those strategies and advise the Board as appropriate.

## Governance

The Board of Directors is committed to achieving the highest standards of governance. The organisation has completed the process of adopting and implementing the Charities Governance Code issued by the Charities Regulator and will report on its compliance with the code formally as required by the regulator in 2020. The organisation was an early adopter of the Charities Statement of Recommended Practice (Charities SORP) and publishes its annual financial statements in accordance with Charities SORP annually.

The organisation had completed the process of implementing the Charities Regulators Fundraising Guidelines and operates a professional fundraising team guided by high ethical standards. The organisation having achieved the three standards named above was awarded the coveted Triple Lock status by Charities Institute Ireland in recognition of its achievements and commitment to good governance. BeLonG To is the first LGBTI+ organisation in Ireland to be awarded the Triple Lock standard.

The Charity is committed to the highest standards of openness, probity, and accountability. An important aspect of accountability and transparency is a mechanism to enable any staff member or volunteer and other members of the organisation to voice concerns responsibly and effectively. Since 2016 the Charity has had a Speaking Up Policy in place. This includes 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.

# STRUCTURE, GOVERNANCE, AND MANAGEMENT Continued

## Legal Compliance

The Strategic Plan commits the organisation to ensuring that 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 2019, BeLonG To submitted its Annual Report to the Charities Regulator, its reports under the Lobbying Register and returns for the Companies Office on time.

Additionally, the Charity completed the process of compliance 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 were entered into the register. Overall, the organisation is investing more staff time and financial resources in professional fees to support legal compliance.

## Data Protection Act, 2018 (GDPR)

The Charity has undertaken rigorous work to ensure it is compliant 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 organisations Privacy Notice is available to read at [www.belongto.org/privacy-notice/](http://www.belongto.org/privacy-notice/)

## Decision-Making

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

- The Charity's Strategic Plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Business acquisition and disposals;
- Litigation;
- Appointment/ Removal of Members of the Charity;
- Co-option of individuals to be Directors of the Charity;
- Appointment/ Removal of Subcommittee Chairs and Members;
- Appointment/ Removal of the CEO;
- Appointment/ Removal of the Auditors;
- Approval of Borrowing/ 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 certain 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 the implementation of 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 LGBTI+ 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. In 2019, a Board planner tool was used showing the full 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. Organisation 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 key strategic objectives agreed by the Board.

Management accounts are prepared monthly and include an analysis of the budget and actual position of the organisations income and expenditure as approved by the Board. Variances are calculated and explained. Trend analysis and projections are included together with 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 Directors also place a high priority on minimising exposure to service users, staff, volunteers, and visitors.

The Directors 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

## STRUCTURE, GOVERNANCE, AND MANAGEMENT Continued

sufficiently staffed to avoid staff burnout. At a financial level, potential risks relate to budgetary control and retaining sufficient funding to deliver core activities.

Policies and procedures are in place (and published on the charities 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 Directors.

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 following have been identified as areas of most risk to the Charity:

**Funding:** 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 if adversely affected by Brexit would have a knock-on impact on donations, grants, and government funding. 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 our fundraising operations.

**Financial and Related Control Risks:** The organisation 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 controls the authorisation of all transactions and projects;
- It has a policy to build its reserves to equal three months operating costs by 2021, which 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 has minimal currency risk and credit risk.
- The Charity has no interest rate risk as the Charity has no borrowings.

**Vetting, Child Protection, and Safeguarding:** The safeguarding and protection of the welfare and wellbeing of children 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 obligations of the National Vetting Bureau (Children and Vulnerable Adults) Act, 2012 which commenced in April 2016. BeLonG To applies Child Protection and Safeguarding policies, which are based on the Children First Act 2015 and Children First Guidelines 2017, and best practice recruitment policies and procedures.

**Conflicts of Interest and Loyalty:** The organisation has a conflict of interest and loyalty policy in place, which is reviewed regularly. 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 at any time during the year ended 31st December 2019, in any contracts of significance concerning the business of the Charity.

# 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 2019.*

## Financial Results

The financial results for the year ended 31st December 2019 are set out in detail on pages 46-48. These results show a net surplus of €96,520 (2018: surplus €23,075).

Income totalled €1,314,781 up 33% on 2018 (2018: €986,430). Total resources expended amounted to €1,215,284 (2018: €963,355).

The income for the year also includes donated goods and services towards costs for the Rainbow Ball, computer costs, programme costs, legal and professional fees, and the roll out of the #ComeIn campaign. In 2019, this amounted to income of €294,000 (2018: €85,658).

In 2019 we continued to increase the scale and the impact of our services, while being cognisant of maintaining the quality of our work. The growth came from maximising the use of existing resources and a significant increase in expenditure of 26.1% to €1,215,284 (2018: €963,335).

Our unrestricted fundraised income saw exceptional growth of 59% to €367,622 (2018: €232,510) following strategic investments in new fundraising activities.

## Income Diversification

The organisation completed its income diversification strategy in 2018. It has been envisaged that a 70/30 (state V non-state) split in funding would continue to the strategy over the course of the Strategic Plan 2019-2021. However, in 2019 the Board agreed to amend the diversification strategy and aim for a 50/50 split in funding between state and nonstate funding as a result of the fundraising team successfully meeting the initial 70/30 ratio prior to the completion of the 2019-2021 Strategic Plan.

In 2019 the funding mix for the organisation was 49.6% (2018: 64.7%) state funding and 50.4% (2018: 35.3%) non-state funding. It is the intention of the Board that a 50/50 will be maintained for the remainder of the strategic plan. This will be achieved by maintaining focus on investments in unrestricted income generation. The organisation plans to make strategic investments in regular/ committed giving and legacy giving over the coming years to grow income from those channels which will help to maintain diverse income streams over the medium term.

## Reserves Policy

BeLonG To Youth Services has set a reserves policy in place to ensure that the charity's core activities could continue

during a period of unforeseen difficulty. This takes account of the cost associated with making staff redundant in an emergency situation, the risk associated with variances in planned income versus expenditure, and the charity's contractual commitments. The Directors have established a target of building reserves equal to three months operating costs held in a readily realisable form. The reserve threshold is advised by the Finance, Audit, and Risk Committee, and planned contributions to the reserves are set during the annual budget process.

The CEO together with the Finance, Audit, and Risk Committee monitors the reserves quarterly through the review of the organisation's balance sheets. The unrestricted cash reserves at year-end 2019 were €200,678. Given that the overall expenditure amounted to €1,215,284, this meant the organisation remained outside its reserve policy for the year. Unrestricted reserves were increased by €96,520 during 2019 (2018: €23,075) in line with the organisations stated aim of building the reserves to equal three months of operating cost. It is expected that the reserves will reach the target of €303,821 at the end of 2022 based on projections.

## Investment Policy

The organisation's policy for investments is to retain its cash reserve in a low-risk deposit account. However, it was also evident that given the low-risk interest rates on the deposit account, the real value of its reserve was devaluing and that there was a need to increase the reserve particularly in light of the economic uncertainty that may arise as a result of the UK's planned exit from the European Union. Therefore, in consideration of the 2019 budget, the Board approved an acceleration in growth of the organisation's reserves. Its investment policy will be reviewed in 2020.

## Apportionment

Indirect costs that are shared and not directly attributable to an individual programme are apportioned. In 2019, the organisation continued to use a budgeting template that allows clear apportionment of income against activities and related expenditures. In addition, the organisation's systems allow for income to be apportioned against funded costs.

## Accounting Records

The Board believes that they have complied with the requirements of Section 281 and 285 of the Companies Act, 2014 with regard to 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.

# FINANCIAL OVERVIEW Continued

## Lobbying and Political Donations

The charity did not make any political donations during 2019, 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.

## Payment of Creditors

The Directors acknowledge their responsibility for ensuring compliance with the provision of the EC (Late Payment) Regulation 2002. It is the charity's policy to agree on payment terms with all suppliers and to adhere to those terms.

## Auditors

The auditors, Hayden Brown & Company, have taken up office in accordance with Section 383(2) of the Companies Act, 2014 at the last AGM.

## Relevant Audit Information

In the case of each of the persons who are Directors at the time this report is approved in accordance with Section 332 of the Companies Act, 2104:

- 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 in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

## Going Concerns

The Directors have prepared budgets and cash flows for a period of at least 12 months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the charity's ability to meet its liabilities as they fall due and to continue as a going concern. The Board have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the COVID-19 pandemic emerging near year-end. The Board state that following their review, BeLonG To have no current going concern issues and expect the Charity to remain viable and solvent for the foreseeable future.

On this basis, the Directors consider it appropriate to prepare the financial statements on a going concern basis.

Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the charity was unable to continue as a going concern.

## Events After The End Of The Financial Year

The Board of BeLonG To have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the COVID-19 pandemic which is considered to be a non-adjusting event. The Board state that following their review, BeLonG To have no current going concern issues and expect the Charity to remain viable and solvent for the foreseeable future.

## Grant Making

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 fund recipients 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's National Network of LGBTI+ youth groups.

In 2019 the total amount of funding disbursed through the scheme was €45,000 (2018: €45,000). The recipients of funding in 2019 were:

Recipient	2019	2018
Crosscare (Bray Youth Services)	2,250	2,250
Youth Work Ireland Cork	7,500	6,125
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	2,121
Kildare Youth Services Ltd.	5,000	4,000
North Connaught Youth Services	2,190	2,190
Red Ribbon Project Limited T/A GOSHH	4,500	4,500
Youth Work Ireland Galway	-	4,478
Youth Work Ireland Tipperary	2,724	2,000
<b>Total</b>	<b>€45,000</b>	<b>€45,000</b>

## Principal State Funders

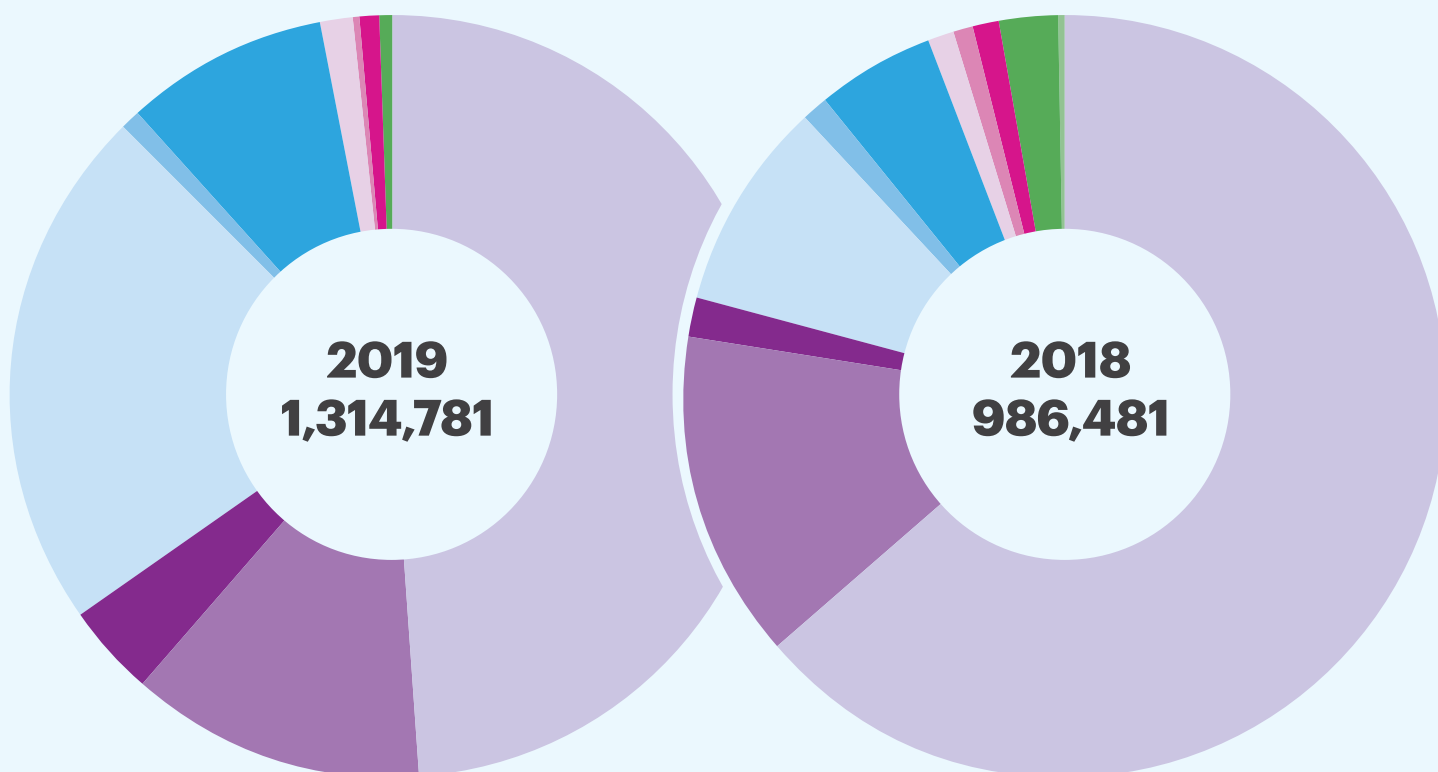
The table below is provided as required by DPER Circular 13/2014. All grants listed in the table below are restricted.

Funder	Scheme	The Amount of the grant taken		Amount and Term of the Total Awarded	Purpose for which the funds are applied	Where relevant the amount of capital provided, and the reporting policies being used in relation to current and future instalments
		the grant taken to final income in the financial statements	Amount deferred from 2019 to 2020 (if any)			
Health Service Executive – Mental Health Directorate / National Office for Suicide Prevention	Section 39, Health Act 2004	€241,403 per annum Term: 1 Jan to 31 Dec 2019	€233,401	€8,002	Provision of nationwide supports for LGBT+ young people, self-harm and suicide prevention, information and referral pathways, elimination of LGBT+ bullying. Deferral of €8,002 at year end 2019 was approved.	Reports submitted quarterly as set out in the agreement. Additional reports submitted at certain intervals. No capital grant received.
North Inner-City Drugs Taskforce: administered by CDYSB	Local Drugs Taskforce – Emerging Needs	€45,600 per annum Term: 1 Jan to 31 Dec 2019	€45,600	-	Provision of prevention and education service for the North Inner City targeting the LGBT+ 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 and Youth Affairs: administered by Pobal	Youth Service Grant Scheme	€159,269 per annum Term: 1 Jan to 31 Dec 2019	€159,269	-	Core funding to support the delivery of nationwide supports for LGBT+ young people.	Annual report and application submitted each year. No capital grant received.
Department of Children and Youth Affairs: administered by TUSLA	What Works formerly the QCBI Initiative	€33,266 Term: Jul 2018 – Dec 2019	€20,409	€12,097	Grant for the development of a management information system for the services of BeLonG To to LGBT+ young people. Deferral of €12,097 at year end 2019 is due for decommittal.	Reports submitted as and when requested as per the terms and conditions of the funding scheme. No capital grant received.
Department of Children and Youth Affairs: direct administration	LGBTI+ Youth Strategy	€24,306.28 Term: From Feb 2017 – Dec 2019	€8,967	-	Funding to support the engagement of the LGBTI+ youth advisory panel within the developmental process of the LGBTI+ Youth Strategy.	Reporting on this grant is encompassed within the reporting on the Youth Service Grant Scheme above on an annual basis. No capital grant received.
Department of Children and Youth Affairs: direct administration	Grant Scheme to Support the Continuous Professional Development of Service Providers Working with LGBTI+ young People.	€750 (phase 1) Term: 08 Oct – 31 Dec 2019	€750	€750	Funding to support the development and roll out of Safe and Supportive Schools/ Services model to deliver continuous professional development of service providers working with LGBTI+ young people.	Final project report due on completion. No capital grant received.
Department of Children and Youth Affairs: direct administration	Youth Capital Funding Scheme 2019	€14,887 Term: From 01 Aug to 31 Dec 2019.	€14,887	-	Capital grant for infrastructure improvements including critical health and safety works and ICT system upgrades.	Final project report due on completion. Full amount is a capital grant. The funds were fully expended in 2019 and are reflected in the Balance Sheet.
City of Dublin Youth Service Board: direct administration	LGBTI+ Youth Strategy	€20,000 Term: From 30 Nov 2018 to 30 Apr 2019	€20,000	-	Funding to support the development of a universal online LGBTI+ training program. The full amount of this grant was deferred at year end with permission.	Final project report due on completion. No capital grant received.
City of Dublin Youth Service Board: direct administration	LGBTI+ Youth Strategy Mapping Project	€2,915 Term: From Jan 2019 to 31 Dec 2019	€2,915	-	To carry out a mapping exercise of LGBTI+ friendly and inclusive youth services in the city and county of Dublin.	Final project report due on completion. No capital grant received.
Department of Education and Skills: direct administration	National Action Plan on Bullying	€58,000 per annum Term: 1 Jan to 31 Dec 2019	€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 2016 - 2019	€269,990 Term: July 2016 to June 2019	€44,965	-	Core funding to support the delivery of nationwide supports for LGBT+ young people and eliminate LGBT+ 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 certain intervals. No capital grant received.
Department of Rural and Community Development: administered by Pobal	Scheme to Support National Organisations 2019 - 2022	€270,000 Term: July 2019 to June 2022	€45,000	-	Core funding to support the delivery of nationwide supports for LGBT+ young people and eliminate LGBT+ bullying/ discrimination/ isolation and promote equality and human rights.	SSNO expenditure reports submitted every six months as set out in the agreement. Additional reports submitted at certain intervals. No capital grant received.
Dublin City Council: direct administration	Community Funds	€1,000	€1,000	-	To support delivery of supports for LGBT+ young people in Dublin City.	Reports submitted as and when requested as per the terms and conditions of the funding scheme. No capital grant received.

# FINANCIAL OVERVIEW Continued

## Income Streams

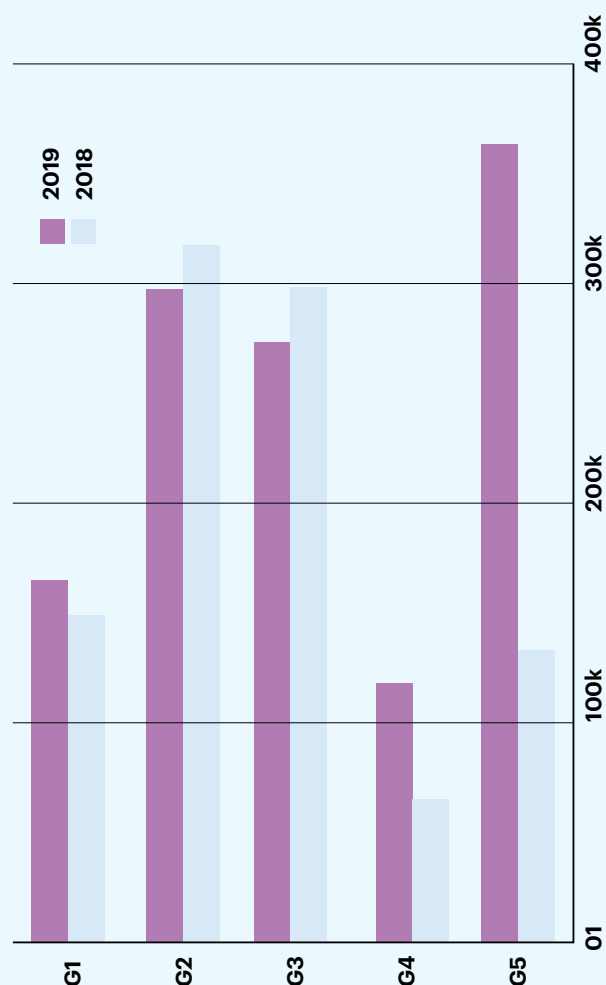
	2019		2018	
Central Government Grants	641,503	48.79%	626,578	63.52%
Corporate	164,516	12.51%	136,147	13.80%
Corporate Sponsorship	51,000	3.88%	17,461	1.77%
Direct Marketing/ Fundraising Appeal	0	0.00%	1,707	0.17%
Donated Goods and Services	294,000	22.36%	85,658	8.68%
Government Grants (others)	10,657	0.81%	11,519	1.17%
Local/ Community Fundraising	112,285	8.54%	50,062	5.07%
Major Donors	0	0.00%	0	0.00%
Other	19,380	1.47%	11,073	1.12%
Other Grants	2,581	0.20%	7,166	0.73%
Regular/ Committed	12,087	0.92%	13,173	1.34%
Selling Something	0	0.00%	0	0.00%
Training Income	6,772	0.52%	24,733	2.51%
Trusts/ Foundations	0	0.00%	1,204	0.12%
<b>Total</b>	<b>1,314,781</b>		<b>986,481</b>	
State Funding	652,160	49.60%	638,097	64.68%
Fundraising	662,621	50.40%	348,384	35.32%



# FINANCIAL OVERVIEW Continued

## Resources Expended

	2019	2018
<b>Goal 1</b>	165,101	149,033
Organisation Dev & Learning		
<b>Goal 2</b>	297,147	317,045
Youth Work Matters		
<b>Goal 3</b>	273,735	298,474
Building Safe Spaces		
<b>Goal 4</b>	118,951	65,563
Empowering Allies		
<b>Goal 5</b>	363,327	133,241
Campaigning for Change		
	<b>1,218,261</b>	<b>963,355</b>



# DIRECTORS RESPONSIBILITIES STATEMENT Year Ended 31st December 2019

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;
- 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

Date: 10th July 2020

Nikki Gallagher  
Chairperson

# INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF BELONG TO YOUTH SERVICES

## Year Ended 31st December 2019

### Opinion

We have audited the financial statements of Belong To Youth Services for the year ended 31st December 2019 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. 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 2019 and of its profit 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 28 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 12 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 during the audit, we report that:

- In our opinion, the information provided 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 AUDITORS REPORT TO THE MEMBERS OF BELONG TO YOUTH SERVICES

## Year Ended 31st December 2019

### 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 based on 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.

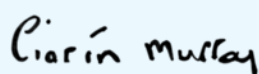
Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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)



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

# STATEMENT OF FINANCIAL ACTIVITIES

## Year Ended 31st December 2019

	Restricted Funds 2019 €	Unrestricted Funds 2019 €	Total Funds 2019 €	Total Funds 2018 €
<b>Incoming Resources</b>				
Voluntary Income	-	367,621	367,621	232,510
Charitable Activities	642,503	294,000	936,503	743,495
Other Trading Activities	-	10,657	10,657	10,425
<b>Total Incoming Resources</b>	<b>642,503</b>	<b>672,278</b>	<b>1,314,781</b>	<b>986,430</b>
<b>Resources Expended</b>				
Cost of Voluntary Income	-	(143,865)	(143,865)	(138,799)
Charitable Activities	(767,014)	(294,000)	(1,061,014)	(816,331)
Other Expenses	-	(13,382)	(13,382)	(8,225)
<b>Total Resources Expended</b>	<b>(767,014)</b>	<b>(451,247)</b>	<b>(1,218,261)</b>	<b>(963,355)</b>
 Net Outgoing Resources Before Transfers	 (124,511)	 221,031	 96,520	 23,075
 Transfers				
Transfers Between Funds	124,511	(124,511)	-	-
<b>(Deficit) / surplus for the year</b>	<b>-</b>	<b>96,520</b>	<b>96,520</b>	<b>23,075</b>

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.

# BALANCE SHEET

## 31st December 2019

	Note	2019 €	2018 €
<b>Fixed Assets</b>			
Intangible Assets	20	2,516	4,789
Tangible Assets	21	23,634	9,020
		<b>26,150</b>	<b>13,809</b>
<b>Current Assets</b>			
Debtors	22	73,231	56,723
Cash at bank and in hand		212,091	133,008
		<b>285,322</b>	<b>189,731</b>
Creditor: amounts falling due within one year	23	(110,794)	(99,382)
Net Current Assets		<u>174,528</u>	<u>90,349</u>
Total assets less current liabilities		200,678	104,158
<b>Net Assets</b>		<b>200,678</b>	<b>104,158</b>
<b>Contingency Reserve Fund</b>			
Restricted Funds		-	-
Unrestricted Funds		200,678	104,158
<b>Funds of the Charity</b>		<b>200,678</b>	<b>104,158</b>

These financial statements were approved by the Board of Directors on 10th July 2020 and signed on behalf of the Board by:



Maria Afontsenko  
Director



Nikki Gallagher  
Director

# STATEMENT OF CHANGES IN FUNDS

Year Ended 31st December 2019

	Unrestricted Funds €	Restricted Funds €	Total €
At 1st January 2018	79,264	1,819	81,083
Surplus/ (deficit) for the year	<u>24,894</u>	<u>(1,819)</u>	<u>23,075</u>
<b>Total comprehensive income for the year</b>	<b>24,894</b>	<b>(1,819)</b>	<b>23,075</b>
<b>At 31st December 2018</b>	<b>104,158</b>	<b>-</b>	<b>104,158</b>
Surplus/ (deficit) for the year	<u>96,520</u>	-	<u>96,520</u>
	96,520	-	96,520
<b>At 31st December 2019</b>	<b>200,678</b>	<b>-</b>	<b>200,678</b>

# STATEMENT OF CASH FLOWS

Year Ended 31st December 2019

	2019 €	2018 €
<b>Cash flows from operating activities</b>		
Surplus for the financial year	96,520	23,075
<i>Adjustments for:</i>		
Depreciation of tangible assets	3,976	3,321
Amoritsation of intangible assets	2,273	2,273
Accrued (income)	1,008	7,192
<i>Changes in:</i>		
Trade and other debtors	(16,508)	(19,814)
Trade and other creditors	10,404	(7,653)
<b>Net cash from operating activities</b>	<b>97,673</b>	<b>8,394</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	(18,590)	(4,305)
<b>Net cash used in investing activities</b>	<b>(18,590)</b>	<b>(4,305)</b>
<b>Net (decrease) in cash and cash equivalents</b>	<b>79,083</b>	<b>4,089</b>
<b>Cash and vash equivalents at beginning of year</b>	<b>133,008</b>	<b>128,919</b>
<b>Cash and cash equivalents at end of year</b>	<b>212,091</b>	<b>133,008</b>

# REFERENCE AND ADMINISTRATIVE DETAILS

<b>Name of Charity:</b>	BeLonG To Youth Services
<b>Also Known As:</b>	BeLonG To
<b>Registered Charity Number:</b>	20059798
<b>Charitable Tax-Exemption Number:</b>	CHY16534
<b>Companies Registration Number:</b>	369888
<b>Registered Office:</b>	Parliament House 13 Parliament Street Dublin 2, D02 P658, Ireland

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

## **Directors/ Charity Trustees:**

Nichola Gallagher (Chairperson)  
Ciarán McKinney (Deputy Chairperson)  
Maria Afontsenko (Treasurer)  
Dominic Hannigan  
Kery Mulally  
Liz Harper  
Maurice Devlin  
Lucy Ní Raghail

## **Company Secretary:**

Oisín O'Reilly

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

<b>Chief Executive Officer</b>	Moninne Griffith
<b>Head of Operations and Fundraising</b>	Oisín O'Reilly
<b>Youth Work Manager</b>	Gillian Brien

**Names and address of professional advisors:**

<b>Auditor:</b>	Hayden Brown Grafton Buildings 34 Grafton Street, Dublin 2
<b>Solicitors:</b>	A&L Goodbody 28 Northwall Quay Northwall, Dublin 1
<b>Legal Advisors:</b>	William Fry 2 Grant Canal Square Grand Canal Dock, Dublin 2  Arthur Cox 10 Earlsfort Terrace, Dublin 2

# NOTES TO THE FINANCIAL STATEMENTS

## Year Ended 31st December 2019

### 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) developed by the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator who are the joint SORP-making bodies recognised by the UK Accounting Standards Board as the appropriate parties to develop SORPs for the charity sector.

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 judgment 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 was Value Audit toll (VIVA) for every €1 we spend on volunteers; we get back €4.00 (2018: €2.63) 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.

# NOTES TO THE FINANCIAL STATEMENTS

## 31st December 2019

**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.

**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.

**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.

### 3. Exemption From Disclosure

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

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

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

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

The Board of BeLonG To have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the COVID-19 pandemic which is considered to be a non-adjusting event. The Board state that following their review, BeLonG To have no current going concern issues and expect the Charity to remain viable and solvent for the foreseeable future. The basis on which the going concern was assessed in light of COVID-19 is outlined in the Directors' Report on page 40.

### 6. 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 - NY, USA we 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'.

### 8. Related Party Transactions

The Directors' Report details vouched for expenses paid to Board members, see page 34 for details.

As well as donating their time and expertise during 2019, the Directors made unconditional donations of €885 (2018: €2,005) to the charity.

The total amount of donations, donated goods, and donated services received from companies, controlled by Directors during 2019 was €nil (2018: €2,286).

One Director is shared with the Gay Health Network CLG (CRO # 499954) the value of grants received by the Charity in 2019 from this company was €6,474 (2018: €6,131).

Key management personnel made unconditional donations of €483 (2018: €546) to the charity, there were no other related party transactions with key management personnel other than remuneration note 19.

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 2019.

### 9. Ex-Gratia Payments

The charity made no ex-gratia payments in 2019.

### 10. Public Benefit

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

### 11. Capital Commitments

The company had no capital commitments at the 31st December 2019. (2018: €nil).

### 12. Contingent Liabilities

The company had no contingent liabilities at the 31st December 2019. (2018: €nil)

### 13. 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.

### 14. Taxation Clearance

BeLonG To 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.

### 15. Operating Leases

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

### 16. 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.

### 17. 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.

- **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.

- **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.

**18. Operating surplus is stated after charging:**

	2019	2018
	€	€
Amortisation of intangible assests	2,273	2,273
Depreciation of tangible assets	3,976	3,321
Fees payable for the audit of the financial statements	4,305	4,305

**19. Staff Costs**

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

	2019	2018
Administrative	3	3
Fundraising	1	1
Programming	10	10
	<b>14</b>	<b>14</b>

The aggregate payroll costs incurred during the year were:

	2019	2018
	€	€
Wages and Salaries	483,111	453,111
Social Insurance Costs	51,675	47,872
	<b>534,786</b>	<b>500,983</b>

Bands of Salaries	2019	2018
€50,000 - €60,000	2	2
€60,001 - €70,000	-	-
€70,000 +	1	1

Remuneration includes salaries and any benefits in kind. Two (2018:2) 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's CEO, Moninne Griffith is paid €72,500 per year (2018: €70,960). 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 2019 amounted to €158,613 (2018: €153,973) key management staff includes the CEO (full-time), Head of Operations and Fundraising, Corporate Secretary (full-time), and the Youth Work Manager (part-time).

**20. Intangible Assets**

	Software Development	Total
Cost	€	€
As 1st January 2019 and 31st Dec 2019	11,364	11,364
<b>Amortisation</b>		
At 1st Jan 2019	6,575	6,575
Charge for the Year	2,273	2,273
At 31st December 2019	8,848	8,848

<b>Carrying Amount as at 31st Dec 2019</b>	<b>2,516</b>	<b>2,516</b>
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	Software Development	Total
Cost	€	€
As 1st January 2018 and 31st Dec 2018	11,364	11,364
<b>Amortisation</b>		
At 1st Jan 2018	4,302	4,302
Charge for the Year	2,273	2,273
At 31st December 2018	6,575	6,575

<b>Carrying Amount as at 31st Dec 2018</b>	<b>4,789</b>	<b>4,789</b>
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Intangible Assets represents the costs involved in development BeLonG To's CRM technology produce which allows the company to manage all their resources and information in on single shared secured location. The costs are being amortised over a five year period.

## 21. Tangible Assets

	Equipment	Fixtures & Fittings	Total
	€	€	€
<b>Cost</b>			
At 1st January 2019	35,156	11,420	46,576
Additions	14,050	4,540	18,590
<b>At 31st December 2019</b>	<b>49,206</b>	<b>15,960</b>	<b>65,166</b>
<b>Depreciation</b>			
At 1st Jan 2019	30,470	7,086	37,556
Charge for the Year	2,551	1,425	3,976
<b>At 31st December 2019</b>	<b>33,021</b>	<b>8,511</b>	<b>41,532</b>
<b>Carrying Amount as at 31st Dec 2019</b>	<b>16,185</b>	<b>7,449</b>	<b>23,634</b>

	Equipment	Fixtures & Fittings	Total
	€	€	€
<b>Cost</b>			
At 1st January 2018	33,688	8,583	42,271
Additions	1,468	2,837	4,305
<b>At 31st December 2018</b>	<b>35,156</b>	<b>11,420</b>	<b>46,576</b>
<b>Depreciation</b>			
At 1st Jan 2018	27,921	6,314	34,235
Charge for the Year	2,549	772	3,321
<b>At 31st December 2018</b>	<b>30,470</b>	<b>7,086</b>	<b>37,556</b>
<b>Carrying Amount as at 31st Dec 2018</b>	<b>4,686</b>	<b>4,334</b>	<b>9,020</b>

## 22. Debtors

	2019	2018
	€	€
Trade Debtors	51,792	36,873
Prepayments and Accrued Income	21,439	19,850
	<b>73,231</b>	<b>56,723</b>

## 23. Creditors: Amounts Falling Due Within One Year

	2019	2018
	€	€
Trade Creditors	27,896	20,527
Other Creditors	11,910	-
PAYE and Social Welfare	12,930	11,609
Accruals	12,747	11,739
Deferred Income	45,311	55,507
	<b>110,794</b>	<b>99,382</b>

Deferred Income	2019	2018
	€	€
Gay Health Network	6,474	6,131
National Office for Suicide Prevention	8,002	-
Department of Children and Youth Affairs	-	8,967
Emerging Needs Fund - Tusla QCBI	12,097	20,409
LGBT - Training	-	20,000
Slack for Good	17,988	-
DCYA - CPD LGBTI+ Youth Strategy	750	-
	<b>45,311</b>	<b>55,507</b>

## 24. 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.

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

Statement of Financial Activities	€
<b>As 1st January 2019</b>	<b>104,158</b>
Surplus for the Year	96,520
<b>At 31st December 2019</b>	<b>200,678</b>

## 26. Reconciliation of Movements in Funds of Charity

	2019		2018
	€		€
<b>Restricted Funds</b>			
Opening Balance	-		1,819
Net Movement	-		(1,819)
	-		-
<b>Unrestricted Funds</b>			
Opening Balance	104,158	104,158	81,083
Net Movement	96,520		23,075
	200,678		104,158
<b>Balance at Year End</b>	<b>200,678</b>		<b>104,158</b>

## 27. Financial Instruments

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

	2019		2018
	€		€
<b>Financial assets measured at amortised cost</b>			
Trade debtors	51,792		36,873
<b>Other debtors</b>	21,439		19,850
Cash at bank and in hand	212,091		133,008
	285,322		189,731
<b>Financial liabilities measured at amortised cost</b>			
Trade creditors	(27,896)	104,158	(20,527)
Other creditors	(69,968)		(67,246)
	(97,864)		(87,773)

## 28. 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.

## 29. Controlling Party

The Directors are the controlling party of the company.

## 30. Comparative Figures

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

## 31. Approval of the Financial Statements

The board of directors approved these financial statements for issue on 10 July 2020.

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# THANK YOU TO OUR FUNDERS FOR HELPING US CHANGE AND SAVE THE LIVES OF LGBTI+ YOUTH.



Rialtas na hÉireann  
Government of Ireland



National  
Lottery



pobal  
government supporting communities



Foithneannacht na Seirbhíse Sláinte  
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Bhaile Átha Cliath  
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A & L Goodbody Solicitors	Drop Box	laine, my love.	Sage Ireland
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Adonis Flower Designers	Etag Fixings	Marks and Spencer (Ireland)	SO Fine Art Editions
Aer Lingus	Event Ease	Mason Hayes and Curran	Sodexo Ireland
Airbnb	Eversheds Sutherland	Matheson	Sprout Social
Aldi	EY	McCann Fitzgerald	State Street
Allianz	Facebook	MCD	Street 66
Allied Irish Bank	Fallon & Byrne	Meaghers Pharmacy	SurveyMonkey
Altitude	Fidelity International	Microsoft Ireland	Svetac
AON Insurance	Football Association of Ireland	Musgrave	Tesco Ireland
Arthur Cox	Fostering First Ireland	National Treasury Mgmt. Agency	The Beauty Basket
Aryzta	Frankman Grooming	New Relic	The Cupcake Bloke
Aviva Insurance	Gas Networks Ireland	Nine Arrow	The Dalata Hotel Group
Avolon	Giving.com Limited	Northern Trust	The Generator Hostel Smithfield
Bank of Ireland	Google Inc.	Obus	The George
Beauchamps	Grant Thornton	Optum	The Silver Lining
BNY Mellon	HSBC (Ireland)	Oracle	TJX Europe
Boulder Media	IAPI	Oyster Lane Theater Group	Travelport
Brown Bag Films	Indeed Inc.	Paddy Power/ BetFair	Two Boys Brew
BT Ireland	Informatica	PayPal	Ulster Bank
Canada Life International Assurance	Intel	Permanent TSB	Union Cup/ Emerald Warriors
Citi Bank	Intercom	Pfizer	Vision Independent Productions
Cloud 9	Intertrust	Phonewatch	Vodafone Ireland Limited
Coca Cola	Irish Games Association	Pinsent Masons	Wet and Wild Sports Club
Core	Irish Life	Pinterest	William Fry
Crowleys DFK	KBC	Primark/ Pennys	Willis Towers Watson
Deliveroo	KC Peaches	Q4 Public Relations	Workday Inc
Deloitte (IE)	Key Assets Group	Quantam Recruitment	Wow Burger
Dixons Carphone Warehouse	KPMG	Riot Games	



66

**BeLonG To has  
played a big part  
in my journey  
from insecurity to  
increased confidence  
and self-acceptance  
in being gay.**

99

Charities Registration Number: 20059798

Supporting Lesbian, Gay, Bisexual &  
Trans Young People in Ireland



**BeLonG To Youth Services**  
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