



spunout

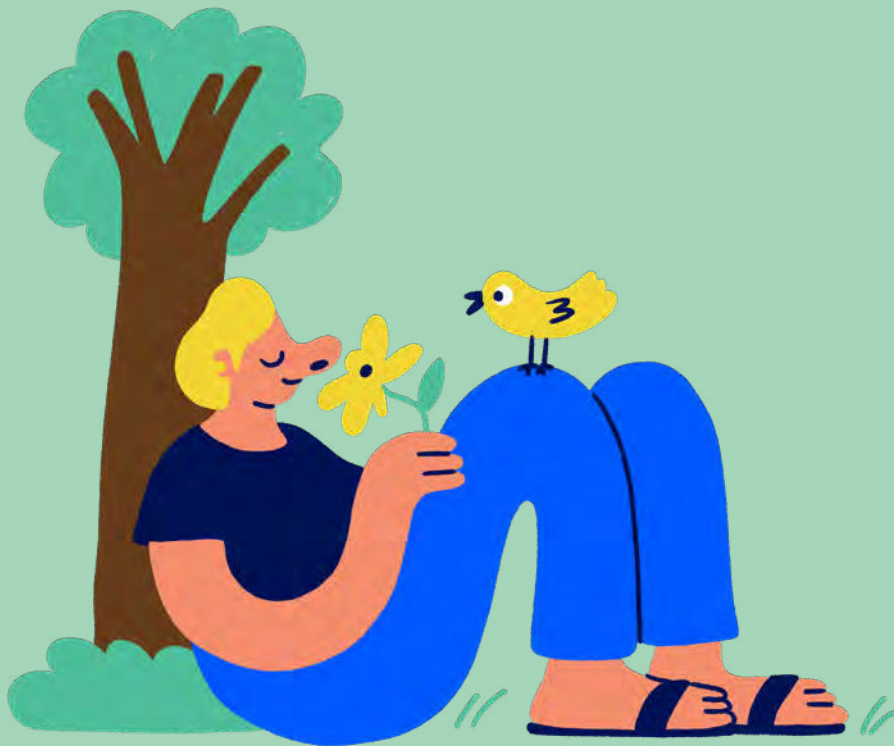
text about it

50808

Community Creations CLG

# Annual Report 2022





## Our Company Information

Community Creations CLG trading as spunout and 50808

### Chairperson

Tara Doyle

### Directors

Tara Doyle

Conor Nolan

Suzanne Mulholland

Barry Ryan

Emma Finn (resigned 15 April 2023)

Amanda Fitzgerald (resigned 23 Nov 2022)

Maria McCann

Laura Harmon (resigned 30 April 2022)

Caitlin Grant (resigned 17 Sep 2022)

Criodán Ó Murchú (resigned 17 Sep 2022)

Daniel Waugh

Conor Healy

Dermot O'Sullivan

Ross Boyd (appointed 17 September 2022)

Aisling Maloney (appointed 17 September 2022)

### Company Secretary

Ian Power

### CEO

Ian Power

### Accountant

Emma Manning

### Independent Auditors

Woods & Partners

3 Eglinton Terrace

Dundrum

Dublin 14

### Bankers

Allied Irish Bank PLC

Main Street

Ballyshannon

Co. Donegal

### Solicitors

Meaghers Solicitors

IFSC

Dublin 1

### Business Address

Sean MacBride House

48 Fleet Street

Dublin 2

### Charity Tax Number (CHY)

16212

### Charity Registration Number

20057923

### Company Number

384783

Community Creations CLG, trading as

**spunout**

text about it

50808

**Impact Report,  
Directors' Report &  
Audited Financial Statements**  
**FOR THE YEAR ENDED 31st DECEMBER 2022**

# Contents

---

## Who We Are

Our company information	2
Table of contents	4
Chairperson's welcome	6
CEO's welcome	7
Our impact in 2022	8
Our purpose	10
Our story	12
Our vision	12
Our mission	12
Our values	13
Our main funders	14

---

## How We Achieve Our Strategic Goals

Our strategic goals for 2022	15
Strategic goal 01 - think	16
Top youth issues in 2022	18
Action panel members' experiences in 2022	24
Strategic goal 02 - create	26
Content creator experiences in 2022	31
Strategic goal 03 - support	32
Youth information chat - service user spotlight	36
Crisis volunteer experiences in 2022	38
Strategic goal 04 - share	40
Case study: our headline media award winning video	43
Our top factual and video content in 2022	44

---

## How We Are Run

Our board of directors	46
Our board sub-committees	49
Our governance	50
Our people in 2022	54
Our development activities in 2022	56
Our charity partnerships in 2022	57

---

## How We Are Funded

Our financial review and financial position	60
Independent auditors' report	64
Statement of financial activities	68
Balance sheet	70
Statement of cash flows	71
Notes to the financial statements	72
Supplementary information	91

# Chairperson's Welcome



Welcome to spunout's Impact Report and Audited Financial Statements for 2022. Since being appointed as Chairperson of the Board of Directors in March, it has been a privilege to lead an organisation which is vibrant, growing and dedicated to building an Ireland where everyone is empowered and supported to thrive.

During 2022, we supported tens of thousands of young people across each of our services: spunout, 50808 and Youth Information Chat. We provided countless information resources, vital one-on-one support, and invaluable guidance across a wide and growing range of topics. We have done this despite facing unprecedented challenges which have strained the entire youth sector, including a more competitive market for dedicated volunteers, post-pandemic economic uncertainty, and an ever-increasing demand for our services amid a worsening national crisis in mental health and wellbeing support.

Despite these challenges, the considerable achievements set out in this report have positioned our organisation excellently to deliver on our emerging strategy for 2023-2026. This next period will see spunout meet our ambition to scale even further, building on what we do well and laying the groundwork for new and improved support services.

That we are in such a positive position is down to the hard work of dozens of staff and hundreds of volunteers, along with the essential financial support of our key funders. The Board of Directors would like to express our sincere gratitude to our Action Panel members, 50808 volunteers, spunout content creators, Youth Information Chat partners and the staff team who make our organisation what it is.

Furthermore, we would be unable to provide our vital services without the financial support of the Health Service Executive, the Department of Children, Equality, Disability, Integration and Youth, ReThink Ireland, Google.org, Accenture, AIB, the Community Foundation, the Ireland Funds, the Irish Youth Foundation and many more whose essential contributions are recorded throughout this report. The Board of Directors are enormously grateful for their ongoing confidence in our work.

In light of the organisation's achievements this year, I am full of optimism about what we can achieve in the next exciting phase of our organisation's development in 2023 and beyond.

Tara Doyle  
Chairperson, Board of Directors

# CEO's Welcome



**I'm delighted to present spunout's Annual Impact Report and Audited Financial Statements for 2022. The year was full of challenges for young people, our organisation, and the wider youth sector, as we finally emerged from the Covid-19 pandemic after two extraordinary and unprecedented years.**

Despite these difficulties, our organisation has not only met the challenges we have faced - we have grown, changed, diversified and expanded our offering of services for young people, all while maintaining the things that make spunout unique.

Throughout 2022, we continued to support young people across Ireland through over two million spunout website visits, almost 49,000 support conversations through our 50808 service, and more than 2,000 livechat information query conversations. The overwhelming majority (96%) of surveyed spunout readers approved of the service, with 77% saying we had helped them make better decisions in their lives. For 50808, 88% of service users told us they felt heard by our volunteers compared to before texting in, while Youth Information Chat received a 91% chat satisfaction score.

Behind these figures is the hard work of our dedicated staff team, and our phenomenal volunteers, whether on the Youth Action Panel, through spunout Voices, or as 50808 active-listening volunteers. Our organisation simply couldn't function without them. We are also tremendously grateful for the support of numerous funders throughout the year, who have worked with us to ensure that we can meet the needs of as many young people as possible. Their support is vital and valued; and we are proud to provide services to young people on their behalf.

All told, 2022 marked a significant year of achievement for spunout as we reached the completion point of our most ambitious and comprehensive strategic plan to date. This strategy saw us launch the 50808 and Youth Information Chat services, saw spunout go from strength to strength, and has placed us perfectly to launch the next phase of our strategic organisational development in 2023.

With such an impactful year in 2022, I'm more confident than ever the supports we provide to young people across Ireland are life-saving and life-changing. With your continued support, we will continue to improve both the quality and range of our services in 2023 so that young people in Ireland can be empowered and supported to thrive.

Ian Power  
**CEO**

# Our Impact in 2022

spunout

spunout

Over 2 million website visits



**1.2 million**  
Video views



**96%**  
Reader  
satisfaction  
rate



**95**  
Videos  
produced



**539,000**  
Video views on  
TikTok



**333%**  
Increase in  
video views on  
Instagram



**77%**  
Agreed spunout had  
helped them make  
better decisions

## Volunteers

**110**

Volunteer Voices  
pieces published

**235**

New 50808  
volunteers trained

**50**

External engagements  
for volunteers





# 50808

## 48,978 Text Support Conversations

text about it

50808



### 678

Escalations to  
emergency services



### 88%

Texter  
helpfulness score



### 75m

Average  
conversation  
duration



### 88%

Of texters told  
us they felt more  
heard than  
beforehand

## Awards

### Sockie Award

For our Fresh  
Éire campaign

### Headline Media Award

For Mental Health  
Digital Content



Thank you very much, our  
conversation helped me feel  
much better, and now I think I  
can start working on trying to  
make myself better."



When I was in my worst  
times, spunout helped  
me feel I wasn't alone."

## Youth Information Chat



### 2,412

Support  
Conversations



### 17 mins

Average  
conversation  
duration



### 91%

Chat  
satisfaction

# Our Purpose

Community Creations CLG was founded in 2004, and has been trading as spunout since 2005 and as '50808' since 2020.

Our key objectives, as set out in our company constitution, are as follows:

“To benefit the young people of Ireland in the setting up and running of a youth information and support service that incorporates: (i) a website; (ii) a periodic magazine; (iii) an electronic support service that allows young people to seek help and/or advice; and (iv) ad hoc publications providing information relating to youth health and culture.

In 2022, the Charity fulfilled these objectives through the provision of three major services



text about it

50808



## spunout

a trusted, factual, non-judgemental information resource for young people living in Ireland.

## 50808

a free, anonymous, 24/7 messaging service providing everything from a calming chat to immediate support.

## Youth

### Information Chat

a free, one-on-one instant messaging service providing information, advice and guidance about the issues that matter to young people

## Our Story

Life can be hard sometimes; we can feel unsure or even unsafe.

We can find ourselves a little lost, nervous or worried, not knowing where or who to turn to next.

We can all feel lonely at times too, alone with no one to talk to or in a crowd with no one to relate to.

We are there for everyone as we travel our own unique journey.

We are here for you if you just need a helping hand or if you're lost, low or lonely.

Together we can drive away the clouds, lighten the load and find a clear path ahead.

If it matters to you, it matters to us.

You can connect with us for support.  
You can share what's on your mind.

With us, you can take a step to make your life a little better.



# Our Vision

An Ireland where all young people are empowered and supported to thrive.

# Our Mission

Our mission is to work collaboratively with young people to support our mental health and wellbeing. We do this by creating evidence-based, person-centred digital solutions and safe, validating support spaces.

# Our Values

## Empathy

We believe in the importance of fostering and practising **empathy** in all of our interactions. By putting ourselves in the shoes of another, we hope to learn and seek to understand their thoughts, feelings and perspectives. We aim to create a safe and supportive environment where young people feel heard, understood, validated, and supported.

## Compassion

While empathy helps us to understand, **compassion** motivates us to enact change. Through compassion we seek to alleviate the suffering of others and be sensitive to everyone's unique needs and circumstances.

## Equity

Through representation and inclusion we are all invited to the table; through equality we are provided for equally; but it is only through **equity** that we acknowledge that people need to be provided for differently in order to achieve a just world. We are committed to an Ireland of equity. We recognise the systemic barriers that young people may face in accessing mental health support and aim to provide accessible services for all.

## Expertise

We believe in providing evidence-based, high-quality services for young people. We are committed to staying up-to-date with the latest research, trends, and best practices in mental health and youth issues. We take pride in the level of **expertise** that we bring to our work.

## Innovation

We embrace **innovation** by actively seeking out new and creative ways to approach mental health challenges in the digital landscape. We recognise that the field of mental health and technology is constantly evolving, and we strive to stay ahead of the curve by exploring new technologies, methods and interventions.

# Our Main Funders

## State Funding



## Trusts & Foundations



## Corporate Partners



Thank you to each of our funders for their vital support.

# Our Strategic Goals for 2022

Community Creations' strategic vision since 2018 has been to consolidate our unique expertise and core strengths into four integrated strategic goals.

## GOAL 01

### THINK

Building the technology and partnerships needed to grow our capacity to produce powerful insights through data analytics and reader feedback.

## GOAL 02

### CREATE

Building a wide community of talented content creators and volunteers to keep us by young people, for young people.

## GOAL 03

### SUPPORT

Establishing access routes to real-time supports and services for young people.

## GOAL 04

### SHARE

Growing our engaged user community to ensure more young people can benefit from quality information and support.

**STRATEGIC DELIVERY****STRATEGIC GOAL 01**

# THINK

Producing insights  
on the real-time  
needs and views  
of young people





**OBJECTIVE****Producing informative analytics & insights****STRATEGIC ACTION 1A****Better harness  
the potential of  
our analytics  
and insights**

In 2022, spunout hosted 2,021,104 unique website sessions, 101% of our annual target. Of these sessions, at least 885,937 were confirmed to be readers in Ireland. Improvements in the sophistication of our analytics have substantially enhanced our ability to determine how many of our website sessions come from within the country. We will continue to grow our knowledge in this area during 2023, with the resulting data to be used to further increase the number and proportion of website sessions which can be confirmed to represent genuine service users living in Ireland.

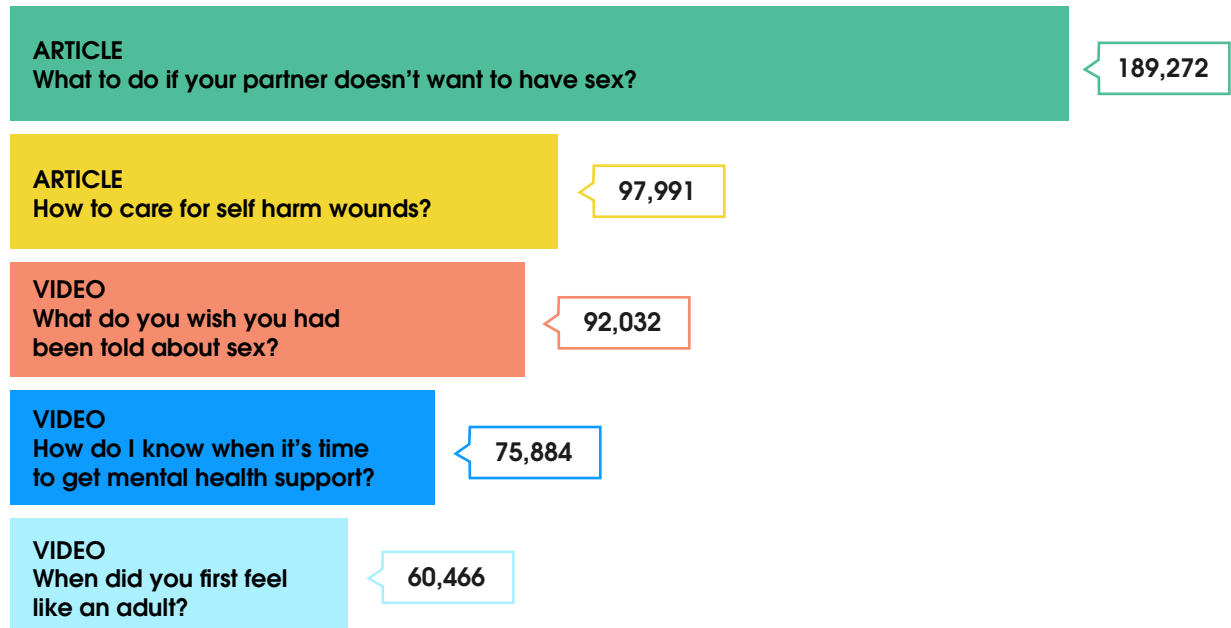
This year also saw spunout surpass our target for videos viewed to at least 25% completion, with 1,213,486 views of spunout-produced videos meeting this threshold in 2022, amounting to 121% of our established annual target. This metric is a strong indicator that each of the 1.2 million counted viewers have engaged with the video they watched and taken some information from it. This represents a major improvement in our analytics, avoiding the counting of non-impactful views and giving a more accurate representation of our impact.

For the 50808 service, our analytics demonstrated a continuing need for a free, non-judgemental text-based support service throughout 2022. A total of 48,978 conversations with 23,174 service users took place this year, with more than 1.5 million total messages exchanged with our trained volunteer team. Within these figures, we were further able to define our impact in a number of ways: identifying the number of 'high risk' conversations at 7,680, and determining that the most frequent issues experienced by texters in 2022 were anxiety (28% of conversations), intimate partner relations (19%) and thoughts of suicide (19%).

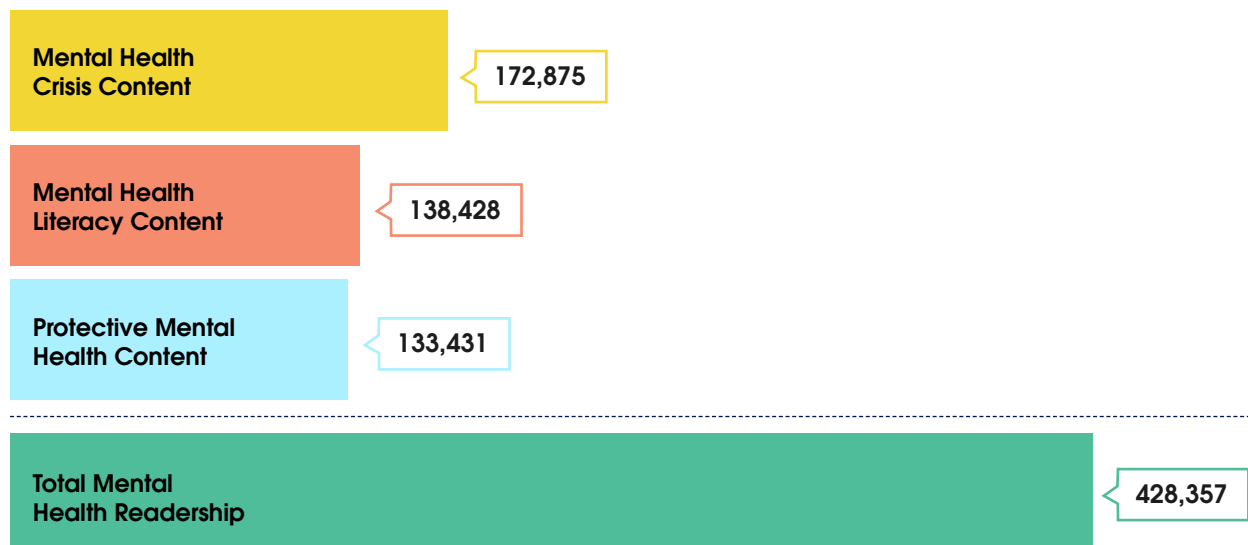
For Youth Information Chat service, our 2022 analytics recorded a total of 2,412 support conversations, provided over the 994 hours of instant chat support. The top issues raised by service users were also identified and recorded throughout the year, with education, social protection, educational grants and supports, justice and rights, and life and general making the top five most common themes.

# Top Youth Issues In 2022

## spunout: Most Viewed in 2022



## spunout: Mental Health Engagements 2022



## 50808: Top Issues

**Anxiety**  
27.7%

**Suicide**  
19%

**Stress**  
18.8%

**Intimate Partner Relationships**  
18.6%

**Isolation or Loneliness**  
17.9%

## Youth Information Chat: Top Issues

**Education**  
23%

**Social Protection**  
13%

**Grants and Supports**  
11%

**Justice & Rights**  
9%

**Life & General**  
9%

**STRATEGIC ACTION 1B****Use the collective experiences of our service users to develop regular real-time insights**

Throughout 2022, we have worked to gather and understand the real experiences of our service users, drawing lessons on how to continually improve every service we offer. Across the spunout, 50808 and Youth Information Chat services, we have set and achieved high standards for user experience and satisfaction in 2022. Regular, real-time insights into user experiences form the basis of our success and facilitate speedy and effective corrections wherever necessary.

User experience of the spunout service is measured through the Annual Reader Survey, a comprehensive questionnaire that was completed by 1,211 young people in 2022. This year, spunout received a 96% satisfaction score for both the quality and relevance of our youth information content, with 89% of surveyed readers agreeing they felt informed by spunout. Furthermore, 86% of readers felt supported by the service and 77% said that spunout had helped them to make more informed decisions.

For 50808, service user experience is monitored through the post-conversations survey supplied to all texters at the conclusion of their conversation. Throughout 2022, 88% of texters rated the service as helpful, with 88% also agreeing that the volunteer they engaged with had genuinely cared for their wellbeing. Four out of every five texters received a response within five minutes of their initial communication.

Feedback on the Youth Information Chat service is also gathered on a rolling basis through optional surveys of service user experience. During 2022, 91% of those surveyed reported satisfaction with the support they had received through Youth Information Chat. Contributing factors to this high satisfaction score includes the quality of the information, advice and guidance that was provided by the Youth Information Officers and the quick response time through to people's queries. On average, those contacting the service through the instant chat function waited just 22 seconds for their conversation to begin and chatted with officers for an average of 16 minutes and 58 seconds. Throughout the year, the service identified emerging themes in conversations to create advertising campaigns to reach even more young people and ways in which we could connect with harder-to-reach audiences, such as those living in rural and socially isolated areas.

**STRATEGIC ACTION 1C****Strengthen our reputation as the authentic source of young voices in Irish society**

The spunout Youth Action Panel provides direction, insight and solutions to ensure the Charity is meeting the real needs of young people. The Action Panel is a fundamental part of our organisation, ensuring we are run by young people, for young people. One of the key ways in which the Action Panel is embedded into our governance structures is through their role in nominating two Action Panel members to join the Board of Directors.

The Action Panel is made up of five Regional Action Panels, one Traveller Action Panel and one BAME (Black, Asian and Minority Ethnic) Action Panel. Each of these panels meets three times a year, and elects members of the National Panel, which itself meets twice a year. We also have an annual Town Hall event which brings together Action Panel members and volunteers from all across the country for a day of connection and fun with our entire community, volunteers, staff and Board.

This was a year of huge transition and coming together for the Action Panel, which had been entirely remote for the duration of the Covid-19 pandemic. This was our first year of hybrid activities, including a return to in-person regional meetings throughout the summer and our first fully in-person national 'Town Hall' meeting since 2019. Action Panel members engaged in numerous engagements throughout the year, including consultations on topics such as smoking and vaping, suicide bereavement, self-harm, and pornography, and training on the topic of consent. As always, Action Panel members provided irreplaceable insight and detailed campaign ideas on each of these topic areas.

This year also saw funding secured from the Community Foundation to continue the development of our dedicated Action Panels for the Traveller and BAME Communities. Our BAME Action Panel was heavily involved this year in supporting the Fresh Éire campaign, which shared real stories of young people facing racial discrimination in modern Ireland. They also took part in an invaluable consultation on biracial dating, a topic which had not previously been covered in spunout's information resources. In preparation for fully launching our Traveller Action Panel, constructive meetings were held with representatives of the National Traveller Youth Programme and the Irish Traveller Movement to discuss possible collaborations and partnership opportunities.

**STRATEGIC ACTION 1E****Build our reputation as experts in the production of insights on what young people are thinking and need right now**

This was a strong year for our media presence. Content Editors were approached throughout the year for interviews on their subject matters. Our 'BeReal With How You Feel' influencer-led campaign had an estimated potential reach of 2.8 million. The Youth Action Panel's 'Under the Sheets' campaign, which called for the right to high-quality sex education for students, gained significant media attention, with Action Panel members featured in news articles and radio interviews across Ireland.

As part of World Mental Health Month, we co-hosted a Creator Summit with TikTok as their official local safety partner. The summit was delivered for content creators who have experienced posting about mental health and wellbeing. Delivered by spunout's Mental Health Content Editor, Dr Joseph Morning, the TikTok Creator Summit provided information on safe communication and advice for how to produce authentic content that is also reliable, safe and supportive mental health and emotional wellbeing information.

Dr Joseph Morning also represented spunout in addressing a meeting of the Oireachtas Committee on Education, where he gave expert advice to legislators on the topic of mental health supports within the further and higher education system.



**STRATEGIC ACTION 1F****Champion  
user-led  
research, policy  
and practice  
supported by  
technology**

Our major research project for 2022 was carrying out an investigation into young people's experiences of the transition from Child and Adolescent Mental Health Services (CAMHS) to Adult Mental Health Services (AMHS) in Ireland. The research was commissioned for the National Implementation Monitoring Committee of Sharing the Vision's specialist group for improving transitions. Sharing the Vision is Ireland's national mental health policy, launched in 2020.

The research consisted of an online survey and qualitative focus groups. The survey received 1,582 respondents and the data were analysed and written up into a formal report by researchers from the Royal College of Surgeons in Ireland. The focus groups were carried out, analysed, and written up in a formal report by McKeever & Associates. The results from both these pieces of research were presented by our Mental Health Editor to the specialist group in October and will be passed on to the National Implementation Monitoring Committee in the near future.

We will continue to work to disseminate the findings of this research in 2023.

## ACTION PANEL MEMBERS' EXPERIENCES IN 2022

"I joined the Action Panel as I wanted a voice in social justice issues in Ireland and help create change, as well as to be able to educate myself on areas where I don't have first hand experience. Through incredible campaigns, training, and volunteering opportunities, spunout has provided me with many different opportunities to do so.



Joining the Action Panel is an incredibly rewarding experience, as you are provided with fantastic opportunities to get involved in at your own pace. I am so grateful I joined spunout, as I have met brilliant, inspiring people and have been afforded the opportunity to voice my opinions in a number of campaigns that go on to reach the entire country."

**Aly Ryan (21)**  
**Co. Carlow**

"Being on the North-Western Action Panel has been an incredible experience so far; I've got to meet so many other young people, with a passion for activism and each with their own unique ideas and insights to bring to the table. We've been able to talk about everything under the sun, gather some great content and have the craic while we're at it.



Being involved with spunout has opened my eyes to a whole world of activism that I never knew about in rural East Galway. From meet-ups in Galway and Dublin, to opportunities to sit on the National Youth Assembly, it has been an invaluable opportunity and I've gained a wealth of knowledge and a network of friends across the country!"

**Peter O'Neill (18)**  
**Co. Galway**



“Two main great things stood out and attracted me when I was looking into the Action Panel. The first was the emphasis on the loving community within the volunteers and the staff, and the second was the respect shown from the staff to volunteers.

Sometimes we discuss difficult topics and that can be terrifying, opening up to someone you may have only met a few times in person, but spunout has been amazing at creating a space where I not only feel comfortable and safe, but most importantly heard. Being on the Action Panel has taught me so much about myself and, to be honest, it has relit my motivation to make a change.”

**Diarmuid Gallagher (22)**  
**Co. Dublin**



“I was very excited when I found out that I was accepted onto the Action Panel and it has been an amazing journey ever since that email reached my inbox. I can honestly say there has been nothing I haven’t enjoyed. I got the opportunity to attend a training session on how to build an effective campaign, and I’ve also been working with spunout on writing an article about racism in schools.

Although I have not been part of spunout for long, the organisation has given me opportunities to grow as a person and meet new people. As well as that, in reading spunout articles I have learned how to combat things that I may have struggled with in the past.”

**Bel Nabulele (16)**  
**Co. Dublin**



## STRATEGIC DELIVERY

## STRATEGIC GOAL 02

# CREATE

Cultivating a community  
of talented creators



**OBJECTIVE****Producing creative tools, resources and skills development opportunities****STRATEGIC ACTION 2A****Continue to create and provide quality content**

The spunout service carried out a total of 61 content campaigns in 2022, ranging from major public information campaigns to one-off awareness days and internal content audits. This marked one of our busiest years ever in terms of written content generation. We maintained our high standards of quality through our strong editorial process, including Plain English requirements, mandatory verification by subject matter experts, and ensuring inclusivity and equality through our internal Equality Lens Policy.



Working with key funders, spunout delivered a number of high-visibility keystone information campaigns throughout 2022. Our Mental Health Treatment Options and Burnout campaigns were delivered with the support of the HSE through the National Office for Suicide Prevention; while our Milestones and Sexual Pleasure campaigns were supported by the HSE's Health and Wellbeing division. The 'Island on Fire' campaign was funded by the Youth Climate Justice Fund provided by the Department of Children, Equality, Disability, Integration and Youth. Each of these major campaigns involved the production of brand new high-quality factsheet information, video and interactive content, bringing essential health and life information to thousands of young people.

This year also saw spunout run significant information campaigns relating to LGBTI+ Pride, 'Emotional Glow-Up', Seachtain na Gaeilge, the Leaving Certificate and Senior Cycle, workplace rights, and the Fresh Éire anti-racism campaign. We carried out 19 planned content audits during 2022, ensuring our information content was as up-to-date and reliable as possible across a range of areas. These included our site sections dealing with anxiety and stress, third level finance, eating disorders, jobs skills, alcohol, depression and workplace rights.

## STRATEGIC ACTION 2B

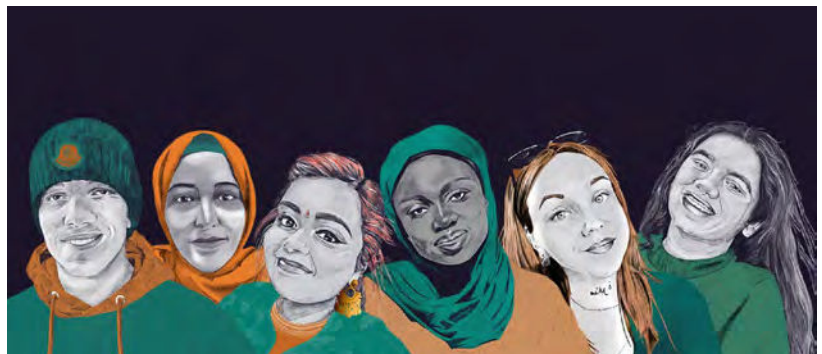
### Build the confidence of young people to express and amplify their ideas, experiences and opinions

**‘Fresh Éire’**, which won a SOCKIE social media award, showcased the stories of young people facing racial discrimination in Ireland and asked readers to take a fresh look at Ireland as a place that a huge variety of people call home.

Over 110 pieces have been produced by spunout Voices volunteers in 2022. Taken together, these articles have been viewed more than 100,000 times. Sharing youth voices through video has also been a huge focus, with over 1.4 million views on YouTube.

So many volunteers have shown courage and resilience in sharing their experiences and advice in the hopes of helping others. That courage has kept the youth voice at the centre of our campaigns this year.

**Some of our top volunteer-led campaigns in 2022 included:**



**Under the Sheets’**, led by our Action Panel volunteers, shed light on a wide range of sexual health experiences that often aren’t covered by sex-ed in the classroom, but are integral to everyone’s physical, social and mental wellbeing.



**‘Prouder Than Ever’**, which asked young people what LGBTQIA+ Pride means to them in 2022, and how pride in their identities has changed their lives for the better.





**STRATEGIC ACTION 2C****Develop the skills of our community to produce a pipeline of future contributors, leaders and staff**

Through 2022, our staff delivered 13 workshops on topics such as mental health and wellbeing, in a variety of settings including youth services, colleges and Education and Training Boards. Three workshops on activism were delivered to the spunout Youth Action Panel. Engagement events included a 'How to College' event in University College Dublin, a Freshers Week information stand in University College Cork, an information stand at Connecting for Europe, and youth information panel discussions with the European Youth Information and Counselling Agency (ERYICA) and the National Youth Council of Ireland's Climate Justice Conference.

In March 2022, we announced the commencement of work on the spunout Empathy Academy, a peer-led empathy education programme, supported by Google.org. The Empathy Academy will be Ireland's first e-learning platform designed to teach key concepts around building empathy in young people, including active learning components on topics such as bystander training, shame and building resilience online. The programme will provide a toolkit for building skills in the areas of self-compassion, healthy communication, emotional regulation, conflict resolution and resilience in young people. This innovative and scalable Academy model will be an important component in spunout's existing work on the areas of mental health, social-emotional literacy and digital citizenship.

(L-R) Dr Joseph Morning, Anjelica Foley, Diarmuid Gallagher and Aisling Comiskey at the launch of commencement of work on the spunout Empathy Academy, supported by Google.org



**STRATEGIC ACTION 2D****Provide support and training to increase our volume of volunteers**

The hard work and dedication of our volunteers are essential to our ongoing operations. Throughout 2022, we trained 235 new volunteers for the 50808 platform and published 116 written and multimedia pieces from spunout Voices volunteers.

Gathering and actioning feedback from volunteers has been a consistent priority throughout 2022. Demonstrating the continuous impact of volunteer input is at the core of our strategy for continued engagement. This was done formally through our 'spunout snapshot' newsletter every two months, through Slack posts, email round ups, a Town Hall presentation and our monthly volunteer appreciation posts.

This year also saw the development of our Voices Aftercare Policy, to ensure consistent post-publication support for those who had produced content based on their lived experiences. Two focus groups were held with volunteers to ensure the policy was grounded in their genuine experiences. Valuable insight was gained, with the publication of a completed Voices Aftercare Policy scheduled for early 2023.



## VOLUNTEER CONTENT CREATOR EXPERIENCES IN 2022

“I believe that working with spunout is something all young people who are passionate about something should do. spunout gave me a platform to channel the energy, passion and message that I wanted to, in a way that was empowering and impactful.

Working with spunout definitely opened me up to speaking more publicly about issues I care about, and it gave others the space to relate and find comfort in their content. I would love to do another project with spunout, and if you're thinking about it - do it!”

**Rebecca O'Brien (24)**  
Co. Dublin



“I have always loved to write and I have always been passionate about mental health awareness. spunout gave me the opportunity to put myself out there and share that. Becoming a Voices Contributor for spunout gave me the confidence that I would have otherwise lacked and I've been able to grow so much because of it.

It's so rewarding to share my own experience with the hope that it might help at least one person. spunout gives a voice to people who want to be heard no matter what background you come from, your gender, race, culture, beliefs, etc. I am so pleased to have had the privilege of being part of the journey as a Voices Contributor and it has truly been one of the most positive and proudest experiences of my life.”

**Baisat Alawiye (22)**  
Co. Dublin

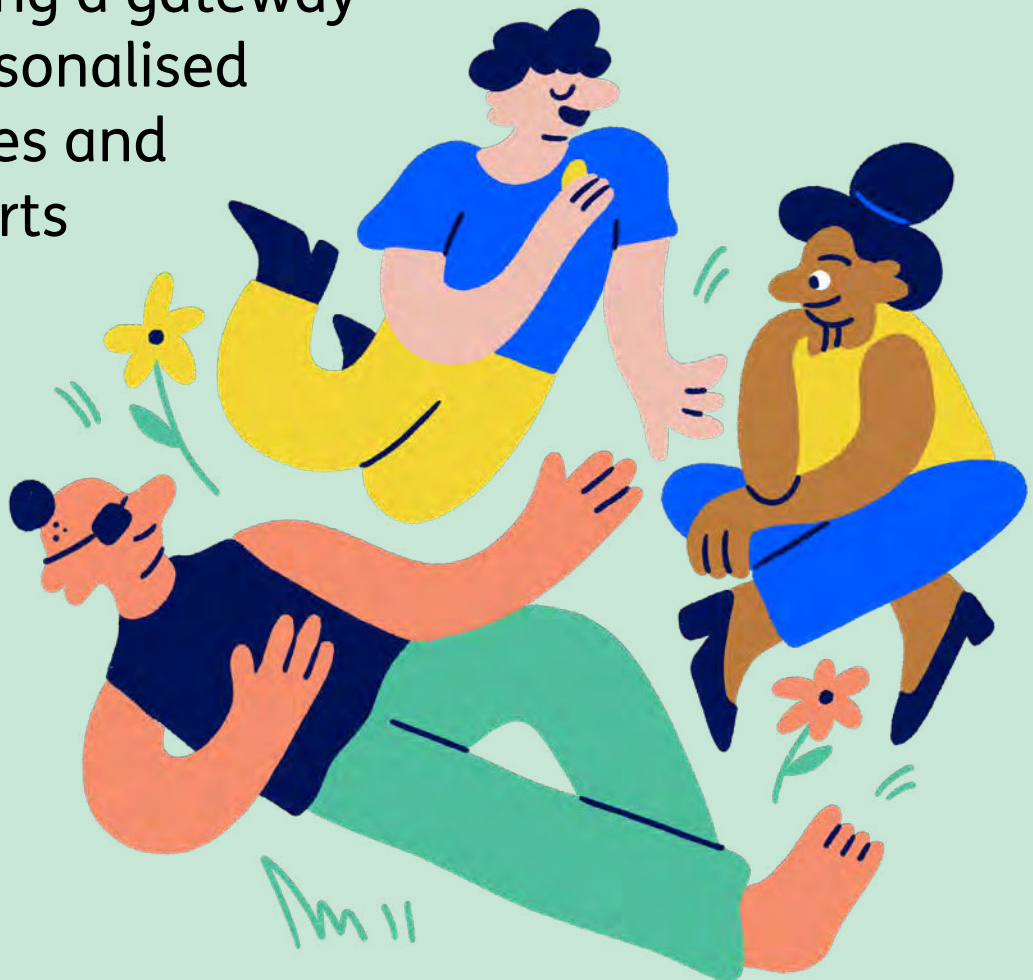


## STRATEGIC DELIVERY

## STRATEGIC GOAL 02

## SUPPORT

Opening a gateway  
to personalised  
services and  
supports





**OBJECTIVE****Creating accessible pathways to real-time services and supports****STRATEGIC ACTION 3A****Integrate a real-time crisis support service**

The 50808 service is the first of its kind for Ireland: a free 24/7 text service, providing everything from a calming chat to immediate support for people going through a mental health or emotional crisis. Our aim is to provide immediate support in the short term and connect people to resources that will help them into the future.

What makes 50808 unique is that we are always available. Individuals in crisis can contact us by free-texting HELLO to 50808. We aim to de-escalate risk without use of emergency intervention wherever possible, including by signposting texters to appropriate, trusted resources at the end of conversations. Our unique platform triages texters by key words and phrases to ensure those likely to be most at risk are connected with a trained volunteer without delay.

Where texters get in touch displaying suicidal ideation or intention to harm themselves or others, we calmly work with the texters to, in the first instance, risk-assess and then de-escalate, and only escalate cases where texters cannot keep themselves or other safe to the emergency services. At all times, volunteers are supervised by paid members of our staff Supervision team, who are trained to monitor activity on the platform, provide guidance to volunteers, and intervene where necessary to escalate conversations with texters as part of the Active Rescue process for contacting emergency services when required.

Through 50808, we are continuing to meet the strong and consistent demand for active listening services provided by text in Ireland today.

**In 2022, we supported****23,174**

Individuals from every part of Ireland, through over

**48,978**

Unique conversations.

**STRATEGIC ACTION 3B**

## Demonstrate clearly the impact of real-time crisis supports

Texter feedback starkly demonstrates the real and pressing need for 50808, as more than 23,000 individuals turned to the service in 2022, often in moments of deep distress. This year, between 14% and 19% of monthly conversations involved a high risk to the health or life of the texter. Crucially, during the course of 2022 we carried out 678 Active Rescues, where emergency services are contacted to attempt to secure the physical safety of a texter when they themselves are unable or unwilling to do so.

The 50808 service is tackling head-on one of the headline needs in modern Irish society, supplementing the work of brick and mortar services while bringing a new accessibility of access to support that fits with the wants and habits of young people in Ireland today, particularly late at night and in the early hours of the morning when other services are closed.

Outcomes of the service that are not immediately measurable are the impact of connecting those at immediate risk of harm to emergency services, the removal of the need for some people experiencing suicidality to have to present to an emergency department late at night, and the training of an army of empathetic listening volunteers who can put their skills to use in everyday life. The broader societal impact of 50808 operating successfully in Ireland cannot be understated.

"You saved my life. You calmed me down and made me feel okay. I appreciate it so much. Thank you."

**Woman, 17, Sligo**

"Thanks for helping me. I might have been dead tonight with nobody to talk to. You are saving lives everyday and so many people are proud of you for that"

**Girl, 14, Waterford**

"Thank you. Honestly. I was in such a bad place. I even considered taking my own life tonight. You saved my life."

**Man, 26-34, Westmeath**

"I was so hard on myself after engaging in self-harming activities, and they comforted me and helped me get the help I need. Thank you for keeping me alive."

**Girl, 14, Cork**

**STRATEGIC ACTION 3C****Develop partnerships with Youth Information Centres to facilitate engagement between young citizens and local services online**

Since 2020, we have been working in partnership with Youth Information Centres to deliver the Youth Information Chat service along with Youth Work Ireland, YMCA Ireland and Crosscare.

Youth Information Chat offers information, advice and guidance about the issues that matter to young people. It is a free, non-judgmental, one-to-one, online chat and email service, available at the end of articles on the spunout website, through the websites of a number of youth services, and through social media. The service is staffed by Youth Information Officers, who aim to enable young people to make their own informed choices and become independent, active citizens.

Over the course of 2022, Youth Information Chat tallied a total of 2,412 conversations. There were over 994 hours of instant chat availability, and 91% of service users were satisfied with the support they received.



# YOUTH INFORMATION CHAT

## Texter Spotlight

### Sample Queries In 2022

"I just got my CAO offer. Do you think it's possible to get my first choice?"

**"Jackie", 18, Co. Galway**

"I am having trouble coming out as trans to my parents."

**Girl, 14, Waterford**

"If a Garda stops me in the street, does he need suspicion of me committing a crime to ask for my ID?"

**"Eddi", 19, Co. Dublin**

"I'm having difficulty making some choices in relation to what to do about my current college situation, and can't find any information anywhere"

**Girl, 14, Waterford**

### Chat Feedback in 2022

"Youth Information Chat were really nice and helpful and they clearly care"

**"Nat", 18, Co. Mayo**

"They were really helpful and answered every question"

**"Cody", 16, Co. Clare**

"So helpful and fast"

**"Al", 19, Co. Cork**

"They were really helpful and gave me all the information I needed. Great service."

**Quinn", 24, Co. Donegal**

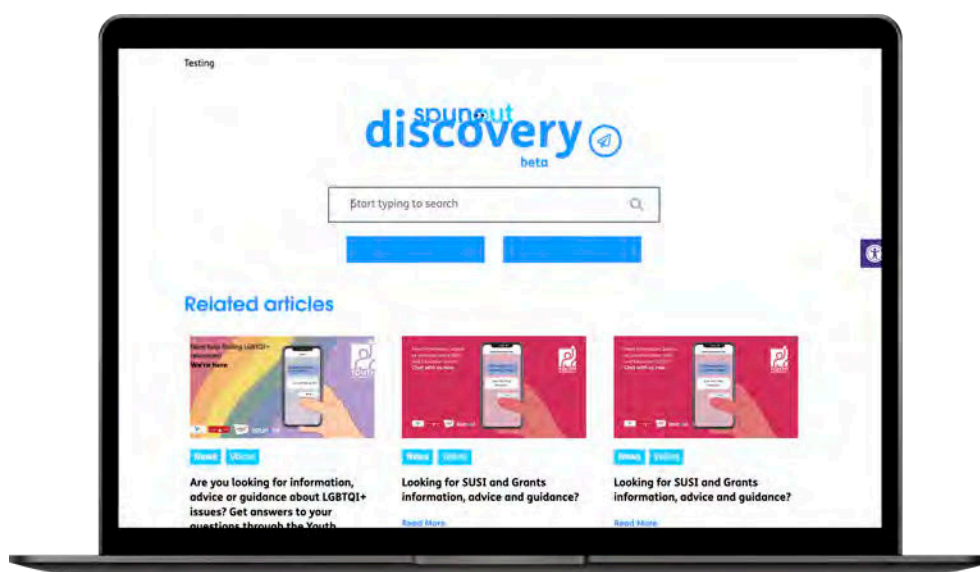
**STRATEGIC ACTION 3D**

## Support innovation in signposting, championing excellent user experience and accessible user pathways

On 14th January 2022, we hosted a roundtable discussion showcasing our work building the Discovery search engine with the support of ReThink Ireland's Innovate Together fund. The Innovate Together fund sought to support innovative responses to the unique challenges brought about by the Covid-19 pandemic.

With the support of ReThink Ireland, we designed a solution to meet the needs of young people who were increasingly isolated during the Covid-19 pandemic, removed from their support networks and encountering unprecedented challenges to accessing information about their mental health and wellbeing. Our solution is a dynamic signposting tool that provides a solution for the problem that young people face when searching for information they do not know they need, can't quite articulate, or a service they don't know exists.

Discovery is an intuitive search engine and dynamic signposting tool, suggesting personalised feedback and offering pathways to support that offers a holistic system of support to users. The roundtable discussion shared key lessons learned during this experimental design and build process, and the importance of centring end-users in the design and creation of services.



## CRISIS VOLUNTEER EXPERIENCES IN 2022

“My name is Donna and I have been a volunteer with 50808 since August 2022. I was halfway through my Psychology degree and wanted to get an essence of what it was like to be in a supportive role for those who needed to talk.

I saw a college email to volunteer with 50808, which seemed perfect for me, as well as a lovely way to give something back to the community. During the summer, I completed the 6-week training and began my first volunteer shift in late August.

I was nervous! Hugging all my notes close and hoping it would soon feel natural to converse with a stranger over text, with the aim of supporting them. I had the kind words of my supervisor to spur me on and belief in the training I had. Nine months later, I'm now a Level 6 volunteer who is still in awe of the wealth of invaluable knowledge and training gained in such a short time. I have had the privilege of supporting texters in dealing with a wide range of topics, from having a bad day to being at high risk of ending their lives.

I've come to learn that the giving of our time and the holding of space for others is the most valuable and heart warming gift we can give ourselves. I started with 50808 with the knowledge that this was a nice thing to do that would look well on my CV. But what I know now is that I don't have to wait until I have my PhD to do the work of supporting others. The expert training and support from staff on this platform, alongside the many hours I spent conversing with texters have taught me more than any book ever could.

I look forward to many more rewarding years of volunteering with 50808. It's an absolute honour to work alongside wonderful people and be a part of the change we want to see in the world: connection and support.”

**Donna Quinn (34)**  
**Co. Donegal**



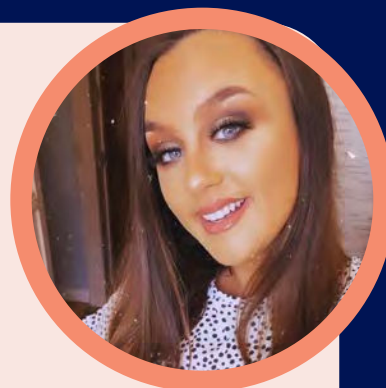
“I started volunteering seven months ago, and it’s been an amazing journey for me so far. I’m a psychology student, so volunteering on the platform allows me to gain experience around my own schedule.

The supervisors and coaches on the platform are amazing; the help, encouragement, and support that volunteers receive on the platform are outstanding; and we are all like one big family!

The support we volunteers get to give people in crisis is great, and the experience overall is so rewarding. Don’t get me wrong, it can be tough at times dealing with high-risk conversations or sensitive topics, but there are so many supports in place for volunteers.

I try to remember a quote I heard some time ago that says, “A simple helping hand can be a ray of sunshine in somebody else’s cloudy world,” and I think that is what the volunteers try to be for people that need it the most.”

**Abbie Gartland (22)**  
**Co. Monaghan**



“Volunteering with 50808 is a very rewarding and enjoyable experience for me. It feels great to know you have helped someone find some sort of peace in whatever issues they might have going on for them.

I became involved with 50808 after how helpful and kind the volunteers were towards me when I was texting the service a few times as a texter”

**Jonathan**  
**Co. Dublin**





STRATEGIC DELIVERY

STRATEGIC GOAL 03

# SHARE

Growing  
our active  
community





**OBJECTIVE****Delivering social-first, video-first, interactive and shareable content****STRATEGIC ACTION 3A**

**Make our platforms more interactive and engaging by moving to social, mobile and video first, and being indigenous to platforms young people use**

In total, 95 videos were produced during the year across a broad number of campaigns and topic areas. Multimedia production efforts in 2022 contributed heavily to our overall reach and impact, with video content primarily distributed through YouTube, TikTok and Instagram. Our interviews with subject matter experts proved to be consistently popular throughout the year, doing especially well on TikTok where each video gained a six-figure view count.

Highlighting expert voices in an engaging way that brings information to the places young people are, i.e. video on social media platforms, is key to achieving the impact we want to see, and in 2022 we took another step forward in this space. Overall, our video production efforts in 2022 were successful in achieving our goals in terms of quantity, quality and making an impact, with over 334,000 video views on YouTube; 539,000 views on TikTok, and 323,000 on Facebook and Instagram - an enormous increase of 333% on 2021. We will continue to produce high-quality multimedia content in 2023 to further our mission and reach an even wider audience.

**STRATEGIC ACTION 3B**

**Harness peer-to-peer information sharing and increasingly integrate organically shareable content across multiple platforms and social media**

Led by subject matter experts, our campaigns on topics like burnout, sexual pleasure, and mental health treatment directions offered the information and helpful solutions young people need to lead their best lives. We reached young people aged 16 - 25 on the social media platforms where they were most active. Throughout the year, we have experimented with different creative formats and taken learning, allowing us to continually improve our offerings across all social media platforms.

This approach has led to our most successful year ever in terms of content promotion on social media. More than 908,000 young people aged 16-25 saw our content on Facebook or Instagram this year, an increase of over 12% on 2021 figures. Social engagements - the number of young people who liked, commented on or shared our content - increased even more: with over 950,000 such engagement in 2022, an increase of more than 300%. We also saw strong user engagement during our first full year of TikTok functionality; with more than 825,000 young people reached on the platform in 2022, and more than 102,000 social engagements. These figures highlight the clear relevance and increased shareability of our content within our target audience.

**STRATEGIC ACTION 3C**

**Use storytelling to amplify young people's voices, making it easier for young people to share their experiences and opinions to benefit others**

This was a very successful year for our multimedia content. When it came to lived experience pieces, throughout the year we supported Aiyana, Baisat, Danya, Rebecca, and Isabel to tell their stories through lived experience videos. We also had five young people feature in our five episode series for Pride, and three more young people feature in our Climate Activist profiles. Each had their own powerful experiences to tell of.

The proof of the need and impact of this kind of peer-to-peer information and advice is in the numbers, with extremely good reach, retention and views across each of the pieces. Overall, these 11 videos accounted for over 3.5 million video views in 2022.

**STRATEGIC ACTION 3D**

**Inform young people about issues and campaigns relevant to them, strengthening our role in curating and sharing news from across our community partner networks**

Over 50 opportunities for external engagement have been shared with our volunteers in 2022. Attendance at more than 20 of these events was directly facilitated by the Youth Participation Team. These included volunteer participation at a number of National Youth Assemblies (climate, rural issues, and artificial intelligence), BeLongTo's Safe Spaces campaign, Connect with Europe, Rethink Ireland, the World No Tobacco Day conference, the Community Foundation for Ireland Youth Panel, and the Royal College of Surgeons in Ireland's sex education programme focus group. Volunteers were also supported to participate in a number of research opportunities with Trinity College Dublin, University of Limerick and the Royal College of Surgeons in Ireland.

Almost 30 further opportunities were shared with volunteers including conferences (BodyWhys, National Mental Health Engagement, NCYI Young Voices), committees, scholarships, training programmes (Foroige LGBT Leadership, Common Purpose Leadership), youth panels and surveys (Being LGBTI+ in Ireland, YSI Gen Z, ECO UNESCO).

## Our Headline Media Award

Every year our volunteers trust our service to share their stories and experiences. We are proud to continually showcase some of the most honest, important and well-written content from young people seeking to share their voices, educate and inform their peers, and make an impact on the areas that matter most to them.

In 2022, we were particularly proud to host Joseph Burke's vital written and multimedia pieces on how language can affect mental health, outlining his personal experience of mental health stigma as a young person.

We were thrilled when Joseph's work was nominated in two categories at the Headline Media Mental Health Awards. His video piece, "A young person's story on bipolar disorder and mental health language", went on to win the Mental Health Digital Content category, against stiff competition from pieces featured by TG4, the Irish Examiner and more.

Joseph's win was a very welcome recognition of the courage and honesty of so many of our volunteers who stand up and share their personal experiences for the benefit of everyone. The whole team is massively proud of Joseph and extremely grateful for his ongoing involvement with spunout.

Joseph Burke (spunout volunteer) and Ian Power (CEO) at the 2022 Headline Media Mental Health Awards



## Our Top Written Content

Rank	Title	Unique Views
1	What to do if your partner doesn't want to have sex	189,272
2	How to care for self harm wounds	97,991
3	Someone has threatened to share my nudes. What do I do now?	52,531
4	10 facts about climate change	30,826
5	How can I help someone in a toxic relationship?	29,121
6	How can I help stop discrimination?	23,655
7	Your rights and the Gardaí	20,064
8	Jobseeker's Allowance and Jobseeker's Benefit	19,267
9	The importance of raising awareness of cancer	18,706
10	How to support a friend doing exams	18,301

## Our Top Video Content

Rank	Title	Unique Views
1	Vox pop - What do you wish you had been told about sex?	92,032
2	How do I know when it's time to get mental health support?	75,884
3	Vox pop - When did you first feel like an adult?	60,466
4	The future of Biodiversity in Ireland (short edit)	55,403
5	Johnny's Story - Pavee Point & spunout	46,415



# Our Structure, Governance and Management

## Our Board Of Directors

Community Creations is governed by a Board of Directors which makes strategic decisions and exercises oversight of the organisation.

In accordance with the company constitution, the maximum number of Directors is fourteen and the minimum is three. At least two Directors are nominated by and from the membership of the spunout Youth Action Panel. Directors serve on a voluntary basis with no remuneration and, in 2022, no expenses were claimed by our Directors.

The Board is required to meet at least six times each year, including for the AGM. In 2022 the Board met six times, with the AGM taking place on 17 September 2022.

In March 2022, Tara Doyle was appointed as the new Chairperson of the Board of Directors. Five further Directors joined the Board during 2022: Daniel Waugh, Conor Healy, Dermot O'Sullivan, Ross Boyd and Aisling Maloney. Four Directors stood down from the Board at the conclusion of their terms in 2022: Amanda Fitzgerald, Laura Harmon, Criodán Ó Murchú and Caitlin Grant. The CEO, Ian Power, is not a member of the Board. Ian has acted as Company Secretary since June 2021.

The Board has three standing committees: Audit, Finance and Fundraising; Governance, Strategy and Risk; and People, Quality and Safety. Details of these committees, along with appointment and attendance information for Board and Committee memberships are set out below.

Tara Doyle, Chair of the Board of Directors, speaking at the spunout World Mental Health Day Lunch 2022





## Our Board (2022)



**Tara Doyle**



**Conor Nolan**



**Suzanne Mulholland**



**Barry Ryan**



**Emma Finn**



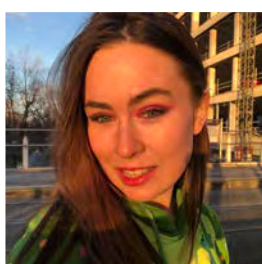
**Amanda Fitzgerald**



**Maria McCann**



**Laura Harmon**



**Caitlin Grant**



**Cíodán Ó Murchú**



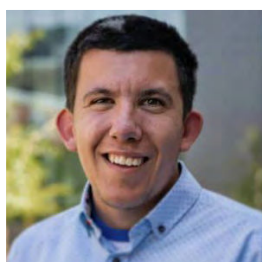
**Daniel Waugh**



**Conor Healy**



**Dermot O'Sullivan**



**Ross Boyd**



**Aisling Maloney**

Board Member	Member Since	Experience	Meetings Attended
Tara Doyle (Chair)	01/03/22	Tara is the Chairperson of Matheson. She serves on the Law Society's Regulation of Practice and Finance committees; is Chair of the Irish Funds ESG Policy, Legal & Regulatory Working Group; and is a member of the Implementation Group for Ireland for Law. Tara is also currently Chair of World Vision Ireland.	5/5
Conor Nolan (Treasurer)	24/11/19	Conor is Vice President Finance at AerCap. He is a Chartered Accountant and Chartered Tax Consultant, and previously worked in KPMG Ireland. Conor has over 15 years' experience in financial reporting, investor relations and internal control.	6/6
Suzanne Mulholland	31/10/20	Suzanne is Director - Strategy, People and Culture with Mantra Strategy. She is a qualified Executive Coach with over 25 years' HR experience, driving transformational change and growth in both corporate and not-for-profit organisations.	6/6
Barry Ryan	31/10/20	Barry is Chief Architect and Head of Strategy and former Chief Information Security Officer for Great-West Life in Europe. He has worked for over 30 years in Enterprise Computing and holds qualifications in Computer Science, IT Security, Finance and Risk.	3/6
Emma Finn (resigned 15/04/23)	13/04/19	Emma is Head of Internal Communications for the HSE, leading a team tasked with communicating with over 100,000 staff across Ireland. Previously she was Head of Digital, managing the development and delivery of the HSE's digital comms strategy.	4/6
Amanda Fitzgerald (resigned 23/11/22)	13/04/19	Amanda is an Associate Professor in the UCD School of Psychology. She co-founded the Youth Mental Health Lab and is a core team member on the My World Survey-2, the largest national survey on youth mental health. Amanda is also an Executive Committee Member of the International Association for Youth Mental Health.	1/6* (*maternity leave)
Maria McCann	13/04/19	Maria is an organisational psychologist and Assistant National Director for Organisational Digital Change in the HSE. She is the co-founder of the One HealthTech Ireland Hub and has more than 20 years' experience in people-focused roles.	3/6
Laura Harmon (resigned 30/04/22)	13/04/19	Laura is Executive Director at the Irish Council for International Students. She was Women in Leadership Coordinator with the National Women's Council of Ireland and a former president of the Union of Students in Ireland.	1/3
Caitlin Grant (resigned 17/09/22)	01/05/21	Caitlin was nominated by the Youth Action Panel to join the Board in 2021. As a spunout volunteer, she has been involved in campaigns such as the Covid-19 vaccine campaign, the YourMentalHealth.ie launch and Generation Vote.	4/5
Críodán Ó Murchú (resigned 17/09/22)	12/12/20	Críodán was nominated by the Youth Action Panel to join the Board in 2020. He is an active contributor to spunout who first joined the Action Panel after fundraising by cycling from Malin to Mizen in 2018.	4/5
Daniel Waugh	01/03/22	Daniel is a Project Manager in Trust & Safety at Meta, with a focus on user safety in the face of online extremism. He is a former Vice President for Campaigns and Communications with the Union of Students in Ireland.	4/5
Conor Healy	01/03/22	Conor is a Corporate Associate Solicitor working in the International Business Group at Matheson. He has extensive experience in Irish corporate law, commercial contracts, corporate governance and regulatory compliance.	3/5
Dermot O'Sullivan	14/04/22	Dermot is a Chartered Accountant and experienced finance professional. He is a Principal at Stonelodge Consulting, a co-founder of sustainability-led social platform DuuGong.com, and a financial business consultant for the Irish Rugby Football Union.	4/4
Ross Boyd	17/09/22	Ross was nominated by the Youth Action Panel to join the Board in 2022. He is Vice President for Campaigns with the Union of Students in Ireland and a former Vice President for Community and Citizenship with DCU Students Union.	1/1
Aisling Maloney	17/09/22	Aisling was nominated by the Youth Action Panel to join the Board in 2022. She was the Creative Lead for spunout's 2022 sexual education campaign, and has volunteered with Jigsaw, Plan International, the NYCI and as a European Climate Pact Ambassador.	1/1



## Our Board Sub-Committees

**The Audit, Finance and Fundraising Committee** provides oversight of our financial and fundraising activities; recommends and monitors the annual budget; ensures appropriate fiscal accountability and accuracy; and makes recommendations regarding the external auditors. The Committee met five times in 2022.

Committee Member	Date Appointed	2022 Committee Attendance
Conor Nolan (Chair)	24/11/19	5/5
Conor Healy	18/05/22	3/3
Dermot O'Sullivan	18/05/22	2/3
Amanda Fitzgerald (resigned from Committee 18/05/22)	13/04/19	2/2
Emma Finn (resigned from Committee 18/05/22)	13/04/19	1/2
Illan Dunne (Action Panel nominee)	31/01/22	4/4

**The Governance, Strategy and Risk Committee** oversees our corporate governance; monitors compliance with all relevant standards including the Charities Governance Code; facilitates strategy development; and monitors systems of risk management. The Committee met three times in 2022.

Committee Member	Date Appointed	2022 Committee Attendance
Barry Ryan (Chair)	19/05/22	3/3
Conor Healy	19/05/22	3/3
Criodán Ó Murchú (resigned 17/09/22)	19/05/22	2/2
Maria McCann	19/05/22	1/3
David Giles (Action Panel nominee)	19/05/22	1/2

**The People, Quality and Safety Committee** provides oversight of our quality and safety standards; ensures the highest standards of child protection and safeguarding; monitors systems to facilitate feedback and complaints; and oversees the organisation's human resources function. This Committee was established in 2022 and met twice this year.

Committee Member	Date Appointed	2022 Committee Attendance
Suzanne Mulholland (Chair)	23/06/22	2/2
Emma Finn	23/06/22	1/2
Caitlin Grant (resigned 17/09/22)	23/06/22	0/1
Daniel Waugh	23/06/22	2/2
Kim Dempsey (external member)	11/07/22	1/1

# Our Governance

---

## BOARD RECRUITMENT

Directors are elected for three-year terms which can be renewed once. Directors nominated by the Action Panel serve one term of two years. At each AGM, the longest-serving third of existing Directors must retire, and may seek re-election to the Board if eligible. The Board fills casual vacancies as they arise, subject to re-election of new Directors at the AGM.

When a vacancy arises, the Board first seeks to identify any competency gaps in its existing membership through a skills audit. Board vacancies are then publicly advertised, with candidates interviewed by a panel of current Directors.

---

## BOARD INDUCTION AND TRAINING

New Directors take part in an induction programme which includes meetings with the Chair and CEO; an orientation presentation from senior staff; and access to key documents, including the Board Handbook, management accounts, Annual Reports, Strategic Plans and minutes of previous meetings.

Every year, the full Board completes and reviews a self-evaluation and skills assessment. The results of these exercises inform the training and recruitment of Directors throughout the following year.

---

## CONFLICTS OF INTEREST AND LOYALTY

Directors are required to act solely in the interest of the Charity when acting as a member of the Board. Directors' obligations in this area are clearly set out in the Board Handbook and the written policy on Conflicts of Interest or Loyalty. Directors are required to proactively disclose their potential interests in matters under discussion, and this is a standing item on the agenda of each Board meeting. Declarations of potential conflicts are minuted and the Director concerned shall not take part in discussions of the item in question. We maintain a Register of Directors' Interests which is updated twice a year. Directors have an obligation to record any relevant changes in their interests as soon as possible once they occur.

## GOVERNANCE AND COMPLIANCE

We are fully compliant with the Charities Governance Code and are a triple-locked member of the Charities Institute Ireland, meaning we are demonstrably committed to best practice in transparency, accounting, fundraising and governance. We are also in full compliance with the Charities Statement of Recommended Practice (SORP) in our annual accounts and financial reporting.

Additionally, we are fully committed to and compliant with the Charities Act 2009, Companies Act 2014, the Children First Act 2015, the Data Protection Act 2018 and the Charities Regulator's Guidelines for Charitable Organisations on Fundraising from the Public.

## DELEGATION AND DECISION-MAKING

The CEO of Community Creations is Ian Power, who has been in place since 2013. The CEO reports to the Board of Directors, which has entrusted a range of day-to-day decision making powers to the CEO. Delegated responsibilities are set out in two policies: the "Matters Reserved for the Board" and "Board-CEO Division of Responsibilities", which are reviewed annually by Directors.

All employment and remuneration matters relating to the CEO are the exclusive preserve of the Board and cannot be delegated. All other employment matters are the responsibility of the CEO, who is supported in their role by a Leadership Team.

### Our Leadership Team 2022

Ian Power	CEO
Maria Towey	Director, People & Operations
Kiki Martire	Director, spunout
Tara Logan Buckley	Director, 50808
Eibhlín McNamara	Deputy Director, 50808
Dubheasa Kelly	Head of Governance and Strategy

## STAFFING AND VOLUNTEERS

At the end of 2022, the Charity employed 51 people: 26 full-time and 25 in part-time or shift work. Our work is also supported by hundreds of volunteers: 506 50808 volunteers (including 235 new graduates), 100 Action Panel members, and 166 spunout content volunteers in 2022, with some crossover between these groups.

---

## REMUNERATION AND PERFORMANCE MANAGEMENT

Pay scales for all posts are approved by the Board. Progression along approved pay scales is performance-based and is approved by the relevant Leadership Team members and the CEO, within budget parameters approved by the Board. Team and individual workplans are agreed annually in line with our current Strategic Plan and established Key Performance Indicators.

Salaries are set in line with the Charities Statement of Recommended Practice (SORP). In 2022, two members of staff earned salaries within the €60,001-€70,000 band, and two members of staff earned salaries within the €70,001-€80,000 band.

---

## STAKEHOLDER COMMUNICATIONS

As an organisation run by young people, for young people, our key stakeholders include our readers, texters, and volunteers. It is a top priority to ensure each of these groups are connected with and heard by the organisation.

Community Creations ensures a constant line of communication with our service users, both readers and texters, through consistent, open feedback mechanisms. These include our Annual Reader Survey of spunout service users, and our post-conversation surveys for 50808 and Youth Information Chat service users.

Volunteers are essential to both providing our services and ensuring they remain youth-led. Each year we hold an annual Town Hall for Action Panel volunteers, as well as in-person and remote engagement through Volunteer Summits for content creators, and the Crisis Volunteers who provide the 50808 service.



**spunout Action Panel Members at our Annual Town Hall 2022: (l-r) Dara Ward, Sean Sexton, Katelyn Benson, Aisling Comiskey.**

---

## RISK MANAGEMENT

Our Risk Management Policy and Risk Appetite Statement are reviewed by the Board each year. The Board and sub-committees are regularly updated on risk identification and mitigation efforts as set out in the organisation's Risk Register.

Top risks for the organisation are entered into the Risk Register, receiving a score based on likelihood and severity, out of a maximum of 25. A 'traffic light' system is utilised to visually highlight the most urgent risks for staff and Director attention.

All risks are assigned the most relevant Risk Owner within the organisation, who is tasked with recording bi-monthly updates on the steps that have been taken towards risk mitigation. For 2022, the Board determined to set the Charity's overall risk appetite as 'low', and extensive work was carried out to revise the Risk Register into a living document subject to regular, ongoing updates from Risk Owners.

The top risks for the Charity in 2022 revolved around data and information security, prompting a proactive data census of the organisation and plans for a cyber security audit and expanded Head of IT Position in 2023.

## Our People In 2022

We are helping more young people than ever before thanks to the hard work and dedication of our employees. Despite the many challenges, we have grown considerably from 44 employees in 2021 to 51 at the end of 2022, and restructured to develop our People & Operations function as a central pillar of the organisation.

We want our employees to feel engaged in the work of the organisation and empowered to do their very best. To succeed in this, employee engagement needs to be an ongoing process: a conscious, binding decision taken by the organisation to demonstrate our commitment to staff.

In 2022, we launched a new Employee Engagement Plan. This eight-point plan sets out the ways in which we will continue to engrain employee engagement into our organisational culture over the coming years.

<b>Area 1 Goal</b>	<b>Measuring Employee Engagement</b> Gaining insight into current levels of employee engagement and the factors affecting it.
<b>Area 2 Goal</b>	<b>Improving Workload Management</b> Ensuring employees are facilitated to achieve high performance in a structured, supportive and stress-minimising environment.
<b>Area 3 Goal</b>	<b>Getting the Most Out of Remote Work</b> Facilitating a culture of remote and flexible work that benefits employees, teams and the organisation as a whole.
<b>Area 4 Goal</b>	<b>Ensuring Training &amp; Development Opportunities</b> Actively supporting staff to gain skills and professional development opportunities.
<b>Area 5 Goal</b>	<b>Promoting Diversity, Equality &amp; Inclusion</b> Ensuring this is a diverse and inclusive work environment where employees feel safe, valued and respected.
<b>Area 6 Goal</b>	<b>Optimising Internal Communications</b> Ensuring employees and teams feel informed on and connected with each other's work and the work of the organisation as a whole.
<b>Area 7 Goal</b>	<b>Fostering Workplace Connections</b> Promoting a strong, supportive and collaborative culture within teams and the organisation as a whole.
<b>Area 8 Goal</b>	<b>Demonstrating Excellence in Employee Engagement</b> Establishing clear markers for success in employee engagement, including external recognition.





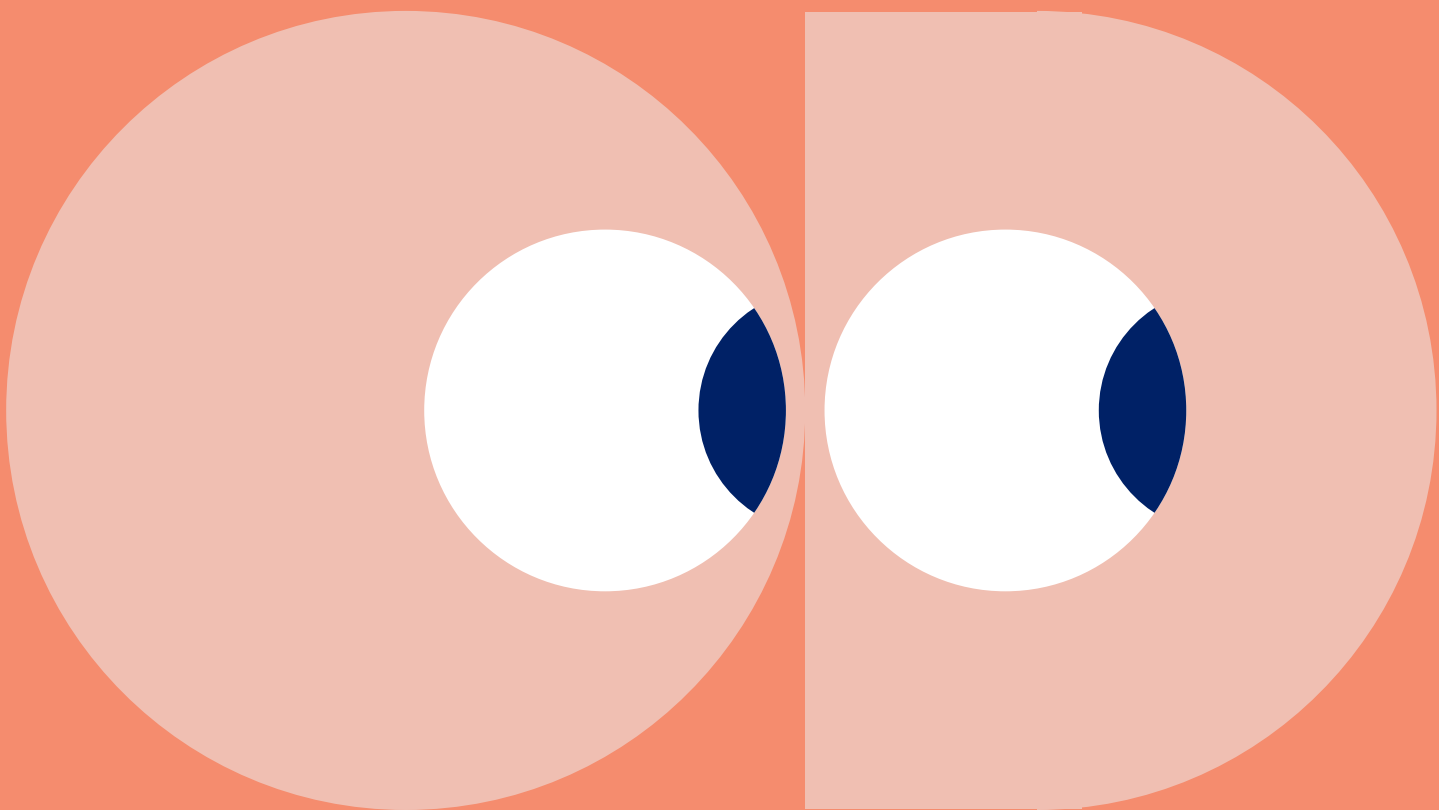
**spunout Board and Volunteers at our Annual Town Hall 2022**

Front row l-r: Blezzing Dada, Caitlin Grant, Maria McCann, Suzanne Mulholland, Tara Doyle, Criadán Ó Murchú. Back row, l-r: Dermot O'Sullivan, Conor Healy, Daniel Waugh, Barry Ryan, Conor Nolan, Criadan O Murchu



**spunout Action Panel members at our Annual Town Hall 2022**

# Our Development Activities





## Our Charity Partnerships In 2022

Throughout 2022, we were honoured to be chosen as the charity partner of schuh, 48, and the Ireland Inc. Digital and Innovation Summit.



---

### **schuh**

We are a proud partner of schuh, providing information support as part of schuh's community engagement on topics including exam stress, emotional wellbeing and managing mental health. schuh's charity Christmas Campaign featured tote bags which were available in-store and online. These included bespoke imagery created for the campaign by spunout's resident digital artist, Caoimhe McEneaney.

The campaign was hugely successful, resulting in an increased flow of traffic to content created for schuh's audience and a generous donation of proceeds to our work.

---

### **48**

We are honoured to be a charity partner of 48. Users of 48 can 'Donate Data' to either spunout or FoodCloud, with 48 monetizing each donation for the service. spunout is the information partner, providing information for users via a bespoke landing page and unique keyword partnership for users of the 48 network to access the 50808 service.

---

### **IRELAND INC DIGITAL & INNOVATION SUMMIT**

In May 2022, we presented a keynote presentation to the MRL Ireland Inc. Digital and Innovation Summit. Our CEO Ian Power was joined by Diarmuid Gallagher, a member of the spunout Youth Action Panel, to showcase our use of data and technology to design and deliver services that meet the changing needs of young people throughout Ireland. Diarmuid gave a compelling presentation of how spunout's digital interventions have impacted his personal journey.

## OUR WORLD MENTAL HEALTH DAY FUNDRAISER 2022

Our flagship World Mental Health Day lunch returned to an in-person format in 2022, following a pandemic-safe online event in 2021. This year, Accenture, Matheson and AIB were headline sponsors of the event, held in Dublin's Intercontinental Hotel on October 8th and emceed by Brian Dowling Gourounlian. Over 200 friends and supporters joined us on the day, with additional sponsors including 48, Canada Life, EY, Grant Thornton, Henegan, Irish Rail, Irish Life, Kainos, MRL and Permanent TSB.

This year, the event saw the launch of our inaugural Young Mental Health Awards. Director of spunout, Kiki Martire, presented two awards to volunteers Blezzing Dada and Sarah Murray in recognition of their work in reducing the stigma associated with mental health in Ireland. Attendees were treated to a short discussion, hosted by Dr Joseph Morning, spunout's Youth Mental Health Content Editor, during which Blezzing and Sarah discussed their work to date, the importance of intersectionality and the importance of seeing their experiences reflected in online content.

All guests received a bespoke Little Book of Wellness at Work, designed to give readers the tools they need to create their own self care strategy and grow their emotional wellbeing at work.



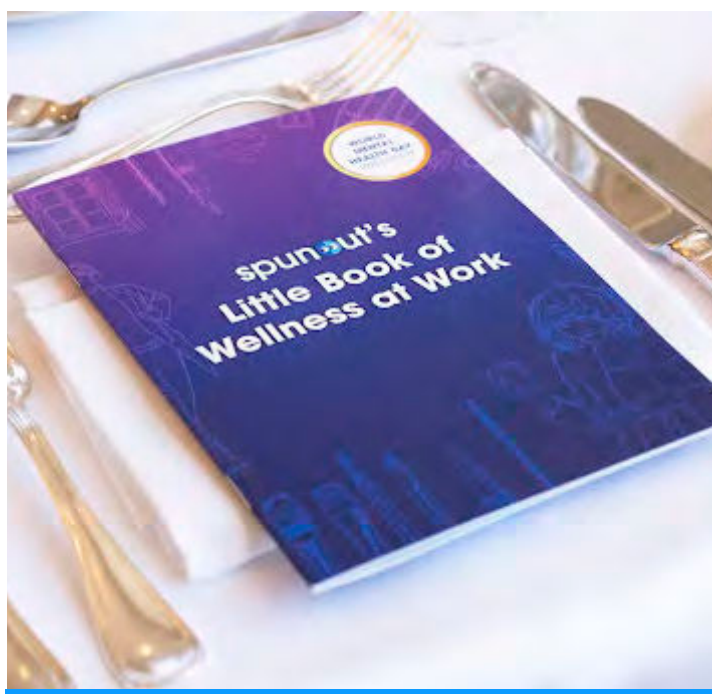
(L-R) Dr Joseph Morning, Blezzing Dada and Sarah Murray



Director of spunout Kiki Martire (centre) with spunout Young Mental Health Award winners Sarah Murray (left) and Blezzing Dada (right)

## OUR FUNDING IN 2022

Over the past number of years, Community Creations has been continually supported by annual grants from the Health Service Executive, including through HSE Health & Wellbeing and the National Office for Suicide Prevention; and through the Department of Children, Equality, Disability, Integration and Youth, via the Youth Service Grant Scheme (YSGS), the Youth Information Centres (YIC) scheme, and the Youth Climate Justice Fund. These funding streams have been essential to delivering on our strategic goals and ensuring excellence in service delivery for the thousands of young people who rely on our services.



During 2022, we also received essential support from the Pobal Scheme to Support National Organisations (SSNO). This funding allowed our organisation to recruit key leadership figures to oversee the delivery of digital services, governance and strategy.

Throughout 2022, we have sought to diversify its sources of funding, including through independent fundraising. All fundraising activities are compliant with the Charities Regulator's Guidelines for Charitable Organisations on Fundraising from the Public. The organisation also utilises an Ethical Fundraising Framework to ensure our fundraising remains in line with our vision, mission and values.

We were honoured to receive the support of a number of further trusts, grants and foundations during 2022. With the support of VHI and the Irish Youth Foundation, we created a Mental Health Skills Hub, providing young people with strategies for managing stress and developing emotional wellbeing. As detailed in the strategic delivery section of this report, the Charity has also worked with the support of Google.org, ReThink Ireland and TikTok on the delivery of exciting projects throughout 2022.

# Our Financial Review and Financial Position



## INCOME

Total income grew to €2,549,652 during 2022, from €2,293,664 in 2021. 93% of income was restricted (2021: 84%). This increase in income during 2022 can be attributed to a number of additional projects and grants awarded to the spunout and 50808 services.

The Charity is principally funded by grants received from the Health Service Executive (via Section 39 grants), and the Department of Children, Equality, Disability, Integration and Youth.

The Section 39 grants from the Health Service Executive are provided by the Mental Health Division, National Office for Suicide Prevention and the Health & Wellbeing Division. The grants from the Department of Children, Equality, Disability, Integration and Youth are split evenly between the Youth Service Grant Scheme (YSGS) administered by Pobal and the Youth Information Centre (YIC) scheme administered by the City of Dublin Youth Services Board (CDYSB).

In addition, the Charity generates unrestricted funds from a mix of corporate donations, philanthropic grants, and other fundraising. During 2022 funding from these sources amounted to €180,067 (2021: €358,007).

Additional detail on income is provided in Notes 4, 5 & 6 of these financial statements.

## EXPENDITURE

Total expenditure during 2022 grew to €2,624,829 from €2,345,009 in 2021. Staff costs, professional services & marketing costs continued to represent the most significant expenditure during 2022. The increase during 2022 can be attributed to increased staff and running costs associated with strengthening the Leadership Team and People and Operations Team, and also additional project costs arising from grants awarded to the spunout service in the year.

The Charity continues to make efforts to maximise value for money across all expenditure lines. The majority of our State funding is provided to cover staff costs in order to provide services to beneficiaries. In all cases, the cost of employee remuneration covered by state funding is linked to their necessity in delivering on clearly defined elements of an agreed Service Level Agreement ("SLA").

Appropriate and measurable KPIs are agreed and reported on at specific reporting deadlines throughout the year in accordance with the terms set by each SLA.

Additional detail on expenditure is provided in Notes 7, 8 & 9 of these financial statements.

## OVERALL FINANCIAL PERFORMANCE

The Charity generated a deficit for the year of €75,177 (2021: deficit of €51,345). In 2021 a decision was made by the Board to employ a Development Manager and release funds from the accumulated reserves until December 2022 to fund this position. €57,143 was released in 2022.

The Charity has a positive net asset position of €124,319 at 31 December 2022. This has decreased from €199,496 in 2021, due to the deficit generated in 2022.

The Charity has €548,746 cash on hand at the end of 2022.

The Directors are very grateful for the support of our funders, donors, fundraisers and to those who supported our fundraising campaigns, whose efforts and kindness help us deliver our service to the young people of Ireland.

## INVESTMENT POLICY

The Charity does not hold any financial investments. Any funding surplus to current requirements is held in Irish bank accounts and is readily accessible. It is not proposed at this time that the organisation consider other investment options, given the increased level of risk with speculative investments.

## RESERVES POLICY

The Charity's Reserves Policy is approved annually by the Board. As of January 2023, the desired level of unrestricted reserves is set at three months of operating costs, or €712,500. On 31 December 2022 we held €124,319 operational expenditure reserves, down from one month's operational reserves at the end of 2021 due to the deficit generated in 2022 and investment in the appointment of a Development Manager as part of our longer-term strategy to diversify our unrestricted funding sources from statutory, philanthropic and fundraising sources.

The Charity continues to work towards compliance with its stated reserves policy, for which the work of the Development Manager will be a major asset.

Reserves are reported monthly as part of the organisation's management accounts. In order to access the reserve fund, the CEO and Treasurer must submit a request to the Audit, Finance and Fundraising Committee. This request must include an analysis and determination of the use of funds and plans for replenishment. The Board of Directors has final approval of any spending from the reserve fund.

## ACCOUNTING RECORDS

The measures taken by the Directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the implementation of necessary policies and procedures for recording transactions, employment of appropriately qualified accounting personnel with appropriate expertise, the provision of adequate resources to the financial function and the maintenance of computerised accounting systems.

The Charity's accounting records are maintained at our registered office at Sean McBride House, 48 Fleet Street, Dublin 2.

## INDEPENDENT AUDITORS

The auditors, Woods and Partners Limited, Chartered Accountants and Registered Auditor, have expressed their willingness to continue in office in accordance with the Companies Act 2014.

## DISCLOSURE OF INFORMATION TO AUDITORS

In the case of each the persons who are Directors at the time when this report is approved in accordance with Section 332 of the Companies Act 2014:

- so far as each Director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and;
- each Director has taken all the steps that ought to have been taken as a Director in order to be fully aware of any relevant audit information and to establish that the company's auditors are aware of that information.

## RESEARCH & DEVELOPMENT

The Charity did not undertake any research and development activity during the year.

## POLITICAL DONATIONS

The Charity did not make any political donations during the year.

## TRANSACTIONS WITH DIRECTORS

The Charity did not enter into any transactions with the Directors during the year

## POST BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the year end.

## OUR FUTURE

In 2023, we will be launching our new strategic plan for the period 2023-2026. This plan will set out our aims and objectives based around five priority action areas, identified through experience of our past and current activities meeting the needs of young people in Ireland.



Our five priority action areas for 2023-2026 will be:

- Mental Health
- Healthy Relationships
- Economic Opportunity
- Anti-Racism and Anti-Discrimination
- Climate Justice

We will meet our five priority action areas 2023-26 by:

- Consolidating and scaling four existing interventions, including our current spunout, 50808 and Youth Information Chat services
- Redesigning and relaunching one existing intervention
- Developing and implementing three new interventions

The development of our new strategic plan will involve extensive consultation with stakeholders, including volunteers, staff and service users, to ensure the vast experience across our Charity informs our goals and targets over the next three years.

In particular, the Directors will seek to apply the lessons learned from implementing our current strategic plan, particularly regarding the creations of the 50808 and Youth Information Chat services and the resulting significant expansion of our service offering to our target audiences.

Next year will also see the Charity embark on an exciting new phase, as we bring together all of our services and projects under one clear, consistent and trusted brand identity.

Our organisation has grown extensively over the last few years, through the great work done by spunout and the introduction of other services such as 50808 and YIChat. By introducing a shared identity across all of our services, we can unite our projects and allow them to continue to flourish during a new phase of strategic growth.

Ever since it was first launched back in 2005, the spunout name and branding has been a trusted and recognised identity. Based on extensive consultation with Directors, service users, volunteers and staff, we will take the opportunity to build on this identity and allow all of our service offerings to benefit from its reputation.

Therefore, rather than having the legal name of Community Creations CLG encompassing all of our services, our Charity will seek to rebrand under a single cross-service identity: spunout.

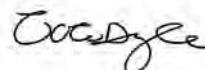
The Director's report was approved and authorised for issue by the Directors and signed on their behalf by:

**Conor Nolan**



Treasurer

**Tara Doyle**



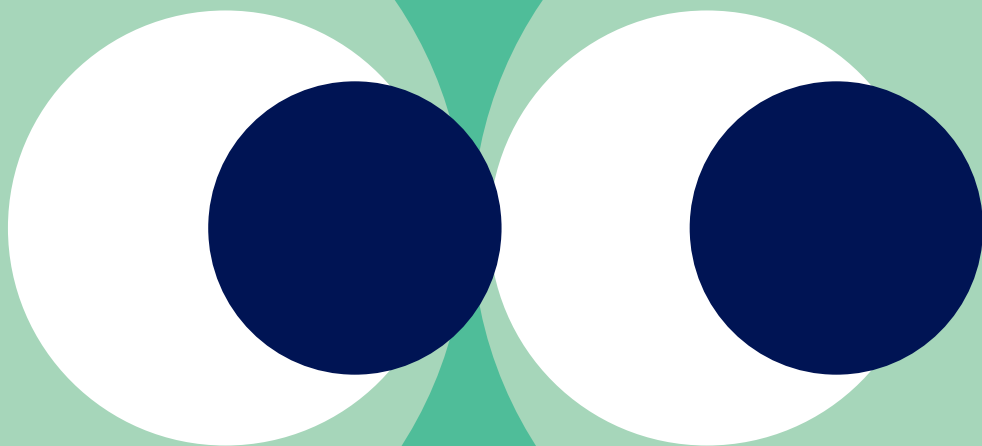
Chairperson

Date: 24 June 2023



# Independent Auditors' Report

TO THE MEMBERS OF COMMUNITY CREATIONS CLG



## OPINION

We have audited the financial statements of Community Creations Company Limited by Guarantee (the 'charitable company') for the year ended 31 December 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Charities SORP Financial Reporting Standard 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 state of the charitable company's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with Charities SORP Financial Reporting Standard 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable 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 we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

## OTHER INFORMATION

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

#### **OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2014**

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

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

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion, the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the financial records.

#### **MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

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

#### **RESPONSIBILITIES OF DIRECTORS FOR THE FINANCIAL STATEMENTS**

As explained more fully in the Directors' responsibilities statement, the Directors (who are also the directors of the charitable company for the purposes of company law) 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 charitable 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 Directors either intend to liquidate the charitable 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.

Our reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). This description forms part of our Auditors' report.

## THE PURPOSE OF OUR AUDIT WORK AND WHOM WE OWE OUR RESPONSIBILITIES

This report is made solely to the charitable 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 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Conor Woods  
for and on behalf of  
Woods and Partners Limited  
Chartered Accountants  
and Registered Auditor  
The Taney Buildings  
3 Eglinton Terrace  
Dundrum  
Dublin 14  
Date: 24 June 2023

# Our Financial Statements



**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

		Restricted funds	Unrestricted funds	Total funds	Total funds
		2022	2022	2021	2021
	Note	€	€	€	€
<b>Income from:</b>					
Charitable activities	4	2,345,388	85,576	2,430,964	2,168,048
Fundraising activities	5	-	93,677	93,677	107,079
Other income	6	24,197	814	25,011	18,537
<b>Total income</b>		<b>2,369,585</b>	<b>180,067</b>	<b>2,549,652</b>	<b>2,293,664</b>
<b>Expenditure on:</b>					
Cost of generating funds	7	-	79,481	79,481	53,104
Charitable activities	8	2,369,585	175,763	2,545,348	2,291,905
<b>Total expenditure</b>		<b>2,369,585</b>	<b>255,244</b>	<b>2,624,829</b>	<b>2,345,009</b>
<b>Net movement in funds</b>		<b>-</b>	<b>(75,177)</b>	<b>(75,177)</b>	<b>(51,345)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	199,496	199,496	250,841
Net movement in funds		-	(75,177)	(75,177)	(51,345)
<b>Total funds carried forward</b>		<b>-</b>	<b>124,319</b>	<b>124,319</b>	<b>199,496</b>

The Statement of financial activities includes all gains and losses recognise in the year.

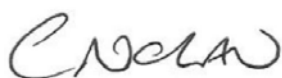
The notes on pages 72-90 form part of these financial statements.

**BALANCE SHEET**

AS AT 31 DECEMBER 2022

<b>Fixed assets</b>	<b>Note</b>	<b>2022</b>	<b>2021</b>
		<b>€</b>	<b>€</b>
Tangible assets	13	<b>90,238</b>	100,001
		<b>90,238</b>	100,001
<b>Current assets</b>			
Debtors	14	<b>60,083</b>	35,299
Cash at bank and in hand	21	<b>548,746</b>	543,427
		<b>608,829</b>	578,726
Creditors: amounts falling due within one year	15	<b>(574,748)</b>	(479,231)
<b>Net current assets</b>		<b>34,081</b>	99,495
<b>Total assets less current liabilities</b>		<b>124,319</b>	199,496
<b>Total net assets</b>		<b>124,319</b>	199,496
<b>Charity funds</b>			
Restricted funds	17	-	-
Unrestricted funds	17	<b>124,319</b>	199,496
<b>Total funds</b>		<b>124,319</b>	199,496

The financial statements were approved and authorised for issue by the Directors and signed on their behalf by:

**Conor Nolan**


Treasurer

**Tara Doyle**


Chairperson

Date: 24 June 2023

The notes on pages 72-90 form part of these financial statements.



## STATEMENT OF CASH FLOWS

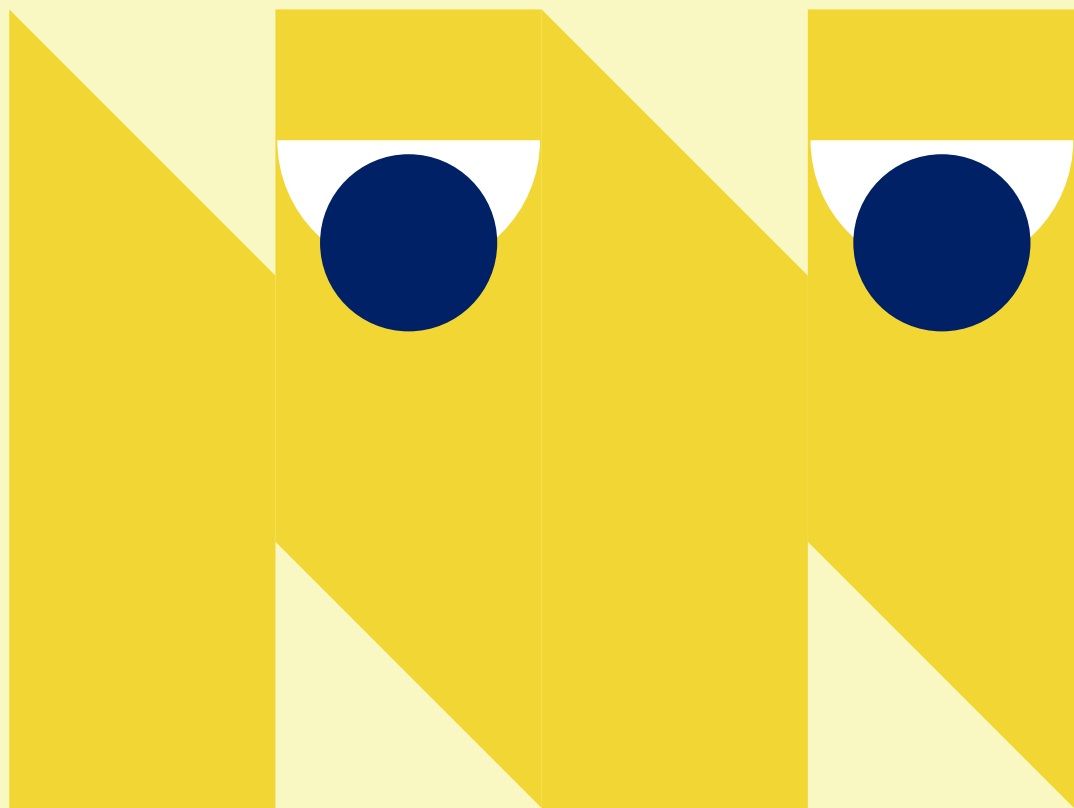
### FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	€	€
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	36,074	(85,852)
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible fixed assets	2,323	899
Purchase of tangible fixed assets	(33,078)	(49,188)
<b>Net cash used in investing activities</b>	<b>(30,755)</b>	<b>(48,289)</b>
<b>Cash flows from financing activities</b>		
<b>Net cash provided by financing activities</b>	<b>-</b>	<b>-</b>
<b>Change in cash and cash equivalents in the year</b>	<b>5,319</b>	<b>(134,141)</b>
Cash and cash equivalents at the beginning of the year	543,427	677,568
<b>Cash and cash equivalents at the end of the year</b>	<b>548,746</b>	<b>543,427</b>

The notes on pages 72-90 form part of these financial statements

# Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2022



## 1. GENERAL INFORMATION

Community Creations Company Limited by Guarantee is a company limited by guarantee registered under Part 16 of the Companies Act 2014 with company number 384783. The registered office is Sean MacBride House, 48 Fleet Street, Dublin 2.

## 2. ACCOUNTING POLICIES

### 2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS & STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition - October 2019) and the Companies Act 2014.

Community Creations CLG meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are presented in Euros (€) which is the functional currency of the Charity.

### 2.2 GOING CONCERN

The Charity derives its principal funding through grants from the Health Service Executive ("HSE") and various government departments. The Directors are confident that these funders shall continue to fund Community Creations into the foreseeable future, and in this regard, have prepared the financial statements on the going concern basis.

### 2.3 INCOME

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Charity of the item is probable and that economic benefit can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

## 2.4 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at headquarters. Governance costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred trading activities that raise funds. Charitable activities and Governance costs are costs incurred on the Charity's operations, including support costs and costs relating to the governance of the Charity apportioned to charitable activities. All expenditure is inclusive of irrecoverable VAT.

## 2.5 GOVERNMENT GRANTS

Grants are accounted for under the accruals model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to the Income and expenditure statement at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditor as deferred income.

Grants of a revenue nature are recognised in the Income and expenditure statement in the same period as the related expenditure.

## 2.6 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are initially recognised at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

- Fixtures and fittings - 20%
- Computer equipment - 25%

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the statement of financial activities.

## 2.7 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

## 2.8 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## 2.9 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

## 2.10 FINANCIAL INSTRUMENTS

The Company only 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 measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## 2.11 PENSIONS

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

## 2.12 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Directors in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

### 3. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

In the application of the Charity's accounting policies, the Directors may be required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

#### DEFERRED INCOME

The Directors have deferred the recognition of certain income as the performance conditions pertaining to the income has not been fully met at the reporting date. The amount deferred is calculated based on the percentage of the conditions which have yet to be met. This percentage is subjective and based on estimation. The Directors have acknowledged this and made a best estimate. The amount of deferred income at the reporting date was €349,233 (2021: €332,967).

### 4. INCOME FROM CHARITABLE ACTIVITIES

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	€	€	€
Health Service Executive	1,851,010	-	1,851,010
Department of Children, Disability, Equality, Integration & Youth - Youth Services Grant Scheme administered by Pobal	114,914	-	114,914
Department of Children, Disability, Equality, Integration & Youth - Youth Information Centre Scheme administered by City of Dublin Youth Services Board	152,732	-	152,732
Department of Children, Disability, Equality, Integration & Youth - Youth Climate Justice Scheme	15,450	-	15,450
Community Foundation Ireland	18,000	10,000	28,000
Other income	145,295	75,576	220,871
Department of Rural and Community Development administered by Pobal	47,987	-	47,987
<b>Total 2022</b>	<b>2,345,388</b>	<b>85,576</b>	<b>2,430,964</b>

	<b>Restricted funds 2021</b>	<b>Unrestricted funds 2021</b>	<b>Total funds 2021</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Health Service Executive	1,475,000	-	1,475,000
Department of Children, Disability, Equality, Integration & Youth - Youth Services Grant Scheme administered by Pobal	111,567	-	111,567
Department of Children, Disability, Equality, Integration & Youth - Youth Information Centre Scheme administered by City of Dublin Youth Services Board	102,167	-	102,167
Department of Health, Sláintecare Integration Fund administered by Pobal	86,968	-	86,968
Rethink Ireland: Innovate Together Fund	137,068	-	137,068
Department of Children, Disability, Equality, Integration & Youth - Youth Climate Justice Scheme	4,350	-	4,350
Community Foundation Ireland	-	115,000	115,000
Other income	-	135,928	135,928
<i>Total 2021</i>	<b>1,917,120</b>	<b>250,928</b>	<b>2,168,048</b>

The company receives donations in kind by way of donated services and volunteer hours. The economic benefits of these services cannot be quantified and so are not included in the financial statements.

The following grants were received during the year:

### Health Service Executive

<b>Name of grant</b>	<b>Section 39 Health Act 2004: Non-Acute/ Community Agencies Grant-in-Aid Funding 2022.</b>
<b>Purpose</b>	Purpose: The funding is used to achieve the organisation's charitable objects in the provision of a youth information website and digital support service for young people (50808).
<b>Amount and term</b>	€1,982,182 for the calendar year of 2022
<b>Amount received in 2022</b>	€1,982,182
<b>Amount taken into income in 2022:</b>	€1,851,010
<b>Amount Deferred to 2023</b>	€131,172



### Department of Children, Disability, Equality, Integration & Youth

<b>Name of grant</b>	<b>City of Dublin Youth Services Board administered by City of Dublin Youth Services Board</b>
<b>Purpose</b>	Forming strong strategic partnerships with existing City of Dublin Youth Services Board and developing its supporting role in collaborating with these organisations and with statutory bodies, particularly with regard to online youth information provision for the sector and youth consultation.
<b>Amount and term</b>	€152,732 for the calendar year 2022
<b>Amount received in 2022</b>	€152,732
<b>Amount taken into income in 2022</b>	€152,732

<b>Name of grant</b>	<b>Youth Services Grant Scheme administered by Pobal</b>
<b>Purpose</b>	Funding is provided in the context of the role the organisation plays as a key national youth organisation and the role it plays in the youth sector
<b>Amount and term</b>	€114,914 for the calendar year 2022
<b>Amount received in 2022</b>	€114,914
<b>Amount of Capital Expenditure</b>	€114,914

<b>Name of grant</b>	<b>Youth Climate Justice Fund 2022 administered by Pobal</b>
<b>Purpose</b>	To support projects on climate justice, including raising awareness about climate justice issues amongst young people and empowering young people to take climate action.
<b>Amount and term</b>	€15,450 for calendar the year 2022
<b>Amount received in 2022</b>	€15,450
<b>Amount of Capital Expenditure</b>	€15,450

<b>Name of grant</b>	<b>National Youth Organisation Capital Funding Scheme 2022 administered by Pobal</b>
<b>Purpose</b>	A one-off grant to spend on capital items.
<b>Amount and term</b>	€14,923 for calendar year 2022
<b>Amount received in 2022</b>	€14,923
<b>Amount of Capital Expenditure</b>	€14,923

<b>Name of grant</b>	<b>Capital funding scheme 2022 for Staff-Led Youth Services capital grants administered by City of Dublin Youth Services Board.</b>
<b>Purpose</b>	A one-off grant to spend on capital items.
<b>Amount and term</b>	€11,246 for calendar year 2022
<b>Amount received in 2022</b>	€11,246
<b>Amount of Capital Expenditure</b>	€7,056
<b>Amount refunded in 2022</b>	€4,190

### Department of Rural & Community Development administered by Pobal

<b>Name of grant</b>	<b>Scheme to Support National Organisations in the community &amp; voluntary sector 2022-2025.</b>
<b>Purpose</b>	To fund the full-time roles of Digital Services Manager and Head of Governance and Strategy.
<b>Amount and term</b>	€260,653 over a 36 month period from 1 July 2022 to 30 June 2025
<b>Amount received in 2022</b>	€47,987
<b>Amount taken into income in 2022</b>	€47,987

## 5. INCOME FROM FUNDRAISING ACTIVITIES

	<b>Unrestricted funds 2022</b>	<b>Total funds 2022</b>
	€	€
Corporate fundraising	79,387	<b>79,387</b>
Public fundraising	14,289	<b>14,289</b>
	93,676	<b>93,676</b>

	<b>Unrestricted funds 2021</b>	<b>Total funds 2021</b>
	€	€
Corporate fundraising	31,945	31,945
Public fundraising	75,134	75,134
	107,079	107,079

## 6. OTHER INCOME

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	€	€	€
Amortisation of capital grants	24,197	-	24,197
Gain on sale of fixed assets	-	814	814
	24,197	814	25,011

	Restricted funds 2021	Total funds 2021
	€	€
Amortisation of capital grants	18,537	18,537

## 7. FUNDRAISING EXPENSES

	Unrestricted funds 2022	Total funds 2022
	€	€
Fundraising non pay costs	22,399	22,399
Fundraising pay costs	57,082	57,082
	79,481	79,481

	Unrestricted funds 2021	Total funds 2021
	€	€
Fundraising non pay costs	11,528	11,528
Fundraising pay costs	41,576	41,576
	53,104	53,104

## 8. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

### SUMMARY BY FUND TYPE

	Restricted funds 2022	Unrestricted funds 2022	Total 2022
	€	€	€
Staff costs	1,718,097	73,737	1,791,834
Direct charitable activities	570,243	84,116	654,359
Governance costs	43,657	14,166	57,823
Depreciation	37,588	3,744	41,332
	2,369,585	175,763	2,545,348

	Restricted funds 2021	Unrestricted funds 2021	Total 2021
	€	€	€
Staff costs	1,322,701	253,185	1,575,886
Direct charitable activities	532,830	93,571	626,401
Governance costs	49,308	7,812	57,120
Depreciation	30,818	1,680	32,498
	1,935,657	356,248	2,291,905

## 9. EXPENDITURE BY ACTIVITY

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	€	€	€
<b>GOVERNANCE COSTS</b>			
Accountancy	33,725	11,170	44,895
Audit remuneration	5,084	1,390	6,474
Board recruitment	4,849	1,605	6,454
	43,658	14,165	57,823
<b>DIRECT CHARITABLE ACTIVITIES</b>			
Rent and service charges	27,371	8,623	35,994
Insurance	9,000	2,897	11,897
Electricity	857	269	1,126
Postage and couriers	2,030	988	3,018
Office costs	7,547	2,881	10,428
Subscriptions	5,220	2,251	7,471
Telephone	9,156	965	10,121
IT Costs	38,341	17,122	55,463
Bank charges	484	258	742
Marketing	302,529	26,576	329,105
Youth participation	11,725	2,238	13,963
Professional services	155,981	19,050	175,031
	570,241	84,118	654,359
	613,899	98,283	712,182

	<i>Restricted funds 2021</i>	<i>Unrestricted funds 2021</i>	<i>Total funds 2021</i>
	€	€	€
<b>GOVERNANCE COSTS</b>			
Accountancy fees	39,042	5,949	44,991
Auditors remuneration	8,656	1,491	10,147
Board recruitment	1,610	372	1,982
	49,308	7,812	57,120
<b>DIRECT CHARITABLE ACTIVITIES</b>			
Rent and service charges	30,960	4,918	35,878
Insurance	6,689	507	7,196
Electricity	642	129	771
Postage and couriers	2,026	325	2,351
Office costs	3,505	804	4,309
Subscriptions	4,555	1,674	6,229
Telephone	8,127	421	8,548
IT Costs	47,929	11,433	59,362
Bank charges	555	374	929
Marketing	247,641	31,356	278,997
Youth participation	4,938	-	4,938
Professional services	175,263	41,630	216,893
	532,830	93,571	626,401
	582,138	101,383	683,521

## 10. AUDITORS' REMUNERATION

	2022	2021
	€	€
Fees payable to the Company's auditor for the audit of the Company's annual accounts	6,475	10,148

## 11. STAFF COSTS

	2022	2021
	€	€
Wages and salaries	1,484,462	1,342,484
Social security costs	156,526	142,601
Other staff costs	150,846	90,801
	1,791,834	1,575,886

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

	2022 No.	2021 No.
Charitable staff	46.5	33.5
Support staff	10.0	6.0
	56.5	39.5

The number of employees whose employee benefits (excluding employer pension costs) exceeded €60,000 was:

	2022 No.	2021 No.
In the band €60,001 - €70,000	2	-
In the band €70,001 - €80,000	2	1

The Board consider the remuneration paid to the CEO to be the total remuneration paid to key management personnel. The total remuneration paid to the CEO in the year was €76,095 (2021: €75,000).

## 12. DIRECTORS' REMUNERATION AND EXPENSES

During the year, no Directors received any remuneration or other benefits (2021 - €NIL).

During the year ended 31 December 2022, no Director expenses have been incurred (2021 - €NIL).



### 13. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Computer equipment	Total
	€	€	€
<b>COST OR VALUATION</b>			
At 1 January 2022	38,338	153,259	191,597
Additions	27,270	5,808	33,078
Disposals	(3,155)	(2,520)	(5,675)
At 31 December 2022	62,453	156,547	219,000
<b>DEPRECIATION</b>			
At 1 January 2022	18,758	72,838	91,596
Charge for the year	8,583	32,749	41,332
On disposals	(2,172)	(1,994)	(4,166)
At 31 December 2022	25,169	103,593	128,762
<b>NET BOOK VALUE</b>			
At 31 December 2022	37,284	52,954	90,238
At 31 December 2021	19,580	80,421	100,001

### 14. DEBTORS

	2022	2021
	€	€
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	24,879	13,800
Prepayments and accrued income	35,204	21,499
	60,083	35,299

## 15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	€	€
Trade creditors	77,832	32,905
Other taxation and social security	56,190	41,983
Other creditors	38,360	28,700
Accruals and deferred income	402,366	375,643
	574,748	479,231

## 16. DEFERRED INCOME

	2022	2021
	€	€
Deferred income at the beginning of the year	332,967	338,424
Amounts released to income during the year	(451,197)	(726,395)
Amounts deferred during the year	467,463	720,938
	349,233	332,967

## 17. STATEMENT OF FUNDS

### STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 January 2022	Income	Expenditure	Balance at 31 December 2022
	€	€	€	€
<b>UNRESTRICTED FUNDS</b>				
General funds	199,496	180,067	(255,244)	124,319
<b>RESTRICTED FUNDS</b>				
Restricted Funds - all funds	-	2,369,585	(2,369,585)	-
<b>Total of funds</b>	<b>199,496</b>	<b>2,549,652</b>	<b>(2,624,829)</b>	<b>124,319</b>

### STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 January 2021	Income	Expenditure	Balance at 31 December 2021
	€	€	€	€
<b>Unrestricted funds</b>				
General funds	250,841	358,007	(409,352)	199,496

	Balance at 1 January 2021	Income	Expenditure	Balance at 31 December 2021
	€	€	€	€
<b>Restricted funds</b>				
Restricted funds	-	1,935,657	(1,935,657)	-
<b>Total of funds</b>	<b>250,841</b>	<b>2,293,664</b>	<b>(2,345,009)</b>	<b>199,496</b>

## 18. SUMMARY OF FUNDS

### SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 January 2022	Income	Expenditure	Balance at 31 December 2022
	€	€	€	€
General funds	199,496	180,067	(255,244)	124,319
Restricted funds	-	2,369,585	(2,369,585)	-
	199,496	2,549,652	(2,624,829)	124,319

### SUMMARY OF FUNDS - PRIOR YEAR

	Balance at 1 January 2021	Income	Expenditure	Balance at 31 December 2021
	€	€	€	€
General funds	250,841	358,007	(409,352)	199,496
Restricted funds		1,935,657	(1,935,657)	
	250,841	2,293,664	(2,345,009)	199,496

## 19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

### ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted	Restricted	Total
	€	€	€
Tangible fixed assets	-	90,239	90,239
Current assets	34,831	573,997	608,828
Creditors due within one year	(34,831)	(539,917)	(574,748)
<b>Total of funds</b>	-	124,319	124,319

### ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Restricted	Total
	€	€
Tangible fixed assets	100,001	100,001
Current assets	578,726	578,726
Creditors due within one year	(479,231)	(479,231)
<b>Total of funds</b>	199,496	199,496

## 20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	€	€
Net expenditure for the year (as per Statement of Financial Activities)	(75,177)	(51,345)
<b>Adjustments for:</b>		
Depreciation charges	41,332	32,498
Loss/(profit) on the sale of fixed assets	(814)	-
Increase in debtors	(24,784)	(3,061)
Increase/(decrease) in creditors	95,517	(63,944)
<b>Net cash provided by/(used in) operating activities</b>	<b>36,074</b>	<b>(85,852)</b>

## 21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022	2021
	€	€
Cash in hand	548,746	543,427
<b>Total cash and cash equivalents</b>	<b>548,746</b>	<b>543,427</b>

## 22. ANALYSIS OF CHANGES IN NET DEBT

	At 1 January 2022	Cash Flows	At 31 December 2022
	€	€	€
Cash at bank and in hand	543,427	5,319	548,746
<b>Total of funds</b>	<b>543,427</b>	<b>5,319</b>	<b>548,746</b>

## 23. COMPANY STATUS

The Company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1 towards the assets of the Company in the event of liquidation.

## 24. RELATED PARTY TRANSACTIONS

The CEO of Community Creations CLG is a voluntary non-executive director on the board of the Community Foundation Ireland (CFI). Community Foundation Ireland made grants totalling €37,600 (2021: €25,000) to spunout in 2022.

## 25. POST BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the year end.

## 26. COMPARATIVES

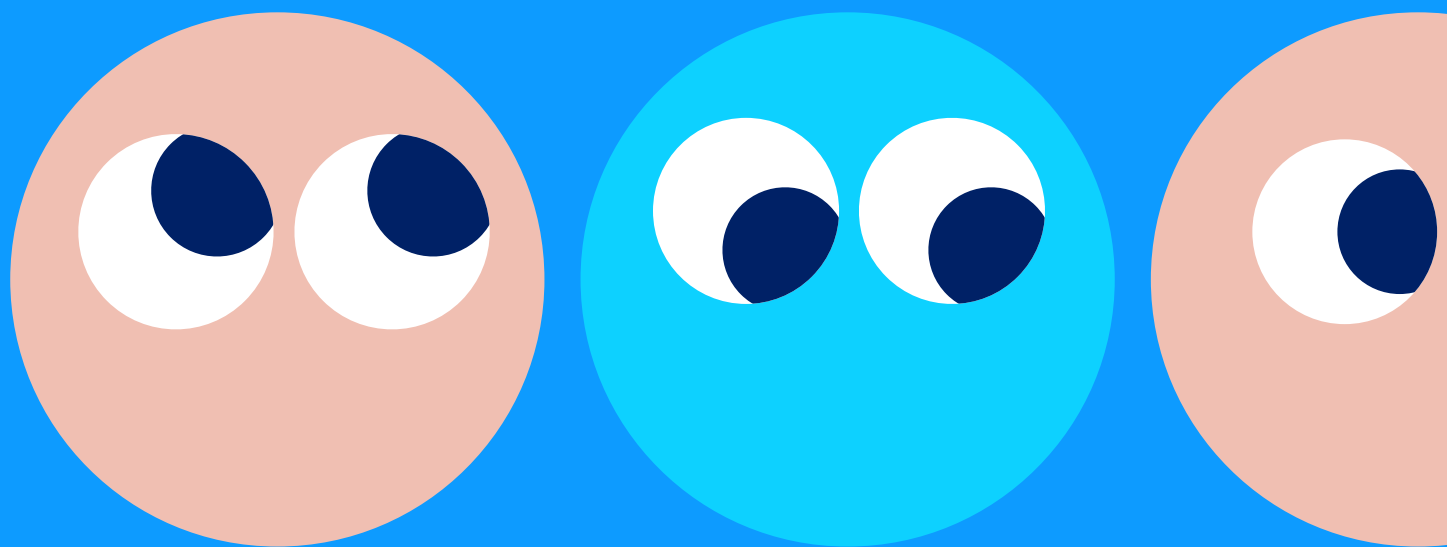
Some comparatives have been regrouped on a basis consistent with current year.

## 27. APPROVAL OF FINANCIAL STATEMENTS

The financial statements for the year ended 31 December 2022 were approved and authorised for issue by the Directors on 24 June 2023.

# Supplementary Information

(Not Forming Part Of The Audited Financial Statements)  
For The Year Ended 31 December 2022





**HEALTH SERVICE EXECUTIVE**

	2022	2022	2022	2022	2021
	€	€	€	€	€
	HSE - Health & Wellbeing	HSE - NOSP	HSE - Mental Health Division	Total	Total
Grant Income	135,000	197,182	1,518,828	1,851,010	1,475,000
<b>GOVERNANCE ACTIVITIES</b>					
Accountancy	1,288	1,135	31,301	33,725	38,212
Auditors Remuneration	104	176	4,804	5,084	8,448
Board Recruitment	180	159	4,511	4,850	1,570
	<b>1,572</b>	<b>1,470</b>	<b>40,616</b>	<b>43,658</b>	<b>48,230</b>
<b>CHARITABLE ACTIVITIES</b>					
IT Costs	1,891	1,698	34,752	38,341	46,349
Rent	994	876	25,500	27,370	30,275
Office Costs	1,145	994	45,547	47,686	37,878
Professional Services	2,644	-	91,177	93,821	97,700
Marketing	17,839	66,048	194,907	278,794	240,901
Staff Costs	104,802	125,054	1,080,118	1,309,974	968,729
Youth Participation	4,113	1,042	6,211	11,366	4,938
	<b>133,428</b>	<b>195,712</b>	<b>1,478,212</b>	<b>1,807,352</b>	<b>1,426,770</b>
<b>Grant Expenditure</b>	135,000	197,182	1,518,828	1,851,010	1,475,000
<b>Net Surplus/Deficit</b>	-	-	-	-	-

**DEPARTMENT OF CHILDREN, EQUALITY, DISABILITY, INTEGRATION AND YOUTH**

YOUTH INFORMATION CENTRE SCHEME ADMINISTERED BY CITY OF DUBLIN YOUTH SERVICE BOARD

	2022	2021
	€	€
Grant Income	152,732	102,167
<b>CHARITABLE ACTIVITIES</b>		
Programme Costs	43,500	
Staff Costs	109,232	102,167
<b>Net Surplus/Deficit</b>	-	-

**DEPARTMENT OF CHILDREN, EQUALITY, DISABILITY, INTEGRATION AND YOUTH**

YOUTH SERVICES GRANT SCHEME ADMINISTERED BY POBAL

	2022	2021
	€	€
Grant Income	114,914	111,567
<b>CHARITABLE ACTIVITIES</b>		
Staff Costs	114,914	111,567
<b>Net Surplus/Deficit</b>	-	-

**DEPARTMENT OF CHILDREN, EQUALITY, DISABILITY, INTEGRATION AND YOUTH**

YOUTH CLIMATE JUSTICE FUND 2022 ADMINISTERED BY POBAL

	2022	2021
	€	€
Grant Income	15,450	4,350
<b>CHARITABLE ACTIVITIES</b>		
Programme Costs	15,450	4,350
<b>Net Surplus/Deficit</b>	-	-

**DEPARTMENT OF CHILDREN, EQUALITY, DISABILITY, INTEGRATION AND YOUTH**CAPITAL FUNDING SCHEME 2022 FOR STAFF-LED YOUTH SERVICES CAPITAL GRANTS  
ADMINISTERED BY CITY OF DUBLIN YOUTH SERVICE BOARD

	2022	2021
	€	€
Grant Income	11,246	4,350
Costs	7,056	4,350
Refunded	4,190	-
	11,246	4,350
<b>Net Surplus/Deficit</b>	-	-

**DEPARTMENT OF CHILDREN, EQUALITY, DISABILITY, INTEGRATION AND YOUTH**NATIONAL YOUTH ORGANISATION YOUTH CAPITAL FUNDING SCHEME 2022 ADMINISTERED  
BY POBAL.

	2022	2021
	€	€
Grant Income	14,923	4,350
Costs	14,923	4,350
<b>Net Surplus/Deficit</b>	-	-

**DEPARTMENT OF RURAL & COMMUNITY DEVELOPMENT**

SCHEME TO SUPPORT NATIONAL ORGANISATIONS ADMINISTERED BY POBAL

	2022	2021
	€	€
Grant Income	47,987	-
<b>CHARITABLE ACTIVITIES</b>		
Staff Costs	47,987	-
<b>Net Surplus/Deficit</b>	-	-



Community Creations CLG  
trading as spunout and 50808

**Charity Tax Number (CHY)**  
16212

**Charity Registration Number**  
20057923

**Company Number**  
384783

**Supported By:**  
Health Service Executive  
Department of Children, Equality, Disability,  
Integration and Youth  
Department of Community and Rural  
Development  
City of Dublin Youth Services Board  
Pobal

