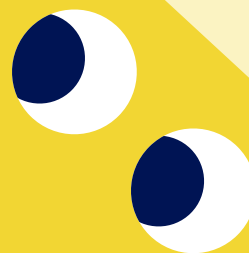
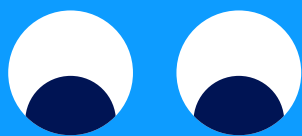
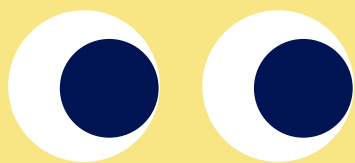


spun<sup>oo</sup>ut



Community Creations CLG

# Annual Report



2024



## Our Company Information

spunout (Community Creations CLG)

### Chairperson

Tara Doyle

### Directors

Tara Doyle  
 Conor Nolan  
 Suzanne Mulholland  
 Barry Ryan  
 Conor Healy  
 Dermot O'Sullivan  
 Daniel Waugh  
 Garrett Harte  
 Dr Gillian O'Brien  
 Danielle Martin  
 Maria McCann (resigned 18 September 2024)  
 Ross Boyd (resigned 23 November 2024)  
 Aisling Maloney (resigned 23 November 2024)  
 Isobel Solan (appointed 23 November 2024)  
 Kacper Bogalecki (appointed 23 November 2024)  
 Sarah Jane O'Dwyer (resigned 22 June 2024)

### Company Secretary

Conor Healy

### CEO

Ian Power

### Independent Auditors

Woods and Partners Limited  
 Chartered Accountants and  
 Registered Auditor  
 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

Impact Report,

Directors' Report

&

Audited Financial Statements

FOR THE YEAR ENDED 31<sup>st</sup> DECEMBER 2024

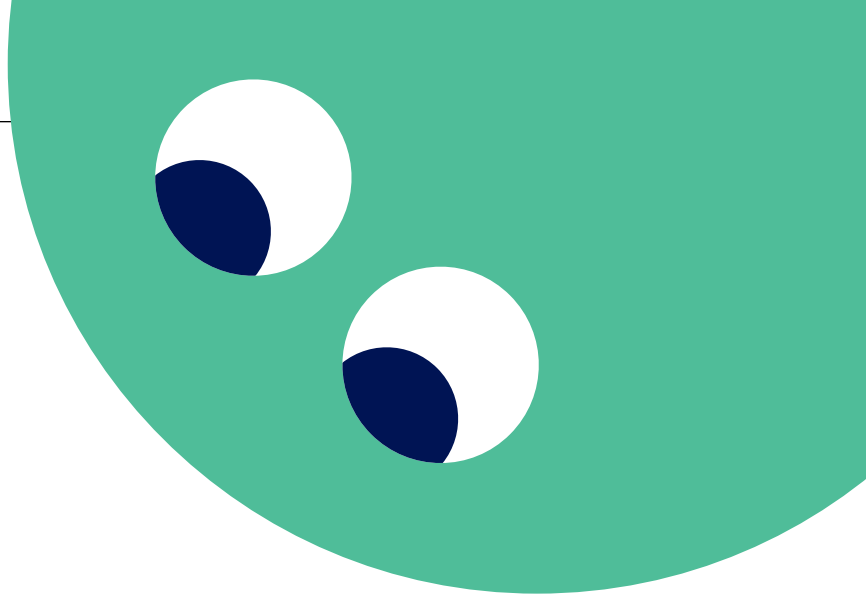
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## Chairperson's Statement

### A very warm welcome to spunout's Audited Financial Statements for 2024.

This is a special reporting year for spunout, as it represents our first full report on implementation of our Strategic Plan 'Supported to Thrive' which will take us through to 2027.

In preparing this document, it has been exciting to see the enthusiasm with which this plan has been adopted across all areas of our charity's work. While this update represents just the beginning of our work across the next few years, I am deeply encouraged by what we have been able to achieve already.

Whether in the areas of digital content, clinical support, or people and operations; the staff, volunteers, Directors and service users of spunout have shown a clear commitment to the values on which our charity was founded; values which have been restated and recharged through our new strategic focus.

Throughout these pages, you will see that 2024 was another year of great achievement for our organisation. Whether in providing services, building for the future, or representing the needs and aspirations of young people, spunout's central goal remains the same. We want to build an Ireland where everyone is empowered and supported to thrive.

In this journey we owe a huge debt to those who have funded and supported us, in particular the Health Service Executive, the Department of Children, Equality, Disability, Integration & Youth, Rethink Ireland, Community Foundation Ireland, and many more. We are so grateful for their continued and valued support.

I am also intensely grateful for the work of the many volunteers who keep each of our services going through their selfless and tireless work across our organisation. Without you, we simply could not continue to inform, support, educate, empower and advocate for the many thousands of young people who use our services each year.



**We want to build an Ireland where everyone is empowered and supported to thrive."**

My deepest thanks to every one of our volunteers, to our staff and to the Board of Directors which it is my continuing privilege to lead.

**Tara Doyle**  
**Chairperson, Board of Directors**



## CEO Reflection

### **It is with immense pride that I welcome you to spunout's Annual Report for 2024.**

This year marks the first full year of the implementation of our ambitious new strategy "Supported to Thrive" and also the final chapter in my journey as CEO of this extraordinary organisation.

2024 was a year of powerful progress. We supported over 48,000 conversations through the 'Text About It' service, launched Ireland's first empathy-based e-learning platform through the 'Academy', and reached millions of young people with content that is timely, trusted, and transformative.

Our digital reach has grown substantially, with nearly 15 million views on TikTok and more than 828,000 website visits from Ireland alone. Volunteers powered everything we do; 188 active 'Text About It' volunteers, 173 'Action Panel' members, and the contributors who shared 91 personal stories on our platform - all giving life to our mission of empowering young people.

These achievements would not have been possible without the incredible team of people who stand behind spunout. I want to thank our dedicated voluntary Board of Directors, our generous funders including the Health Service Executive, the Department of Children, Equality, Disability, Integration & Youth, Rethink Ireland, Community Foundation Ireland, and our corporate partners.

My heartfelt thanks to our exceptional staff team, whose compassion, creativity, and resilience continue to inspire me daily. And of course, a profound thank you to our volunteers, you are the heartbeat of this organisation.



**The values we hold dear - empathy, equity, compassion, innovation, and expertise - are firmly embedded in our culture."**

As I prepare to step down as CEO in 2025, I do so with immense confidence in the future of spunout. The values we hold dear - empathy, equity, compassion, innovation, and expertise - are firmly embedded in our culture. I have no doubt that the community surrounding spunout will continue to nurture our shared mission and rise to meet the evolving needs of Ireland's young people.

It has been the honour of my life to serve as CEO of spunout. Thank you for the trust you placed in me.

**Ian Power**  
CEO



# Our Impact in 2024

## Information Resources



**828,498**

website visits  
from Ireland



**89%**

reader approval  
for content quality



**121**

new videos  
produced



**14.8 million**

views on TikTok



**12.1 million**

impressions  
across Instagram



**76%**

felt 'more informed'  
by spunout content



## Text About It



**48,226**

support  
conversations



**583**

escalations to  
emergency services



**85%**

texter  
satisfaction score



**79%**

of texters waited less  
than five minutes

## Volunteer Voices



**91**

personal stories  
published



**173**

members of our  
Youth Action Panel



**188**

active Text About It  
volunteers

## Youth Information Chat



**1,901**

support  
conversations



**89%**

chat  
satisfaction

## Academy



**99**

learners



**86**

course activities  
completed

## Our Purpose

Our Charity was founded in 2004, and has been trading as spunout since 2005.

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.”**

Since 2023, our Charity has operated all of our services under our long-standing and trusted ‘spunout’ brand identity.

spunout is Ireland’s youth information and support platform, working towards an Ireland where all young people are supported and empowered to thrive. spunout has a range of free, accessible and non-judgemental services that are there for you whenever you need them.

If it matters to you, it matters to us.

Through our platform and channels, spunout shares trusted information on mental health and wellbeing. We provide immediate, free and anonymous text support to anyone who wants to talk. We share the stories and experiences of young people across Ireland to amplify young voices, and so that we all feel a little less alone.

We can also connect you to trusted services and resources around the country for further support. Our aim is to support young people to be informed, feel empowered and heard, and to support our peers to access opportunities and services to help us achieve our full potential.

spunout works collaboratively with other young people to support our mental health and wellbeing. A community of young contributors and volunteers powers our services, guides the work we do, and ensures we stay true to our values and mission.

## 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.

## 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.

## Innovation

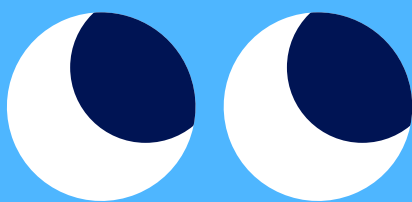
We embrace **innovation** by actively seeking out new and creative ways to approach mental health challenges in the digital landscape. We recognise that the field of mental health and technology is constantly evolving, and we strive to stay ahead of the curve by exploring new technologies, methods and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

## 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.

## 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.



# What we do

## Information & digital outreach

spunout knows knowledge is key to empowerment. Providing factual, relevant, and easily accessible information through digital outreach is at the core of what we do. Young people, on their diverse journeys, require reliable information to make informed decisions. Our digital outreach ensures that this vital knowledge is accessible where they are, empowering them to navigate life's challenges more confidently.

## Youth participation

At spunout the active involvement of young people in shaping spunout is essential. Youth participation is not just a value for us; it's a guiding principle. We recognise that young people are experts in their own experiences and needs, and involving them across all aspects of spunout ensures that our services are relevant and effective.

## Service navigation & signposting

Finding the right mental health and support in life can be overwhelming. Service navigation and signposting are essential aspects of spunout, ensuring that young people are connected to the resources and services they need at the right time. Our guidance helps navigate the complex web of available resources and services, making informed choices and taking the first step towards the support that best suits their unique circumstances.

## Collaborative partnerships

The power of collective effort is core to spunout and to this we aim to place collaboration with other organisations at our core. In doing so we can harness our collective expertise, resources, and knowledge to provide more comprehensive and effective support. It allows us to create a more holistic, inclusive network that is better equipped to address the complex challenges faced by today's youth.

## Centering lived experience & peer support

By sharing their experiences and insights, young people offer invaluable perspectives that shape our understanding of mental health challenges. Their experiences humanise issues and create a sense of connection for others facing similar struggles. Moreover, peer support, based on empathy and compassion, fosters a community where young people can find solace and strength in knowing that they are not alone. This collaborative approach, rooted in equity, aims to ensure that the diverse needs of young people are met.

## Peer-to-peer text-based active listening

We understand that sometimes young people just need someone to talk to, someone who truly listens and empathises. Our peer-to-peer text-based active listening is a vital component of our mission. This service offers a safe, non-judgmental space where young people can connect with peers who actively listen and provide support through text, offer signposting and referrals, fostering genuine understanding and validation.

## Self-directed learning

At spunout, we recognise the transformative impact of self-directed learning. We strive to empower young people to take control of their own education and personal development. By fostering the skills and motivation for self-guided learning and shaping an accessible space, we enable individuals to explore, discover, and grow at their own pace, equipping them with essential life skills including their mental health and wellbeing.

# Our Priority Action Areas

In the pursuit of our Strategic Goals, spunout has identified five Priority Action Areas which emerged through the consultation process for our Strategic Plan 2023-2027. These action areas not only reflect the pressing needs of our youth but also leverage spunout's long standing trusted expertise in key policy areas. These priority areas represent our dedication to driving meaningful change and making a lasting impact on the lives of young people.

## Healthy relationships

As both a provider of online youth information resources and 24/7 text support, spunout has always faced the challenge of reaching and engaging young men. spunout produces numerous published pieces addressing toxic masculinity and related problems facing young men in Ireland.

Longer term, we want to recast the narrative towards supporting a healthy conception of masculinity and a positive view of relationships between and involving young men. This work has an enormous potential to positively impact a very large cohort of young men who have been hard to reach with help-seeking information in the past.

## Anti-racism

spunout has invested time, resources and energy on a cross-service basis into developing an anti-racism strategy for the organisation. This work, which involved representatives from staff, volunteers and the Board of Directors, was a vital step in spunout's journey to becoming a fully and actively anti-racist organisation.

The challenge and opportunity now facing the organisation is to further build our knowledge, contacts and credibility in the anti-racism space and to develop as a positive force against growing racism, xenophobia and anti-immigration sentiment within our society.

## Economic opportunity (purpose)

spunout's guiding vision is of an Ireland where all young people are supported and empowered to thrive. Yet in both our policy advocacy and our day-to-day operations, we see time and again how economic systems hold young people back in all parts of our country and the wider world.

We cannot offer a holistic approach to supporting young people's health and wellbeing without addressing and confronting the economic challenges that prevent individuals and communities from realising their full potential.

As a trusted source of information and support for our fellow young people, it is incumbent upon spunout to address these challenges frankly and constructively, and to advocate through our work for radically just solutions to the economic inequality confronting society in general, and young people in particular.

## Climate action

As an organisation run by young people, for young people, spunout is directly affected by the rising tide of climate anxiety as the climate crisis worsens around the globe.

The past number of years have seen the organisation strengthen its knowledge of climate matters, and greatly enhanced our ability to act as a trusted source of information for young people concerned about the impact of climate crisis, and eager to promote and support positive climate action in their lives and communities.

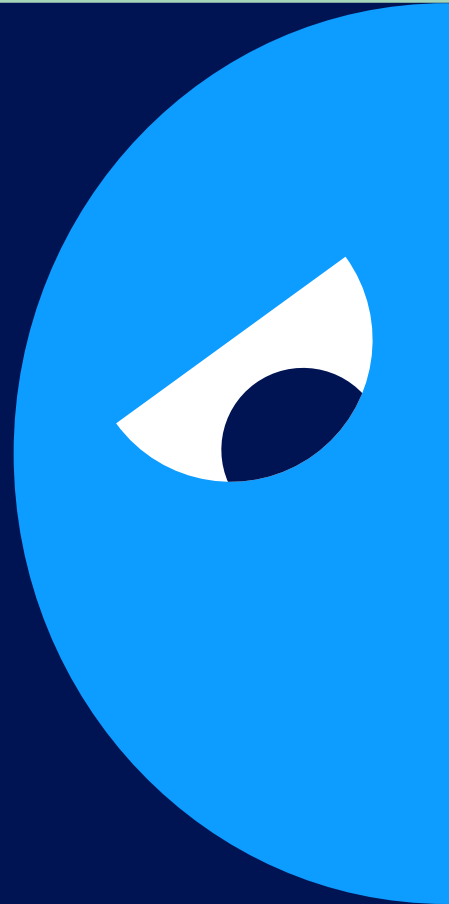
This issue will only increase in salience throughout the years ahead, and spunout's considerable work has perfectly positioned us to provide constructive, informative and reliable information support on this centrally important issue for young people and society as a whole.

## Mental health literacy

Mental health is one of the policy areas which has the clearest and strongest association with the existing spunout brand.

Whether among service users, funders, media or the general public, spunout's authoritative voice on mental health issues is long-standing and hard-won through dedicated campaigns, rigorous commitment to best practice information provision, and informed advocacy at the highest levels of public policy.

In particular, spunout is committed to improving and facilitating mental health literacy among young people, policy makers and the media. We are extremely well-positioned to continue as a leading advocate in this vital area.



# Our Main Funders

## State Funding



An Roinn Leanaí, Comhionannais,  
Míchumais, Lánpháirtíochta agus Óige  
Department of Children, Equality,  
Disability, Integration and Youth



An Roinn Forbartha  
Tuaithe agus Pobail  
Department of Rural and  
Community Development

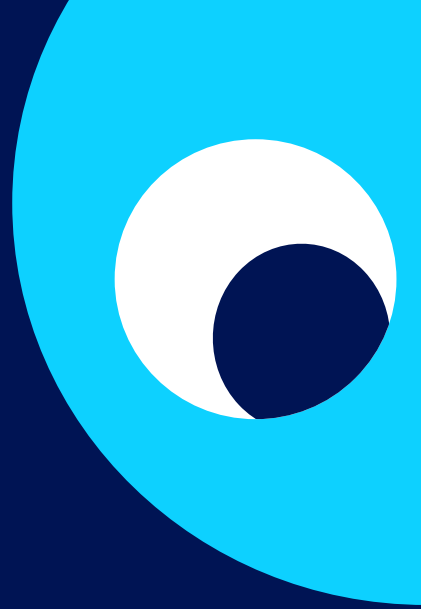
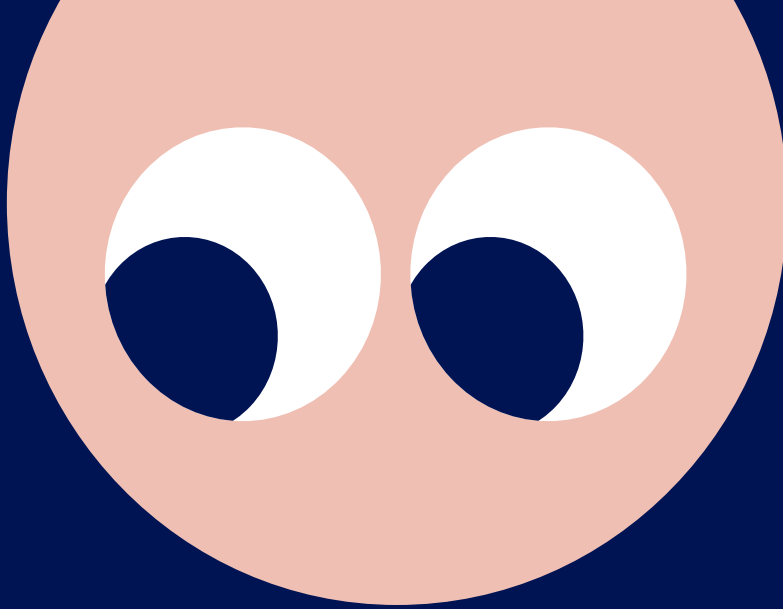
## Trusts & Foundations



## Corporate Partners







---

**schuh**

**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.

---

**48**

**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 'Text About It' service.

---

# Our Strategy 2023 - 2027

**As of 2024, spunout is one year into implementing our multi-annual strategic plan: 'Supported to Thrive'. This strategy sets the organisation on a path to grow and deliver for more young people than ever before.**

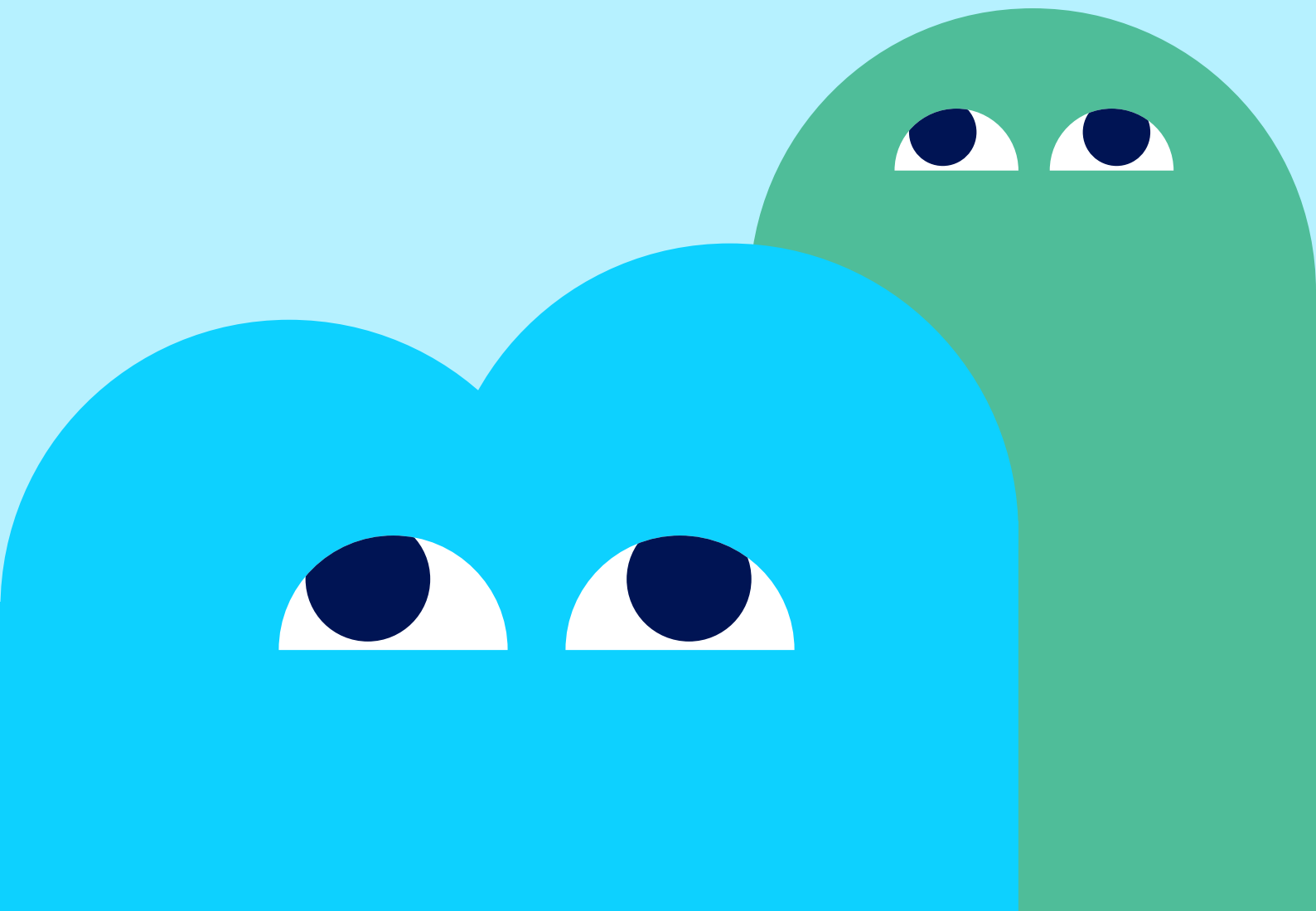
This year saw the organisation introduce a comprehensive measurement framework. The framework is informed by KPIs which encompass all aspects of spunout's activities, including the 'Text About It' service and information resources. The framework and KPIs are regularly reported on to the Board and sub-committees of spunout and allow us to better and more accurately measure our progress towards our strategic goals.

In addition, in 2024 spunout launched the groundbreaking Empathy Academy, which provides self-directed digital learning programmes for mental well-being. This evidence-based initiative, run in partnership with Google.org, was informed by lived youth experience, including a survey of 1,400 young people, focus groups and consultants. The Academy will enable young people to learn empathetic and emotional well-being tools, with the overarching goal of creating a safer, kinder and more empathetic internet.

Finally, in accordance with our stated strategic objectives, significant developments on the Navigator project took place in 2024, which we will be delivering in 2025. Navigator aims to anticipate the informational needs of young people, and signpost the way through the complex network services and resources that are available.

We are delighted with the progress that we made in 2024. We continued to successfully implement our organisational strategy, and in 2025, we are eager to continue delivering on our objectives of supporting young people across Ireland to thrive.

# Delivering on Our Strategic Goals



STRATEGIC DELIVERY

## STRATEGIC PILLAR 01

# INFORM

Providing trusted, non-judgemental  
information resources with young people



1.1

OBJECTIVE

<b>Provide quality information on issues that matter to readers</b>	<b>ACTION</b> Produce trusted, non-judgemental information resources informed by consultation with readers in Ireland	<b>OUTCOME</b> Readers are informed on the topics that matter to them
	<p>In 2024, spunout continued our record of producing high-quality youth information campaigns on issues that matter most to young people, ranging from major public information campaigns to one-off awareness days. We maintained our high standards of quality through our strong editorial process, Plain English requirements, expert validation and content equality lens, all underpinned by our European Youth Information Quality Label certification.</p> <p>We measure reader service experience through our Annual Reader Survey, a comprehensive questionnaire that was completed by 913 young people considering our work in 2024. In this year’s survey, 88.7% of respondents rated the quality of our information content as good, very good, or excellent. A clear majority of respondents (75.6%) agreed that spunout had helped them feel more informed, while 61.8% agreed that spunout had helped them make more informed decisions.</p>	

Top Website Content (Worldwide) 2024

Rank	Title	Views
1	What to do if your partner doesn’t want to have sex	112,577
2	How to care for self harm wounds	59,844
3	Fine Gael, Fianna Fáil and Sinn Féin: what’s the difference?	37,247
4	How to cope with a ‘bad trip’ or high when using drugs	30,523
5	The Electoral College for Dummies	23,164
6	Your rights and the Gardaí	16,614
7	Vaping vs smoking: comparing the health effects	16,588
8	What should I do if I am infatuated?	14,443
9	How to apply for Emergency Accommodation	13,374
10	Mincéirs: Paving the Way podcast	12,764

1.2 OBJECTIVE

Meet readers with information resources where they are

ACTION	OUTCOME
Create engaging multimedia campaigns on the platforms popular with readers	Readers are informed by engaging multimedia resources on their preferred platforms

In 2024, we produced and published 121 pieces of engaging video content across a wide range of topics, significantly contributing to spunout’s overall reach and impact. In total, we produced 28.7% more videos this year than in 2023, while retaining our high standards of quality and engagement potential.

We promoted new pieces on the lived experiences of young volunteers, interviewed subject matter experts to bring information to places where young people are online, and carried out highly popular vox pop content across a wide range of relevant areas.

Top Paid Video Content - 2024

Rank	Title	Views to 25% or more
1	New Roots - Fatima	19,930
2	Eoin O'Reardon Text About It Promo	18,969
3	New Roots - Colleen	15,649
4	Empathy Academy Promo	15,551
5	Minceirs Paving the Way Podcast - Ep 1 Promo	14,798

In total, 1,026,577 TikTok users based in Ireland saw our content 14,841,262 times. Across Facebook and Instagram, we received 318,821 video views to 25% or more, and received a total of 12,138,884 impressions across 1,684,946 users in Ireland.

1.3 OBJECTIVE

**Increase the number of people engaging with spunout as readers**

**ACTION**

Increase the total number of readers in Ireland through more effective digital marketing, public communications and partnerships

**OUTCOME**

More readers are informed on the topics that matter to them

In 2024, we recorded a total of 828,498 visits to the spunout site from people based in Ireland - an increase of 40% on 2023. Each of these represents a step towards fulfilling our ongoing mission to provide young people in Ireland with accurate, accessible, and non-judgemental information resources.



**We recorded a total of 828,498 visits to the spunout site from people based in Ireland - an increase of 40% on 2023.”**

We have continued our platform-wide shift in social media strategy to include more ‘inform on platform’ multimedia content to cater to the changing preferences of young people’s content consumption. This focuses on allowing young people to find the information they need within our social content itself: further reducing the barriers to accessing reliable, non-judgemental spunout information online.

Digital Content Analytics	2024
Total visits to spunout (website sessions)	1,600,694
Visits from Ireland (website sessions)	828,498
Total impressions (Google Ads across all platforms)	6,022,600

1.4 OBJECTIVE

**Connect readers with complex queries to personalised information support**

**ACTION**

Expand the availability and reach of the Youth Information Chat service

**OUTCOME**

Readers are supported in real time with complex or personal information queries

In 2024, we continued to develop our partnership with Youth Information Centres to deliver the Youth Information Chat service along with Youth Work Ireland, YMCA Ireland and Crosscare. This partnership has been in operation since 2020.

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 2024, Youth Information Chat tallied a total of 1,901 conversations with 86% of service users rating the service either 4 or 5 points out of 5.”**

Over the course of 2024, Youth Information Chat tallied a total of 1,901 conversations with 86% of service users rating the service either 4 or 5 points out of 5. The most common topics raised by texters throughout the year revolved around education, with 19% of conversations relating to education in general, and an additional 13% concerning student grants and 5% involving the CAO. Social protection issues (14%) and mental health (8%) were also significant topics.



1.5 OBJECTIVE

**Convert readers into texters, where they could benefit from active listening support**

**ACTION**

Improve the pathway for readers to move to access the 'Text About It' service

**OUTCOME**

Readers are connected to 'Text About It' for real time emotional support

Throughout 2024, the spunout Digital Content team worked to improve pathways for readers to access the Text About It service. Key brand awareness campaigns during the year sought to drive traffic to the WhatsApp link, rather than the Text About It website as previously, to remove another step in the journey of accessing support.



**On TikTok, Text About It campaign callouts showed robust engagement, with three pieces reaching a total of 54,891 young people."**

Custom brand awareness video content was produced and shared throughout the year across TikTok and Instagram, utilising a user-generated style and covering topics such as sleep hygiene, journaling, and maintaining healthy work-life boundaries. Each video ended with a strong call to action for accessing the Text About It services.

Our Text About It callout campaign was particularly successful, with our top-performing piece addressing holiday loneliness and reaching 27,470 young people. On TikTok, Text About It campaign callouts showed robust engagement, with three pieces reaching a total of 54,891 young people.

STRATEGIC DELIVERY

## STRATEGIC PILLAR 02

# EMPOWER

Amplifying the voices and experiences  
of young people in Ireland



2.1 OBJECTIVE

Young people inform the design and development of our services

ACTION

All aspects of spunout’s service provision involve young people and prioritise the inclusion of under-represented young voices

OUTCOME

Young people are at the heart of service design and delivery, informing our responses to our needs

Throughout 2024, our volunteer recruitment campaign resulted in a total of 173 members on our Youth Action Panel, a net increase of 65 young people on our 2023 figures. We also had 46 young people acting as volunteer proofreaders throughout the year.

The Action Panel met in a mix of in-person and online meetings throughout the year, discussing a wide range of topics and providing clear, actionable guidance to staff on the tone, content and focus of our information campaigns. Action Panel members were central in shaping content made on mental health, masculinity and gender stereotypes, media literacy, drugs and harm reduction, and much more. Trainings were provided throughout the year on topics including ‘using your voice’, ‘art and activism’ and ‘grassroots organising’.

The annual Volunteer Townhall took place on the 20th of April, with approximately 50 volunteers in attendance throughout the day. We discussed the five pillars of content in our new strategy, and heard from the National Action Panel and BAME Action Panel. Of the 26 respondents to our feedback form, 25 said they felt more part of the spunout community following the event.

Members of the Action Panel also met to constitute the new Youth Advisory Committee for the spunout Academy project, providing insight into the development of the course content and pilot-testing its features.

2.2 OBJECTIVE

**Volunteers are supported to share their experiences and views to empower and support our peers and effect change**

**ACTION**

Use social media and PR to amplify the voices of young people on experiences and issues that matter to us

**OUTCOME**

Young people’s voices are amplified to support our peers and effect change

In 2024, youth voices have remained central to each of our information campaigns. We worked with 65 young people to publish 91 pieces of volunteer-created ‘Voices’ content, amplifying the view and experiences of young people across a wide range of complex topics.

Subjects covered have included numerous mental health and education topics, such as a volunteer’s personal experience of mental health inpatient services, pieces on college experiences, a volunteer’s experience as a climate activist, diverse perspectives on student life, loneliness and recovering from sexual assault.



**We worked with 65 young people to publish 91 pieces of volunteer-created ‘Voices’ content, amplifying the view and experiences of young people across a wide range of complex topics.”**

As a part of the New Roots campaign, two animated videos were published in October 2024, with voiceovers from Voices contributors. The New Roots series showcased the stories of people living in Ireland from different ethnic, cultural or religious backgrounds during Anti Racism month. In addition, more than 25 young people were involved in creating 16 pieces of content about climate justice.

In August, spunout launched “LGBTQIA+ \_\_\_\_\_: Intersections of Identity,” a collaboration with renowned photographer Niamh Barry. This visual and auditory series captures the experiences of three young LGBTQI+ individuals—Bel, Hunter, and Shane—each navigating their unique, intersectional identities. Through powerful portraits and intimate audio interviews, the project explores how gender, sexuality, and culture combine to shape identity.

2.3 OBJECTIVE

**Empower young voices from under-represented and socially excluded communities in Ireland**

**ACTION**

Create opportunities for young people from diverse backgrounds to contribute to spunout and have their voices heard through the introduction of internship and graduate opportunities

**OUTCOME**

A wide diversity of young people’s voices are empowered to support our peers and effect change

In 2024, spunout has continued to support and grow our dedicated Action Panel for young members of the Black, Asian and Minority Ethnic (BAME) and Traveller communities in Ireland. This year, the BAME Action Panel focused on our ‘New Roots’ content campaign and the ‘Mincéirs: Paving the Way’ podcast projects.

BAME AP meetings took place throughout the year, with BAME AP members holding discussion and creating content on Black History month, the effect of the far right, how to be an ally and more. In February, the BAME Action Panel also took part in a focus group to inform spunout’s submission to the HSE consultation on diversity in mental health support services.

The ‘Mincéirs: Paving the Way’ podcast is led by spunout volunteers Emma Ward and Latisha McCrudden, and aims to shine a light on the experiences and challenges faced by young Travellers in Ireland, promoting a sense of empowerment and community. Everyone in spunout was very proud when Emma and Latisha won a well-deserved Activism and Campaigning Category award for the podcast at the Volunteer Ireland Awards 2024.

spunout also attended Dublin Pride in person for the first time since 2019, marching with BeLonG To as well as attending their Pride Breakfast beforehand. Feedback from the spunout volunteers who attended was very positive.

2.4 OBJECTIVE

**Empower young people engaged with spunout to connect with services for support and to achieve their personal goals**

**ACTION**

Develop training programmes and aftercare & wellbeing supports for young people engaged with spunout

**OUTCOME**

Young people engaging with spunout are supported and develop their skills

In 2024, we worked closely with young volunteers to develop their skills and improve our volunteer supports.

Our Voices Village meetings have continued to be effective and engaging spaces for contributors to come together and learn skills, receive feedback and improve their self-esteem as content creators. Through online hangouts, reading groups, workshops and guest lectures, Voices Village has given volunteers interested in storytelling a safe space to workshop personal stories in a peer-to-peer setting.



**Voices Village has given volunteers interested in storytelling a safe space to workshop personal stories in a peer-to-peer setting.**

A feedback loop was provided to Action Panel members in June and at the end of the year highlighting how their input was used within the organisation. A newsletter with updates on content was also sent out every two months.

STRATEGIC DELIVERY

## STRATEGIC PILLAR 03

# SUPPORT

Connecting young people in Ireland  
to the right peer-to-peer support,  
at the right time



3.1 OBJECTIVE

**Provide active listening support to young people in our preferred spaces (online)**

**ACTION**

Expand the range of channels through which spunout active listening services are available

**OUTCOME**

Reliable support is available to texters through a diverse range of channels

In 2024, we supported 26,080 individual texters through 48,226 conversations via our Text About It active listening service. These figures represented an increase of 13% in total annual texters and 7.6% in total annual conversations.

Our Text About It volunteers also called in 583 ‘Emergency Service Interventions’ (ESI), connecting texters in crisis situations with emergency services.

For the ‘Text About It’ service, user experience is monitored through the post-conversation survey supplied to all texters at the conclusion of their conversation. Throughout 2024, 85% of texters rated the service as helpful, with 79% receiving a response within less than five minutes of their original message. This represented an improvement of more than 8 percentage points on our 2023 wait time metric.

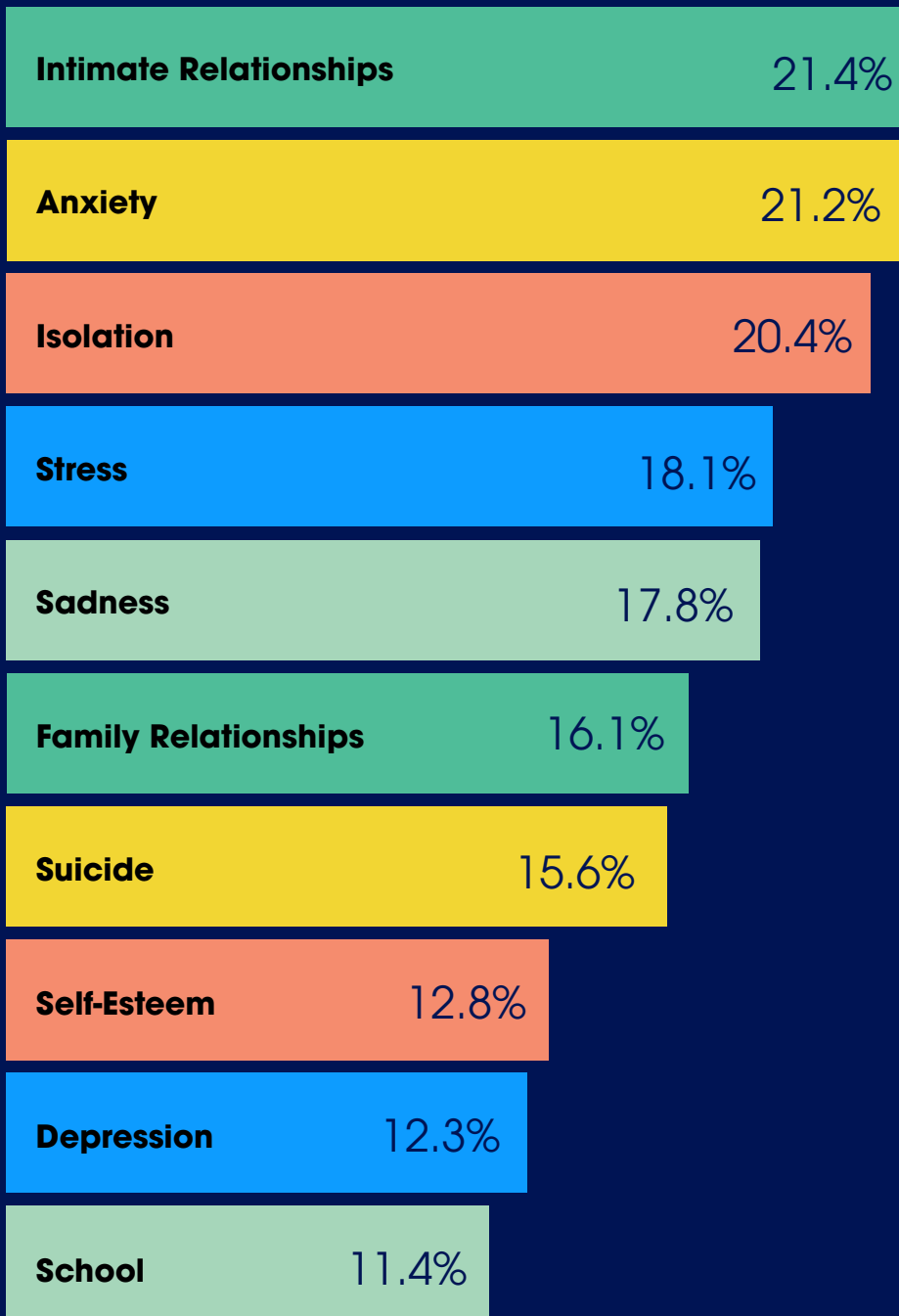
**2024 Text About It KPIs**

	2024	All time
Conversations	48,226	231,338
Texters	26,080	98,826
Active Volunteers	188	1,335
Quality	84.7%	88.7%
Wait time < 5 mins	79%	85%
Emergency Service Interventions	583	2,954



# Top Youth Issues in 2024

The ten most common themes in texter conversations on the Text About It by spunout service this year.



### 3.2 OBJECTIVE

#### Expand the community of volunteers delivering active listening support to texters

##### ACTION

Recruit, retain and support a diverse community of suitable active listening volunteers

##### OUTCOME

Texters are supported by a well-trained and supervised volunteer community

In 2024, spunout provided active listening services to texters through the dedicated work of 188 active volunteers with Text About It. During the year, our Training and Coaching team recruited and fully trained 113 new volunteers, with 41.9% of applicants ultimately graduating from our comprehensive training programme.

Volunteer numbers gradually increased throughout the year due to a number of key efforts, including a consistent presence at university volunteer recruitment fairs, social media advertisements, improvements to our software used for training and upskilling volunteers, and more targeted support from an expanded Coaching and Training team towards trainees and newer volunteers.

### 3.3 OBJECTIVE

#### Promote increased awareness of the person-to-person supports available to young people in Ireland

##### ACTION

Design, launch and sustain a proactive marketing plan increases awareness of the 'Text About It' service

##### OUTCOME

Potential texters are aware of the support available for when they need it most

In 2024, spunout ran a comprehensive social media recruitment campaign for new Text About It volunteers. As part of the Text About It brand awareness campaign, the Digital Content and Marketing Teams created multiple TikTok videos in a user-generated style, covering topics like sleep hygiene, journaling, and maintaining healthy work boundaries. Each video ended with a strong call-to-action for Text About It.

We used Instagram to share stories and a carousel post featuring the Text About It team at the Ploughing Championships. spunout's presence there aimed to target young, rural-based males and promote the service to this specific demographic.

A particularly popular aspect of the Text About It awareness campaign were our video collaborations with Eoin Reardon. These amassed almost one million views and are some of our most highly viewed videos of the year.

3.4 OBJECTIVE

**Connect readers and texters with timely, relevant mental health supports**

**ACTION**

Create and promote a dynamic signposting tool

**OUTCOME**

Readers and texters are connected to high-quality, appropriate mental health resources ‘in the moment’

As part of our Strategy 2023 - 2027, spunout will design and launch a new service provisionally titled spunout Navigator.

Navigator will respond to young people’s needs by anticipating the type of information and support options required, based on the search terms they use. This tool will be designed to meet the needs of young people who want information about a feeling, without having the insight to know how to describe their experience. Navigator can then suggest peer-led content to help eliminate the isolation and loneliness that young people can experience, and direct young people to support services if they require more acute support.

Work on delivery of the Navigator project commenced in 2024, with a launch date scheduled for 2025. Youth participation and insights have been key to this project, with multiple meetings taking place of the Navigator Advisory Committee, composed of 18 Youth Action Panel members, who provided feedback on the content topics, features and functions of the tool.

Continuous work took place throughout the year to review our resources for the project, through a comprehensive audit of apps, services, podcasts and books for each content area. The spunout services directory has expanded to include more localised offerings and in-person supports, in response to a strong need expressed by young people through our Intended Audience Survey.

STRATEGIC DELIVERY

## STRATEGIC PILLAR 04

# EDUCATE

Equipping young people with mental health literacy and coping skills.



4.1 OBJECTIVE

**Develop the understanding and skills of young people on a wide range mental health topics of importance to us**

**ACTION**

Guided by the needs of prospective learners, and in partnership with other organisations, we will create a wide range of self-directed online courses related to emotional literacy, mental health, and wellbeing

**OUTCOME**

Learners develop their understanding in a range of skill areas relating to mental health and wellbeing in a safe space

As part of our Strategy 2023 - 2027, spunout is committed to designing and launching spunout Academy: Ireland's first mental health and emotional wellbeing e-learning platform. Academy provides a virtual learning environment through which young people can directly engage with course curriculums on topics including mental health, empathy online, and emotional literacy.

The spunout Learning and Curriculum Team were very proud to launch the Empathy Online course as part of the Academy project in October 2024. So far, 99 total learners have enrolled in Academy and 89 course activities have been completed.

As of the end of 2024, two further courses focusing on Mental Health Literacy and Active Listening are in the final stages of development. All content is being reviewed by expert validators in preparation for content upload in early 2025. The team is also working to develop a communications strategy and to establish referral partnerships with Gaisce, Youthreach and the Transition Year Programme.

Youth participation has been key to the development of the Academy project. Focus group sessions were conducted with the Academy Advisory Committee, comprising members of the Youth Action Panel, on potential course content relating to active listening and mental health literacy. Their input was discussed and integrated into the development of these courses.

#### 4.2 OBJECTIVE

### Empower young people with active listening skills

#### ACTION

Train a wide cohort of peer active listeners

#### OUTCOME

Learners are equipped with active listening skills

Work on delivery of this strategic goal will commence in early 2025, as outlined in our Strategic Implementation Plan.

#### 4.3 OBJECTIVE

### Young people are aware of mental health education opportunities provided by spunout

#### ACTION

Develop outreach partnerships with key organisations to build a pipeline of learners for our courses

#### OUTCOME

Prospective learners are aware of, and enrol in, the self-directed we develop

Work on delivery of this strategic goal will commence in early 2025, as outlined in our Strategic Implementation Plan.

#### 4.4 OBJECTIVE

### Provide a trusted space for young people seeking information on education and employment information

#### ACTION

Create and promote a dynamic tool to support young people to navigate barriers to career progression

#### OUTCOME

Readers and texters are connected with personalised development resources

As part of our Strategy 2023 - 2027, spunout will redesign and relaunch the spunout Compass service, which previously existed in beta on the spunout website.

The Compass tool will meet the needs of young people by providing direct, personalised information, linking them to real opportunities in their areas, and signposting to additional support when they need more direct information. The tool will support young people to overcome barriers to employment, including mental health issues, disability, and criminal convictions.

STRATEGIC DELIVERY

## STRATEGIC PILLAR 05

# ADVOCATE

Young people's voices and experiences  
inform and shape decision-making



## 5.1 OBJECTIVE

**Ensure young people's voices and experiences are heard in policy debates on issues important to us**

### ACTION

Develop innovative ways to insert the real-time views of young people into national debates and consultations through real-time surveys, polls, and data insights

### OUTCOME

National policy is influenced by young people's real needs and experiences

As part of our Strategy 2023 - 2027, spunout will design and launch spunout Insights: Ireland's first youth insights lab.

Insights will be an open-source aggregated data project, collecting and promoting the views, experiences and opinions of young people in Ireland. Insights will support spunout to conduct consultations and research on the experiences and needs of young people in Ireland, as well as help organisations to provide better services to young people.

Crucially, Insights will be used to help policy-makers to hear the voices of young people on public policy decisions which will have a major impact on young people's lives.

Work on delivery of the Insights project will commence in the second half of 2025.

## 5.2 OBJECTIVE

**Ensure spunout's advocacy is informed by young people's real experiences**

### ACTION

Ensure that spunout's data insights are accessible, relevant, reliable and certified by a range of experts

### OUTCOME

Young people's insights are gathered, analysed, evidenced and shared

Work on delivery of this strategic goal will commence in 2025, as part of the planned spunout Insights project.



### 5.3 OBJECTIVE

**Enable clear and easy access to all spunout's insights into the experiences of young people**

#### ACTION

Develop an open source data platform where young people and other stakeholders can use our own data to advocate for change

#### OUTCOME

spunout's data insights are available in real time to inform service improvement and policy development

Work on delivery of this strategic goal will commence in 2025, as part of the planned spunout Insights project.

### 5.4 OBJECTIVE

**Develop two-way links between young people and academic expert**

#### ACTION

Develop new and existing partnerships between spunout and a range of academic institutions to involve young people in research that concerns us

#### OUTCOME

Effective advocacy is facilitated through durable two-way links between academic institutions and spunout's readers, texters, volunteers, contributors and learners

Work on delivery of this strategic goal will commence in 2025, as part of the planned spunout Insights project.

### 5.5 OBJECTIVE

**spunout's services are improved by the data we collect on young people's experiences and views**

#### ACTION

Create feedback loops within the organisation for real time data collection to inform service improvement

#### OUTCOME

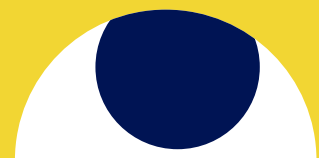
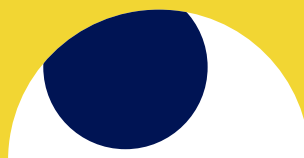
We use the insights from our person-to-person services to inform our information resources, advocacy and service improvement

Work on delivery of this strategic goal will commence in 2025, as part of the planned spunout Insights project.

# Enabling Strategic Pillar

The success of our strategic plan is dependent on a number of strategic enablers. These enablers will work by interacting across our goals, objectives and actions priority areas.

Many of these enablers will be required to meet specific areas of the strategic plan while others will span the entirety of our strategy. These enablers are a key component to making this strategy successful.



**► E1****Building a Sustainable Organisation**

Over the course of this strategy, we will strive to ensure spunout develops as a sustainable, responsible and climate-conscious organisation. We want to earn and keep the trust of our stakeholders: for this, they need to be sure that spunout is future-focused and clearly planning for the long-term.

Young people must be confident that spunout has the plans, resources and safeguards to meet our strategic goals now and into the future. This covers both our own financial sustainability and our impact on the planet, recognising that no organisation can remain viable if it fails to proactively reduce its impact on the climate.

A core part of achieving a sustainable organisation will be fully engaging with the Sustainable Development Goals and other recognised frameworks of good economic, social and corporate governance.

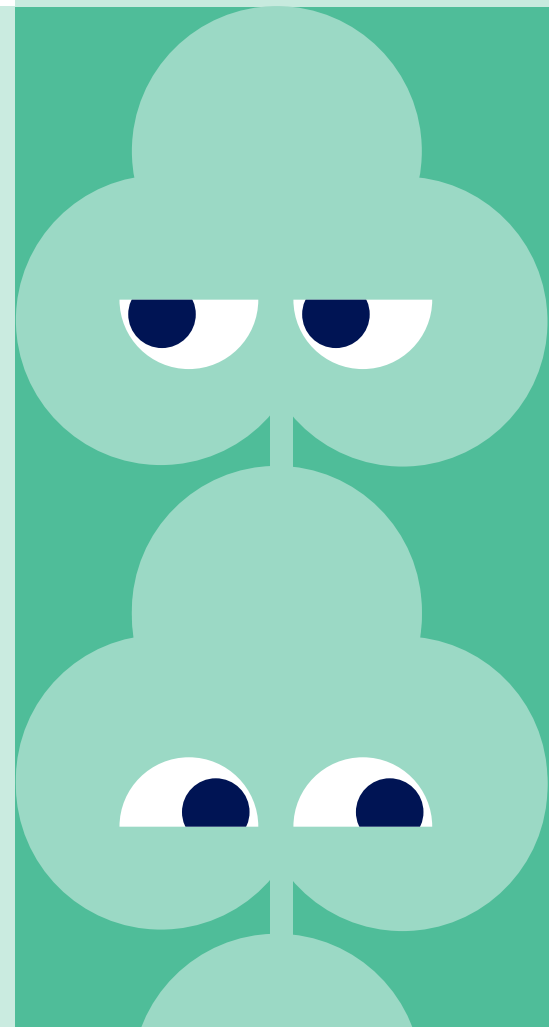
This was the first year in which spunout fully implemented our Strategic Plan, adopting the practice of reporting against our strategic goals in all aspects of our work.

The Governance Team worked to finalise our new Measurement Framework and Strategic Implementation Plan, in order to set out in detail how spunout will achieve our high-level multiannual goals via clearly-articulated KPIs.

Meanwhile, the Board and Leadership Team have continued to work to diversify and strengthen the organisation's funding base, and ensure financial support for the new and existing projects that will define spunout's outputs in the years ahead. Central to this process has been the full establishment of a Board Sub-Committee on Fundraising, which has met throughout 2024 and will approve an organisational fundraising strategy in early 2025.



**Young people must be confident that spunout has the plans, resources and safeguards to meet our strategic goals now and into the future.”**



## ► E2

## Becoming an Employer of Choice

Everything that spunout is setting out to achieve in this strategy will be reliant on maintaining a highly-trained, driven and expert staff team. We will ensure our employees know that their work is valued, that their time is respected, and that their career goals can be met within spunout as a dynamic, growing and mission-focused organisation.

We will put into practice our belief that service excellence and work-life balance are not opposing goals: they are, in fact, essential to one another in a virtuous cycle of both maximising employee wellbeing and delivering on each of our strategic goals.

To meet these goals, we will have to recruit and retain staff at the very top of their professional game; in order to do this, spunout must become an employer of choice for hard-working, driven and conscientious employees across a wide range of experience and skill areas.



**We will ensure our employees know that their work is valued, that their time is respected.”**

In 2024, spunout continued to develop a positive organisational employee experience, via implementation of our eight-point Employee Engagement Plan, which includes:

- 1 Measuring employee engagement
- 2 Improving workload management
- 3 Getting the most out of remote work
- 4 Ensuring training and development opportunities
- 5 Promoting diversity, equality and inclusion
- 6 Optimising internal communications
- 7 Fostering workplace connections
- 8 Demonstrating excellence in employee engagement

Following a successful six-month trial of a four day working week, 2024 saw spunout officially adopt the Four Day Week as an organisational policy. Surveys on this programme show staff members remain hugely positive about the programme, feeling that it has enhanced their work-life balance and made them more positive, energetic and efficient. Significantly, the Four Day Week has made staff less likely to seek employment elsewhere.

spunout was recognised for its excellence in employment at the HR Leadership and Management Awards in 2024, where the organisation was awarded ‘Best Change Management Programme’ for the Four Day Week Programme, and the ‘Best Flexible Working Strategy’, as well as being shortlisted for several other awards.

In addition, an Employee Engagement Survey conducted by Quality Matters in November 2024 showed that spunout continues to excel in the area of staff engagement. The survey, which had a higher-than-average response rate of 75%, showed that we scored higher than the sector benchmark by all measures, including the four domains of employee engagement, managerial relationships, team relationships and personal experiences.

► E3

## Supporting and Celebrating Our Volunteers

Many of the goals set out in this strategy are dependent on the selfless dedication of spunout volunteers. We will ensure that spunout remains a place where volunteer contributions are recognised and celebrated; we will make it easier and more rewarding to volunteer with us; and we will find new and innovative ways to showcase the enduring impact of voluntary work within our organisation.

Through all of this, we will retain and enhance our commitment to being a genuinely youth-led organisation through our volunteer engagement structures, up to and including the Board of Directors.

We want to empower our volunteers, in every part of the organisation, to do more and to understand the difference their contributions make to their fellow young people all across Ireland. Whether as members of the Youth Action Panel, as Voices contributors, as proof-readers or as Text About It volunteers; we will strive to improve, uplift and value the volunteer experience with spunout.



**We want people who engage with spunout to unlock new learning opportunities, whether as part of their careers, volunteering or through accessing our services.”**

In 2024, we have continued to enhance our systems of volunteer recognition and support across the organisation. No aspect of spunout’s work could be continued at the same high standard without the continuous, tireless and invaluable contribution of hundreds of volunteers, whether content creators, Action Panel members, Text About It volunteers, or others.

A key way in which volunteers are recognised is by sharing real texter feedback and monthly stats, to show the impact they are making. After each volunteer consultation and focus group, notes from the meeting are shared with the relevant group to ensure they knew that their feedback was recorded and utilised. Other less structured forms of feedback included letting content contributors know when their piece was published and how it was being received.

Volunteers are constantly celebrated and recognised via spunout’s community and learning platform, Mighty, and we hold bi-annual Volunteer Evenings where the exceptional work of our Text About It volunteers is celebrated. This event included the second annual Volunteer Appreciation Awards with the introduction of the ‘Mary Keegan’ award for outstanding contribution to the service. Mary was a volunteer who sadly passed away last year and we wanted a way to honour her contribution to Text About it.

## ► E4

## Creating a Culture of Continuous Learning

Implementing all parts of our strategy will mean empowering our people with new and improved skills, promoting and supplying educational opportunities, and placing a renewed emphasis on staff and volunteer development.

We will aim to facilitate a culture of continuous learning and skills development for young people inside the organisation and out, prioritising new learning initiatives and interventions for service users as well as upskilling for service providers.

As spunout grows, so must the skills profile and capabilities of our networks. We want people who engage with spunout to unlock new learning opportunities, whether as part of their careers, volunteering or through accessing our services. Education will be at the core of all aspects of our work.



**We want people who engage with spunout to unlock new learning opportunities, whether as part of their careers, volunteering or through accessing our services.”**

Throughout 2024, spunout continues to support staff to undertake relevant professional development. Staff members, including members of the Leadership Team, have been supported to undertake both longer-term and once-off training in key areas of interest for the organisation.

These have included pursuing qualifications in clinical supervision, project management and charity governance, as well as trainings on public procurement, the circular economy, eating disorders and domestic violence.



► E5

## Investing in Digital Infrastructure

This strategy will see spunout providing exciting new interventions and scaling up what we already do well. To achieve these goals, it will be essential that we maintain and expand the infrastructure in which we work. This will mean design and delivery of a new integrated platform for spunout service provision; improving ease of service access while enhancing links between different aspects of our work.

We will prioritise implementing new means of working with data; ensuring our work is data-led while the rights of data subjects are constantly and consistently safeguarded. We will work to stay at the cutting edge of socially-responsible technological innovation, seeing out new ways and systems of working that deliver improvements for young people.

We will remain committed to providing online services where young people are, maintaining a robust and evolving presence on social media and other platforms where young people seek out information, support and opportunities.



**We will prioritise implementing new means of working with data; ensuring our work is data-led while the rights of data subjects are constantly and consistently safeguarded.”**

In 2024, spunout made continuous investments in maintaining and improving our digital and data infrastructure.

To improve internal data security, Okta access management software has been rolled out across the organisation. As part of the Okta launch, the Head of IT has worked with the People and Culture Team to streamline the on- and off-boarding process for new and departing staff, automating workflows in this area and reducing the need for manual entry of details. Periodic checks of data and information security have been undertaken during the year and have been largely positive, as is the organisation's compliance with GDPR.

Our data insight systems have been enhanced with Sisense being utilised for platform reporting and Google Analytics for web analytics. The insights from these tools have been made available to all staff teams to improve data transparency and access to insights within the organisation, and to improve ease of reporting to funders, regulators and the public.

**► E6**

## Enhancing Our Leadership Structures

Achieving each of these strategic enablers, as well as meeting our overall strategic targets will require engaged, diligent leadership from the top of the organisation to complement and enhance the work of staff, volunteers and partners.

spunout will work hard to remain a leading voice for young people within the youth, health, equality and technological sectors. We will remain committed to excellence in governance, striving to reach new levels of transparency and accountability.

We will work to further develop our systems of line management, ensuring everyone who takes on responsibility within our teams is empowered, supported and encouraged to grow. We will continually ensure that our Board of Directors and senior Leadership Team represent the very best in informed, long-term strategic planning and delivery.

We will work to amplify the voices of new young leaders and connect their insights with policy-making at the highest level.



**We will continually ensure that our Board of Directors and senior Leadership Team represent the very best in informed, long-term strategic planning and delivery.”**

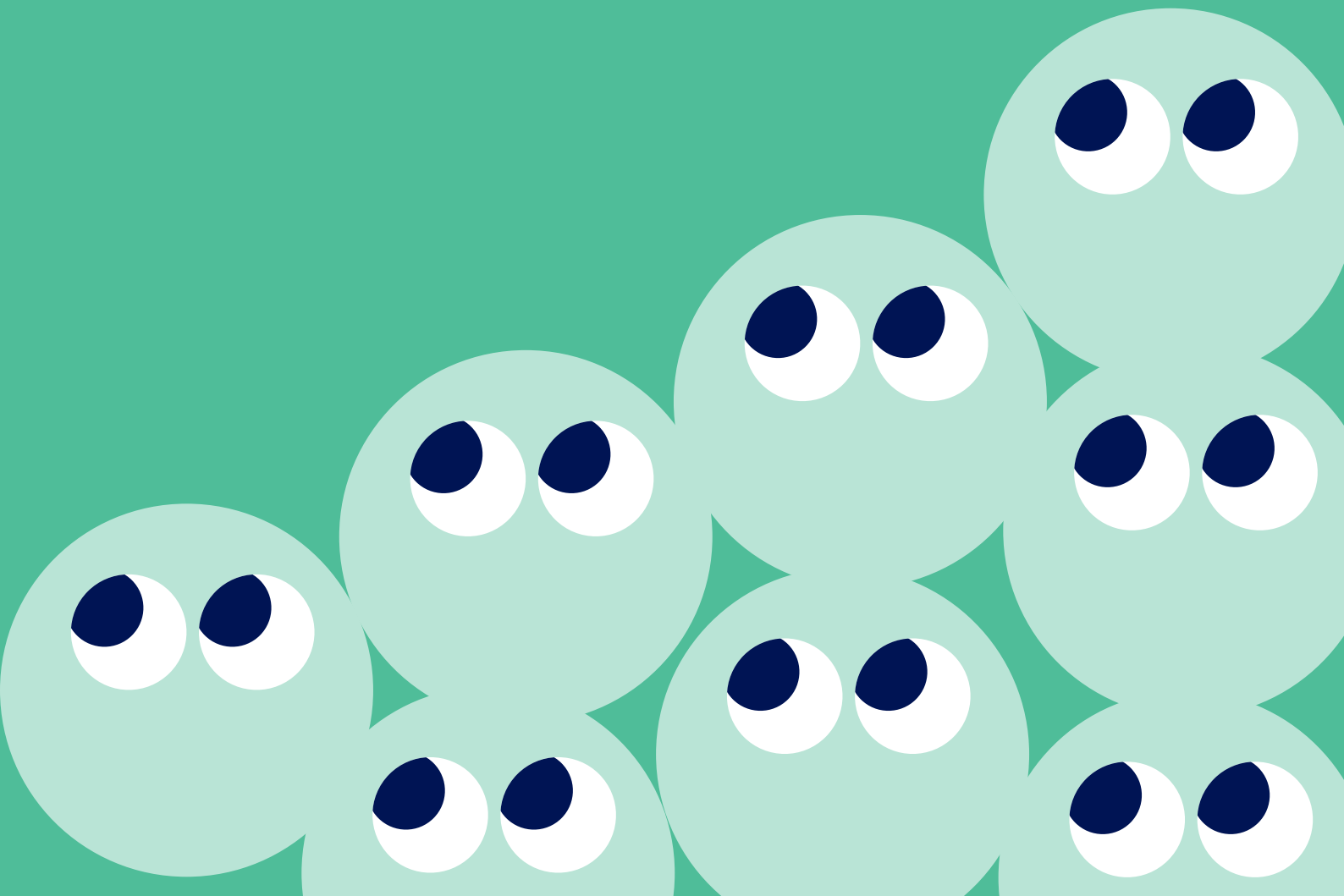
In 2024, we have continued to strengthen our leadership structures, putting in place new processes to ensure a wider range of inputs into decision-making from team leaders. Meetings of the Leadership Team continue to review all major policy updates and documents for Board and Sub-Committee meetings.

We have continued to incorporate young volunteers into our decision-making. Our two Action Panel-nominated Directors reached the end of their terms in November of this year. The National Action Panel met and proposed two successors who were approved and appointed by the Board at its final meeting of the year.

Throughout the year, our CEO has attended and represented spunout at various meetings with funders, partner organisations and decision-makers within the youth, mental health, wellbeing and digital policy spaces.



# Structure, Governance and Management



## Our Board of Directors

Our charity 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 2024, no expenses were claimed by our Directors.

The Board is required to meet at least six times each year, including for the AGM. In 2024 the Board met six times, with the AGM taking place on 5 October 2023.

Three Directors stood down from the Board at the conclusion of their terms in 2024: Maria McCann, who left the Board on 18 September, and Aisling Maloney and Ross Boyd, both of whom left the Board on 23 November.

Two new Directors joined the Board in 2024: Izzie Solan and Kacper Bogalecki, both of whom were nominated by the spunout Youth Action Panel and were appointed as Directors on 23 November.

The CEO, Ian Power, is not a member of the Board.

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

## Our Board of Directors in2024



**Tara Doyle**  
(Chair)



**Conor Nolan**  
(Treasurer)



**Suzanne Mulholland**



**Barry Ryan**



**Garrett Harte**



**Conor Healy**  
(Secretary)



**Maria McCann**



**Daniel Waugh**



**Dermot O'Sullivan**



**Ross Boyd**



**Izzie Solan**



**Kacper Bogalecki**



**Aisling Maloney**



**Dr Gillian O'Brien**



**Danielle Martin**

Board Member	Member Since	Experience	Meetings Attended
Tara Doyle (Chair)	01/03/22	Tara is Partner and Head of Asset Management Department at Matheson. She 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 a Board member and former Chair of World Vision Ireland.	6/6
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.	4/6
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 former 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.	5/6
Garrett Harte	02/09/23	Garrett is a communications and public affairs expert, a Senior Industry Advisor with the European Bank for Reconstruction & Development, and visiting lecturer at DCU. He is former Editor-in-Chief of Newstalk and a founder/managing director of Harte Media.	5/6
Conor Healy (Secretary)	01/03/22	Conor is a Corporate Counsel & Company Secretary at Tirlán. He has extensive experience in Irish corporate law, commercial contracts, corporate governance and regulatory compliance.	4/6
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.	5/6
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.	5/6
Dr Gillian O'Brien	02/09/23	Gillian is a Senior Healthcare & Management Consultant with Ernst & Young, and a former Clinical Director of Jigsaw, the National Centre for Youth Mental Health. She is a trained clinical psychologist with 20 years' senior management and mental health experience.	4/6
Danielle Martin	02/09/23	Danielle is a public affairs and policy professional, working as Managing Director, Public Affairs and Regulatory with Drury Communications, with responsibility for oversight and delivery across public affairs, corporate and crisis communications.	5/6
Maria McCann (resigned 18/09/24)	13/04/19	Maria is an organisational psychologist and formerly 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.	2/4
Aisling Maloney (resigned 23/11/24)	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.	5/6
Ross Boyd (resigned 23/11/24)	17/09/22	Ross was nominated by the Youth Action Panel to join the Board in 2022. He is a former Vice President for Campaigns with the Union of Students in Ireland and a former Vice President for Community and Citizenship with DCU Students Union.	5/6
Kacper Bogalecki (appointed 23/11/24)	23/11/24	Kacper was nominated by the Youth Action Panel to join the Board in 2024. He attends UCC as a medical student, where he serves as an Executive Representative for the Students Union. Kacper is also a former Officer of Irish Second-Level Students' Union.	n/a
Izzie Solan (appointed 23/11/24)	23/11/24	Izzie was nominated by the Youth Action Panel to join the Board in 2024. She is a law student and a first year Senator in Maynooth University, and is involved with the National Youth Assembly, Comhairle na nÓg, the NYCI and AAI.	n/a

## Our Board Sub-Committees

During 2024, four Sub-Committees supported the work of the Board of Directors: the Finance and Audit Sub-Committee; the Governance Strategy and Risk Sub-Committee; the People, Quality and Safety Sub-Committee; and the newly-established Fundraising Sub-Committee which held its first meeting on 15th February 2024.

**The Finance and Audit Sub-Committee** provides oversight of our financial activities; recommends and monitors the annual budget; ensures appropriate fiscal accountability and accuracy; and makes recommendations regarding the external auditors. The Sub-Committee met six times in 2024.

Sub-Committee Member	Date Appointed	Meeting Attendance 2024
Conor Nolan (Chair & Treasurer)	24/11/19	6/6
Conor Healy	18/05/22	3/6
Dermot O'Sullivan	18/05/22	6/6
Sam Brooks (Action Panel representative)	18/12/23	1/6
Aisling Maloney	15/06/23 (resigned 23/11/24)	2/5

**The Governance, Strategy and Risk sub-committee** provides oversight of our corporate governance; monitors compliance with all relevant standards including the Charities Governance Code; facilitates strategy development; and monitors systems of risk management. The sub-committee met four times in 2024.

Sub-Committee Member	Date Appointed	Meeting Attendance 2024
Barry Ryan (Chair)	19/05/22	4/4
Conor Healy	19/05/22	1/4
Maria McCann	19/05/22 (resigned 18/09/2024)	1/2
Aisling Comiskey (Action Panel representative)	18/12/23	2/4

**The People, Quality and Safety Sub-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. The Sub-Committee met four times in 2024.

Sub-Committee Member	Date Appointed	Meeting Attendance 2024
Suzanne Mulholland (Chair)	23/06/22	3/4
Daniel Waugh	23/06/22	3/4
Ross Boyd	06/06/23 (resigned 23/11/24)	3/4
Dr Gillian O'Brien	05/10/23	3/4
Kim Dempsey (External Member)	11/07/22	2/4
Fatima Ismail (Action Panel representative)	18/12/23	2/4

**The Fundraising Sub-Committee** helps to ensure the continuing financial stability of spunout. As part of this, it develops and oversees the implementation of spunout's fundraising strategy. The Sub-Committee met four times in 2024.

Sub-Committee Member	Date Appointed	Meeting Attendance 2024
Garrett Harte (Chair)	15/02/24	4/4
Danielle Martin	15/02/24	3/4
Kacper Bogalecki (Action Panel representative)	15/02/24	4/4

# 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

Our CEO throughout 2024 was Ian Power, who was first appointed in 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 2024	
Ian Power	CEO
Maria Towey	Director, People & Operations
Kiki Martire	Director, Digital Content
Tara Logan Buckley	Director, Clinical Support
Eibhlín McNamara	Deputy Director, Clinical Support
Dubheasa Kelly	Head of Governance and Strategy

### Staffing And Volunteers

At the end of 2024, the Charity employed 53 people: 31 full-time and 22 in part-time or shift work. Our work is also supported by hundreds of volunteers, including 188 Text About It volunteers, 173 Action Panel members, 65 Voices content creators and 46 youth proofers throughout 2024, 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 2024, two members of staff earned salaries within the €60,001- €70,000 band, three members of staff earned salaries within the €70,001- €80,000 band, and one staff member was within the €80,001-€90,000 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.

Our Charity 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 Information service users, and our post-conversation surveys for Text About It and Youth Information Chat service users.

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



## 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 2024, the Board determined to set the Charity's overall risk appetite as 'low'.

The top risks for the Charity in 2024 centred on data and information security. Implementation of a detailed risk management plan throughout the year resulted in both risk areas being downgraded to reduced scores. Heading into 2025, the highest-ranked risk areas for the organisation centre around our reliance on technology vendors and the potential threat of network services outages to timely provision of the Text About It service.

## Our Future

In 2025, spunout will continue to pursue our five priority action areas of mental health, healthy relationships, economic opportunity, anti-racism and climate action across the five pillars and six enabling actions set out in our strategy.

The organisation will continue its work to develop and grow our existing services: spunout's digital content, Text About It, Youth Information Chat and spunout Voices.

We will redesign and relaunch our spunout Compass service, currently in beta, into a dynamic, responsive tool for young people to be connected with the education and employment information best suited to their unique needs and circumstances.

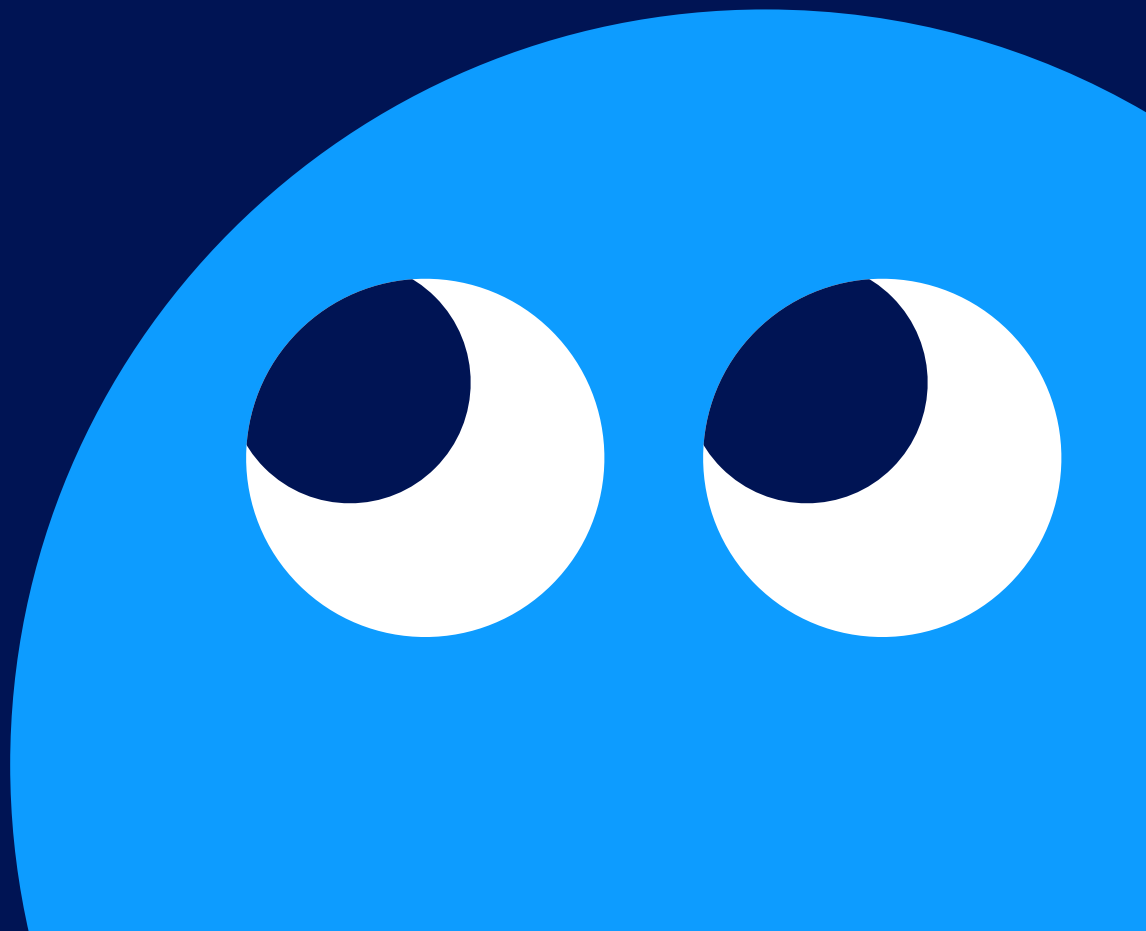
We will officially launch spunout Navigator, which will anticipate young people's information needs and connect them with appropriate support. Work will also begin on developing spunout Insights, a brand-new project that will harness the data insights available to our services, and promote the voices and opinions of young people at every level of decision making in Ireland.

Achieving these goals across the next few years, along with consolidating and scaling the projects we already operate, will represent the largest planned expansion of our charity's work since its foundation, nearly twenty years ago.

Drawing on the lessons learned from the successful launch of the Text About It and Youth Information Chat projects, we will aim to ensure that each of our interventions, new and old, meets the strategic targets we have set for ourselves.

Above all, we will ensure that our work continues to empower young people across Ireland, taking major steps towards our goal of a country in which every young person is supported to thrive.

# Our Financial Statements



# Our Financial Review And Financial Position

## INCOME

Total income was €3,381,664 during 2024, compared with €2,743,665 in 2023 with 96% of income restricted (2023: 95%).

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 2024 funding from these sources amounted to €126,865 (2023: €127,323).

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

## EXPENDITURE

Total expenditure during 2024 was €3,343,002, compared with €2,704,094 in 2023. Staff costs, professional services & marketing costs continued to represent the most significant expenditure during 2024.

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 costs of providing services to beneficiaries. In all cases, the costs of service provision 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 surplus for the year of €38,662 (2023: surplus of €39,571).

The Charity has a net asset position of €202,552 at 31 December 2024, compared with €163,890 in 2023.

The Charity has €390,467 cash on hand at the end of 2024.

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 2024, the desired level of unrestricted reserves is set at three months of operating costs, or €825,000. On 31 December 2024 we held €202,552 in reserves, compared with €163,890 at the end of 2023.

The Charity continues to work towards compliance with its stated reserves policy.

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 Finance & Audit Sub-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 financial events affecting the company since year end.

In February 2025, the CEO tendered his resignation after 12 years of service. The Board of Directors has appointed an Acting CEO and an external executive search firm to manage the recruitment of a new CEO.

Approved by the members of the Board of Directors on 10 May 2025 and signed on their behalf by:


**Conor Nolan**



Treasurer

**Date:** 10 May 2025

**Tara Doyle**



Chairperson

**Date:** 10 May 2025

## **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 2024 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 2024 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.



**Tomás Plunkett**

**for and on behalf of**

**Woods and Partners Limited**

Chartered Accountants and Registered Auditor

The Taney Buildings

3 Eglinton Terrace

Dundrum

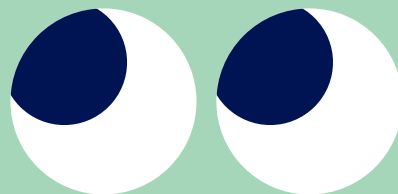
Dublin 14

Date: 10 May 2025



# Statement of Financial Activities

FOR THE YEAR ENDED 31 DECEMBER 2024



**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

	Note	Restricted funds 2024	Unrestricted funds 2024	Total funds 2024	Total funds 2023
		€	€	€	€
<b>Income from:</b>					
Charitable activities	4	3,223,062	73,742	3,296,804	2,674,473
Fundraising activities	5	-	52,334	52,334	38,351
Other income	6	31,737	789	32,526	30,841
<b>Total income</b>		<b>3,254,799</b>	<b>126,865</b>	<b>3,381,664</b>	<b>2,743,665</b>
<b>Expenditure on:</b>					
Cost of generating funds	7	-	14,178	14,178	40,737
Charitable activities	8	3,254,799	74,025	3,328,824	2,663,357
<b>Total expenditure</b>		<b>3,254,799</b>	<b>88,203</b>	<b>3,343,002</b>	<b>2,704,094</b>
<b>Net movement in funds</b>		<b>-</b>	<b>38,662</b>	<b>38,662</b>	<b>39,571</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	163,890	163,890	124,319
Net movement in funds		-	38,662	38,662	39,571
<b>Total funds carried forward</b>		<b>-</b>	<b>202,552</b>	<b>202,552</b>	<b>163,890</b>

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


The notes on pages 70 to 87 form part of these financial statements.

## BALANCE SHEET AS AT 31 DECEMBER 2025

		2024	2023
		€	€
<b>Fixed assets</b>			
Tangible assets	13	59,054	90,598
		59,054	90,598
<b>Current assets</b>			
Debtors	14	134,332	43,969
Cash at bank and in hand	21	390,467	395,359
		524,799	439,328
Creditors: amounts falling due within one year	15	(381,301)	(366,036)
<b>Net current assets</b>		143,498	73,292
<b>Total assets less current liabilities</b>		202,552	163,890
<b>Total net assets</b>		202,552	163,890
<b>Charity Funds</b>			
Restricted funds	17	-	-
Unrestricted funds	17	202,552	163,890
<b>Total funds</b>		202,552	163,890

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

**Conor Nolan**



Treasurer

**Date:** 10 May 2025

**Tara Doyle**



Chairperson

**Date:** 10 May 2025

The notes on pages 70 to 87 form part of these financial statements.

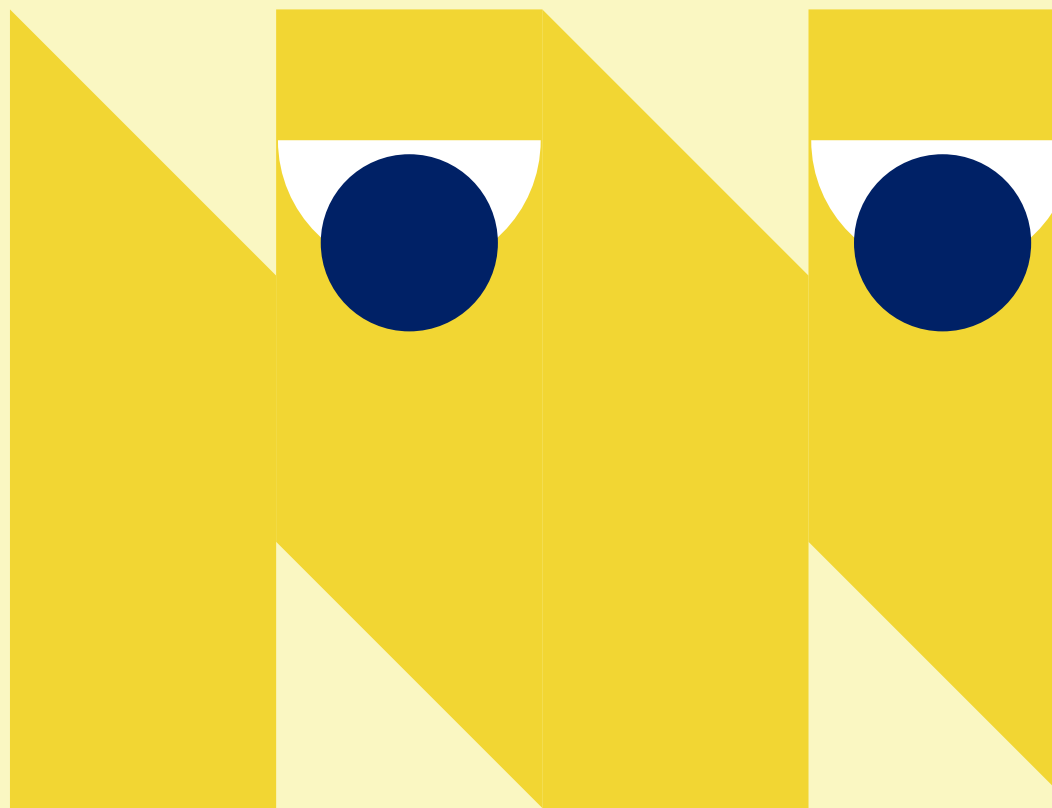
## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
	€	€
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	2,597	111,752
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible fixed assets	789	950
Purchase of tangible fixed assets	(8,278)	(42,585)
<b>Net cash used in investing activities</b>	<b>(7,489)</b>	<b>(41,635)</b>
<b>Cash flows from financing activities</b>	-	-
<b>Net cash provided by financing activities</b>	-	-
<b>Change in cash and cash equivalents in the year</b>	<b>(4,892)</b>	<b>(153,387)</b>
Cash and cash equivalents at the beginning of the year	395,359	548,726
<b>Cash and cash equivalents at the end of the year</b>	<b>390,467</b>	<b>395,359</b>

The notes on pages 70 to 87 form part of these financial statements.

# Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2024



## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

### 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 the Charity 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 as deferred income 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.

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.

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 statement of financial activities at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the statement of financial activities 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%
Website	33%

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 advance 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 €242,624 (2023: €243,662).

#### 4. Income From Charitable Activities

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024
	€	€	€
Health Service Executive	2,729,025	-	2,729,025
Department of Children, Disability, Equality, Integration & Youth - Youth Services Grant Scheme administered by Pobal	125,487	-	125,487
Department of Children, Equality, Disability, Integration & Youth - Youth Information Centre Scheme administered by City of Dublin Youth Services Board	109,441	-	109,441
Department of Children, Equality, Disability, Integration & Youth - Youth Climate Justice Fund administered by Pobal	32,610	-	32,610
Community Foundation Ireland	14,500	5,000	19,500
Other income	31,550	68,742	100,292
Department of Rural & Community Development -Scheme to Support National Organisations administered by Pobal	81,167	-	81,167
Rethink Ireland: Innovate Together Fund	99,282	-	99,282
<b>Total 2024</b>	<b>3,223,062</b>	<b>73,742</b>	<b>3,296,804</b>

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	€	€	€
Health Service Executive	2,020,823	-	2,020,823
Department of Children, Equality, Disability, Integration & Youth - Youth Services Grant Scheme administered by Pobal	119,511	-	119,511
Department of Children, Equality, Disability, Integration & Youth - Youth Information Centre Scheme administered by City of Dublin Youth Services Board	150,045	-	150,045
Department of Children, Equality, Disability, Integration & Youth - Youth Climate Justice Fund administered by Pobal	49,056	-	49,056
Community Foundation Ireland	9,600	55,000	64,600
Other income	142,083	33,022	175,105
Department of Rural & Community Development - Scheme to Support National Organisations administered by Pobal	82,585	-	82,585
Rethink Ireland - Innovate Together Fund	12,748	-	12,748
<b>Total 2023</b>	<b>2,586,451</b>	<b>88,022</b>	<b>2,674,473</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

Name of grant:	Section 39 Health Act 2004: Non-Acute/Community Agencies Grant-in-Aid Funding 2024
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 ('Text About It').
Amount & term:	€2,551,488 for the calendar year of 2024
Amount received in 2024:	€2,551,488
Amount taken into income in 2024:	€2,729,025
Amount deferred from 2023:	€150,000
Amount deferred to 2025:	€117,583

#### DEPARTMENT OF CHILDREN, EQUALITY, DISABILITY, INTEGRATION & YOUTH

Name of grant	Youth Information Centre Scheme administered by City of Dublin Youth Services Board
Purpose	Forming strong strategic partnerships with existing Youth Information Centres 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.
Amount and term	€109,441 for the calendar year 2024
Amount received in 2024	€109,441
Amount taken into income in 2024	€109,441

Name of grant	Youth Services Grant Scheme administered by Pobal
Purpose	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.
Amount & term	€125,487 for calendar year 2024
Amount received in 2024	€125,487
Amount taken into income in 2024	€125,487

Name of grant	Youth Climate Justice Fund administered by Pobal
Purpose	To support projects on climate justice, including raising awareness about climate justice issues amongst young people and empowering young people to take climate action.
Amount & term	€38,220 for calendar year 2024
Amount received in 2024	€38,220
Amount taken into income in 2024	€32,610
Amount deferred to 2025 to be refunded	€5,610

## DEPARTMENT OF RURAL & COMMUNITY DEVELOPMENT

Name of grant	Scheme to Support National Organisations administered by Pobal.
Purpose	To fund the full-time roles of Digital Services Manager and Head of Governance and Strategy.
Amount & term	€260,653 over a 36-month period from 1 July 2022 to 30 June 2025.
Amount received in 2024	€71,300
Amount taken into income in 2024	€81,167
Amount accrued	€9,870

## 5. Income From Fundraising Activities

	Unrestricted funds 2024	Total funds 2024
	€	€
Corporate fundraising	40,662	<b>40,662</b>
Public fundraising	11,672	<b>11,672</b>
	52,334	<b>52,334</b>

	Unrestricted funds 2023	Total funds 2023
	€	€
Corporate fundraising	29,296	29,296
Public fundraising	9,055	9,055
	38,351	38,351

## 6. Other Income

	Restricted funds 2024	Unrestricted funds 2024	Total funds 2024
	€	€	€
Amortisation of capital grants	31,737	-	31,737
Gain on sale of fixed assets	-	789	789
	31,737	789	32,526

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	€	€	€
Amortisation of capital grants	29,891	-	29,891
Gain on sale of fixed assets	-	950	950
	29,891	950	30,841

## 7. Fundraising Expenses

	Unrestricted funds 2024	Total funds 2024
	€	€
Fundraising non pay costs	107	107
Fundraising pay costs	14,071	14,071
	14,178	14,178

	Unrestricted funds 2024	Total funds 2023
	€	€
Fundraising non pay costs	6,000	6,000
Fundraising pay costs	34,737	34,737
	40,737	40,737

## 8. Analysis Of Expenditure On Charitable Activities

Summary by fund type	Restricted funds 2024	Unrestricted funds 2024	Total 2024
	€	€	€
Staff costs	2,427,905	39,464	2,467,369
Direct charitable activities	729,969	20,432	750,401
Governance costs	65,188	6,044	71,231
Depreciation	31,737	8,085	39,822
	3,254,799	74,025	3,328,824

	Restricted funds 2023	Unrestricted funds 2023	Total 2023
	€	€	€
Staff costs	2,059,259	20,805	2,080,064
Direct charitable activities	458,910	22,836	481,746
Governance costs	58,319	1,003	59,322
Depreciation	39,854	2,371	42,225
	2,616,342	47,015	2,663,357

## 9. Expenditure By Activity

	Restricted funds 2024	Unrestricted funds 2024	Total funds 2024
	€	€	€
<b>Governance costs</b>			
Accountancy	56,438	5,223	61,661
Audit remuneration	8,613	805	9,418
Board recruitment	137	16	153
	65,188	6,044	71,232
<b>Direct charitable activities</b>			
Rent and service charges	32,581	3,363	35,994
Insurance	13,538	1,258	14,796
Electricity	2,394	223	2,617
Postage and couriers	2,408	(51)	2,357
Office costs	5,490	746	6,236
Subscriptions	7,166	843	8,009
Telephone	12,421	294	12,715
IT Costs	242,402	5,160	247,562
Bank charges	250	894	1,144
Marketing	216,177	3,243	219,420
Youth participation	15,288	72	15,360
Professional services	179,854	4,387	184,241
	729,969	20,432	750,401
	795,157	26,276	821,633

## 9. Expenditure By Activity (continued)

	Restricted funds 2023	Unrestricted funds 2023	Total Funds 2023
	€	€	€
<b>Governance costs</b>			
Accountancy fees	44,741	769	45,510
Auditors remuneration	7,766	134	7,900
Board recruitment	5,812	100	5,912
	58,319	1,003	59,322
<b>Direct charitable activities</b>			
Rent and service charges	35,337	607	35,944
Insurance	14,082	245	14,327
Electricity	2,231	38	2,269
Postage and couriers	3,296	84	3,380
Office costs	6,671	1,062	7,733
Subscriptions	7,818	158	7,976
Telephone	12,385	158	12,543
IT Costs	54,073	1,709	55,782
Bank charges	670	81	751
Marketing	167,977	12,484	180,461
Youth participation	13,403	2,989	16,392
Professional services	140,967	3,221	144,188
	458,910	22,836	481,746
	517,229	23,839	541,068

## 10. Auditors' Remuneration

	2024	2023
	€	€
Fees payable to the Company's auditor for the audit of the Company's annual accounts	9,418	7,900



## 11. Staff Costs

	2024	2023
	€	€
Wages and salaries	2,145,567	1,807,975
Social security costs	225,865	187,609
Other staff costs	95,937	84,480
	2,467,369	2,080,064

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

	2024	2023
	No.	No.
Charitable staff	48.0	49.0
Support staff	9.0	10.0
	57.0	59.0

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

	2024	2023
	No.	No.
In the band €60,001 - €70,000	2	3
In the band €70,001 - €80,000	2	3
In the band €80,001 - €90,00	1	-

The Board considers 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 €86,330 (2023: €78,286). The variance year-on-year represents the cumulative 8% (including back pay) pay increase to give effect to the agreement reached between the Government and the community and voluntary sector at the Workplace Relations Commission for S39 agencies.

## 12. Directors' Remuneration And Expenses

During the year, no Directors received any remuneration or other benefits (2023 - €NIL).

During the year ended 31 December 2024, no Director expenses have been incurred (2023 - €NIL).

## 13. Tangible Fixed Assets

	Fixtures and fittings	Computer equipment	Website	Total
	€	€	€	€
<b>Cost or valuation</b>				
At 1 January 2024	58,589	160,947	36,950	219,000
Additions	-	8,278	-	8,278
At 31 December 2024	58,589	169,225	36,950	264,764
<b>Depreciation</b>				
At 1 January 2024	31,733	131,077	3,078	165,888
Charge for the year	9,188	18,319	12,315	39,822
At 31 December 2024	40,921	149,396	15,393	205,710
<b>Net book value</b>				
At 31 December 2024	17,668	19,829	21,557	59,054
At 31 December 2023	26,856	29,870	33,872	90,598

## 14. Debtors

	2024	2023
	€	€
<b>Due within one year</b>		
Trade debtors	11,280	6,750
Accrued income	78,664	7,551
Prepayments	44,388	29,668
	134,332	43,969

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

	2024	2023
	€	€
Trade creditors	44,441	41,302
Accruals	42,651	31,406
Other taxation and social security	48,933	43,181
Other creditors	3,012	6,485
Deferred income	242,264	243,662
	381,301	366,036

## 16. Deferred Income

	2024	2023
	€	€
Deferred income at the beginning of the year	243,662	349,234
Amounts released to income during the year	(922,029)	(848,497)
Amounts received in the year	920,631	742,925
	242,264	243,662

## 17. Statement Of Funds

Statement of funds - current year	Balance at 1 January 2024	Income	Expenditure	Balance at 31 December 2024
	€	€	€	€
<b>Unrestricted funds</b>				
<b>General funds</b>	<b>163,890</b>	<b>126,865</b>	<b>(88,203)</b>	<b>202,552</b>
<b>Restricted funds</b>				
Restricted Funds - all funds	-	3,254,799	(3,254,799)	-
<b>Total of funds</b>	<b>163,890</b>	<b>3,381,664</b>	<b>(3,343,002)</b>	<b>202,552</b>

Statement of funds - prior year	Balance at 1 January 2023	Income	Expenditure	Balance at December 31 2023
	€	€	€	€
<b>Unrestricted funds</b>				
General funds	124,319	127,323	(87,752)	163,890
<b>Restricted funds</b>				
Restricted Funds - all funds	-	2,616,342	(2,616,342)	-
<b>Total of funds</b>	<b>124,319</b>	<b>2,743,665</b>	<b>(2,704,094)</b>	<b>163,890</b>

## 18. Summary Of Funds

Summary of funds - current year	Balance at 1 January 2024	Income	Expenditure	Balance at 31 December 2024
	€	€	€	€
General funds	163,890	126,865	(88,203)	202,552
Restricted funds	-	3,254,799	(3,254,799)	-
	163,890	3,381,664	(3,343,002)	202,552

Summary of funds - prior year	Balance at 1 January 2023	Income	Expenditure	Balance at 31 December 2023
	€	€	€	€
General funds	124,319	127,323	(87,752)	163,890
Restricted funds	-	2,616,342	(2,616,342)	-
	124,319	2,743,665	(2,704,094)	163,890

## 19. Analysis Of Net Assets Between Funds

Analysis of net assets between funds - current year	Unrestricted funds 2024	Total funds 2024
	€	€
Tangible fixed assets	59,054	59,054
Current assets	524,799	524,799
Creditors due within one year	(381,301)	(381,301)
Total	202,552	202,552

Analysis of net assets between funds - prior year	Unrestricted funds 2023	Total funds 2023
	€	€
Tangible fixed assets	90,598	90,598
Current assets	439,328	439,328
Creditors due within one year	(366,036)	(366,036)
Total	163,890	163,890

## 20. Reconciliation Of Net Movement In Funds To Net Cash Flow From Operating Activities

	2024	2023
	€	€
Net income/expenditure for the year (as per Statement of Financial Activities)	38,662	39,571
<b>Adjustments for:</b>		
Depreciation charges	39,822	42,225
Gain on the sale of fixed assets	(789)	(950)
Decrease/(increase) in debtors	(90,363)	16,114
Increase/(decrease) in creditors	15,265	(208,712)
<b>Net cash provided by/(used in) operating activities</b>	<b>2,597</b>	<b>(111,752)</b>

## 21. Analysis Of Cash And Cash Equivalents

	2024	2023
	€	€
Cash in hand	390,467	395,359
<b>Total cash and cash equivalents</b>	<b>390,467</b>	<b>395,359</b>

## 22. Analysis Of Changes In Net Debt

	At 1 Jan 2024	Cash flows	At 31 December 2024
	€	€	€
Cash at bank and in hand	395,359	(4,892)	390,467
	395,359	(4,892)	390,467

**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 the Charity is a voluntary non-executive director on the board of the Community Foundation Ireland (CFI). The Community Foundation Ireland made grants totalling €19,500 to spunout in 2024 (2023: €64,600).

**25. Post Balance Sheet Events**

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

In February 2025, the CEO tendered his resignation after 12 years of service. The Board of Directors has appointed an Acting CEO and an external executive search firm to manage the recruitment of a new CEO.

**26. Comparatives**

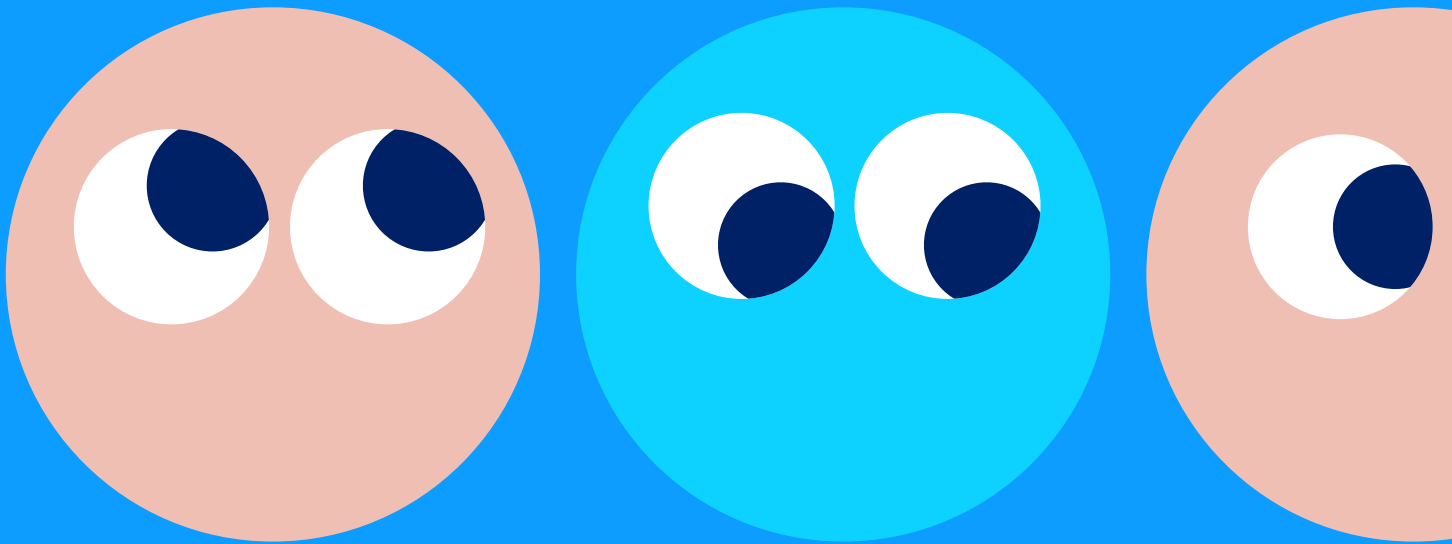
Some comparatives have been regrouped on a basis consistent with the current year.

**27. Approval Of Financial Statements**

The financial statements for the year ended 31 December 2024 were approved and authorised for issue by the Directors on 10 May 2025.

# Supplementary Information

(Not forming part of the audited financial statements)  
FOR THE YEAR ENDED 31 DECEMBER 2024





## Health Service Executive

	2024	2024	2024	2024	2023
	Health and Wellbeing	NOSP	Mental Health Division	Total	Total
	€	€	€	€	€
Grant Income	145,120	170,083	2,413,822	2,729,025	2,020,823
<b>Governance Activities</b>					
Accountancy	4,665	1,600	49,625	55,890	44,741
Auditors Remuneration	719	261	7,548	8,528	7,766
Board Recruitment	11	4	122	1372	5812
	5,395	1,865	57,295	64,555	58,319
<b>Charitable Activities</b>					
IT Costs	3,911	1,723	236,317	241,951	54,073
Rent	2,728	992	28,850	32,570	35,337
Office Costs	2,930	1,224	38,966	43,120	57,116
Professional Services	6,218	-	153,899	160,117	74,626
Marketing	2,932	33,051	173,148	209,131	166,585
Staff Costs	117,832	125,664	1,719,610	1,963,106	1,570,114
Youth Participation	3,174	5,564	5,737	14,475	4,653
	139,725	168,218	2,356,527	2,664,470	1,962,504
<b>Grant Expenditure</b>	145,120	170,083	2,413,822	2,729,025	2,020,823
<b>Net Surplus/Deficit</b>	-	-	-	-	-

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

Youth Information Centre Scheme administered by City of Dublin Youth Service Board

	2024	2023
	€	€
Grant Income	109,441	150,045
<b>Charitable Activities</b>		
Programme Costs	0	40,604
Staff Costs	109,441	109,441
	109,441	152,732
<b>Net Surplus/Deficit</b>	-	-

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

Youth Services Grant Scheme administered by Pobal

	2024	2023
	€	€
Grant Income	125,487	119,511
<b>Charitable Activities</b>		
Staff Costs	125,487	119,511
<b>Net Surplus/Deficit</b>	-	-

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

Youth Climate Justice Fund administered by Pobal

	2024	2023
	€	€
Grant Income	38,220	49,056
<b>Charitable Activities</b>		
Programme costs	16,169	20,720
Staff costs	16,441	28,336
Refunded	5,610	-
	38,220	49,056
<b>Net Surplus/Deficit</b>	-	-

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

Capital funding scheme 2022 for Staff-Led Youth Services capital grants administered by City of Dublin Youth Service Board

	2024	2023
	€	€
Grant Income	-	18,450
Costs	-	18,450
	-	18,450
<b>Net Surplus/Deficit</b>	-	-

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

National Youth Organisation Youth Capital Funding Scheme 2023 administered by Pobal

	2024	2023
	€	€
Grant Income	-	14,923
Costs	-	14,923
<b>Net Surplus/Deficit</b>	-	-

### Department of Rural & Community Development

Scheme to Support National Organisations administered by Pobal

	2024	2023
	€	€
Grant Income	71,297	82,585
Grant Income - Accrued	9,870	
<b>Charitable Activities</b>		
Staff Costs	81,167	82,585
<b>Net Surplus/Deficit</b>	-	-



Community Creations CLG  
trading as spunout

**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 (via the City of Dublin  
Youth Services Board and Pobal)  
Department of Community and Rural  
Development (via Pobal)

