

ANNUAL REPORT **2012**

YAP Ireland at a Glance 2012

78% improvement in aspirations of young people who availed of the service

528 young people and families worked with in 2012.

29 Full-time staff

351 young people matched with Advocates.

278 Active Advocates

€2.8 million in costs saved to the State as an alternative for foster care

16 areas of service provision

€8.8 million in costs saved to the state as an alternative for residential care

84% improvement in mental health

6 new HSE areas funded YAP model in 2012

10 years in Ireland

86% improvement in self-esteem/confidence

84% improvement in feeling withdrawn/isolated



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**“ A Simple
Practical
Solution. ”**
Service User



VISION:

A Society where Young People and Families are confident and connected with their communities.

MISSION:

YAP Ireland's mission is to build partnerships between vulnerable young people, their families and communities to support their full potential through a community based, strengths focused, intensive support model which provides a more effective and economic alternative to society's reliance on the direct provision of state institutions and out-of-home care services.

www.yapireland.ie

**86% improvement in Self Esteem and Confidence
of Young People on YAP Programmes –
a major indicator of improved mental health
and wellbeing.**

A Message from the Chairperson of the Board



Tommy Linnane,
Chairperson YAP Ireland.

On behalf of YAP Ireland, I am delighted to present the organisation's Annual Report for the year 2012.

At the outset I would like to express our deep sense of grief and loss at the death of Jim McMahon, an integral and dynamic member of staff who, over the years, was dedicated, enthusiastic and deeply committed to promoting the YAP model. Ar dheis Dé go raibh a anam dílis.

This has been a very eventful year on many fronts for our organisation. We celebrated the 10th anniversary of our founding, launched the Corporate Plan 2013-2018, and undertook a wide range of initiatives and measures to improve our service delivery with a review of our structures at governance and operational levels.

2012 has also been a challenging year for YAP Ireland due to funding cutbacks averaging 7.5% over the past number of years. Despite this financial backdrop, YAP continued to provide services to 528 young people and families. Participation in these advocacy programmes showed major improvements for those young people across the factors that contribute best to increasing resilience, improving confidence and providing hope.

The organisation undertook an intensive re-evaluation process of our Mission Statement which was very valuable as it enabled us to re-validate the alignment of mission with practice. The Mission Statement drives the Corporate Plan and the objectives it contains.

Furthermore, the organisation engaged in a consultative process with all of our stakeholders including the Department of Children and Youth Affairs, HSE, CAMHS, Youth Work, Justice, Probation and Community and Voluntary Sector partners. This consultation indicated their support for the services we are providing. YAP continues to have a very productive and successful relationship with all its stakeholders and looks forward to continued development of these collaborative relationships.

At governance level, YAP reviewed our fiduciary and judicial responsibilities and ensured that the Board is compliant with the Code of Practice for the Governance of Charitable Bodies. A Code of Best Practice has been adopted and progressed.

In spite of the financial challenges facing YAP and all organisations operating in the community and voluntary sector, YAP Ireland continues to grow due to the cost effective service which provides positive outcomes for young people, families and referrers.

The objectives laid out in the Corporate Plan form the basis of YAP's prudent national expansion of services over the next five years. Our communication and diversification of funding policies will help raise the profile of YAP Ireland as the leading provider of intensive support programmes to vulnerable young people and their families going forward.

Finally, I would like to thank all members of the Board and staff for their commitment, dedication and progress achieved to date in supporting a high quality community-based service to young people and families.

Introduction



Siobhán O'Dwyer,
CEO of YAP Ireland

Welcome to the YAP Ireland Annual Report 2012. This has been a very exciting year for YAP Ireland as we celebrated our 10th Birthday with colleagues from YAP Inc., expanded our service into 6 new areas, restructured the organisation and had the privilege to work with 528 young people and families. YAP Ireland staff embody the strengths based values on which the YAP model is based and have supported young people with a range of difficulties in their lives to achieve major improvements in the

goals they set themselves, building hope in their future and increasing their belief in themselves. The young people are a credit to themselves and will go on to play a major role in Irish society in the future.

YAP Ireland's embodiment of a strengths based approach influences many other agencies beyond the actual number of young people and families we work with directly. Social Workers, Teachers, Gardaí, family members, neighbours, youth workers and all the other important people in the young person's life are also encouraged and supported to emphasise the strengths of the young person and to work with them and us to build on those strengths. This has a profound impact on the way that the young person and their family are viewed by others as well as, and most importantly, how they view themselves. The importance of managing risk to young people should not mean that the emphasis is only on what is wrong. In order to encourage change we must also reflect on what is working and how that can be improved further. We are heartened by the proposed Child and Family Support Agency's commitment to

ensuring a strengths based focus in assessments and listening to the voices of young people and families. We believe this will help them to provide a better service for young people and their families and we hope to play a major role in supporting them in this work.

The majority of the young people we work with are living at home (71%) which is in line with our Mission Statement of providing community based alternatives to institutional care.

YAP Ireland is an extremely cost-effective alternative to the high financial and emotional costs of care, secure and custodial settings while achieving good outcomes for young people and families and indeed, as an alternative to residential care the service has the potential to save the State in the region of €8.8million in costs.

We have looked specifically at Poverty/Deprivation, Mental Health and Wellbeing and

Education in this Annual Report as these are important issues which impact not only on young people and families but are major issues in Irish Society. The pieces below illustrate the positive impact that YAP Ireland has on these factors and how the practical application of a truly needs-led service can support

“ Recent child protection reports have highlighted the need for more effective and joined-up approaches to addressing the needs of at-risk children and young people. The YAP model has proved to be a unique way of providing highly cost effective, intensive, focused support to children, young people and families with more complex needs ”

Minister for Children
and Youth Affairs,
Frances Fitzgerald, T.D.



young people, families, other professionals and communities to work together to wrap the right services around young people and help them to achieve their goals. The impact of change in one part of these factors can and does have a beneficial effect on all of them.

The employment of community based advocates on fixed term contracts provides employment across both rural and urban communities and with the training and experience that advocates gain, they are often successful in gaining full time employment in the social care sector or indeed when posts become available in YAP Ireland. We are delighted to be able to offer employment, training and support to so many committed people across the country and are constantly impressed with the commitment to the strengths based, needs-led way of working with the people who come to work with us. The model is not only something that is taught to our staff but something that staff believe in and are committed to. The young people and families respond to them positively because they can see that belief reflected in the staff.

The organisation, through our strong partnership with the HSE and now the Child and Family Support Agency, continues to grow and offer this unique service to young people and families in more areas and we expect to continue this growth into the future. We are working with colleagues in Mental Health and Disability Services, Irish Youth Justice and Probation Services as well as partners in the community and voluntary sector to ensure that young people most in need of a service will receive it in the future.

Thanks to all staff and advocates who worked with us in the past year and I look forward to the exciting and challenging times ahead.



Positive Mental Health and Well-Being

Young Person Story

The story below is an example of a young person who availed of the YAP service and who spoke at the 10th Birthday celebration about her experience of how the intervention of YAP supported her to achieve her goals.

When I was 16 I got referred to YAP for many reasons, I wanted to drop out of school as I found the school work a big struggle and found myself being isolated. I felt like I didn't fit in with anyone and the people I hung around with were not my friends. I only hung around with them to pass the school day. I had no confidence and felt "crap" about myself. I never wanted to leave the house or do anything. I just wanted to sit in my room all day watching TV.

I had a really bad anger problem and would always take things out on my mother and sisters. I was a violent/ aggressive person who always blamed everyone for things. I felt like I was the black sheep in the family and that no one liked me. I hung around with a bad group and was doing inappropriate things. I was lying to my parents and was sneaking out of the house. I was going out with a boy who had criminal offences and who was not setting a good example to me...I finally stopped seeing everyone just to be with him. I had rows with my parents just because I wanted to be with him. I loved cars, dancing and music. I wanted more confidence and wanted to have a good life and to be on the right road.

When I was with YAP, I had a great advocate who I looked up to. Even the YAP staff were so friendly and bubbly and I always wanted to be like them. I was brought to the library and started to do some homework. My parents got advice from a teacher to have me tested to see if I had dyslexia...the results showed I had dyslexia. I got grinds and also got lots of help and support off the school.

YAP made a deal if I finished school with a good grade and continued to attend school that they would help me get my theory test done and also get a car. I finished school and got enough points to get into the course I wanted in college. I even passed my driving test and got a full licence at 17. From doing YAP it helped me decide what course I wanted which I am so grateful for.

They got me out of my house and got me to try new things. This helped me with my confidence and I feel like I am still shy but can be myself. I done dance classes and done football which made me feel great. I went to the cinema and was nice to have my advocate there to just talk about things that were on my mind.

I met some lovely people within YAP and am so happy I done YAP. If it wasn't for their time and effort, God only knows where I would be now or what I would be doing.

I am in 3rd year in college doing a social care course. At the weekends I work in Boots and also in a nightclub. I do volunteering and I try do as much training programmes as I can. I have first aid cert, and suicide intervention course done. I'm so close with my family now and I feel I am a much happier person. I am so thankful to YAP and they have made my life so much better, I have also made good relationships with the wonderful people in YAP. I am looking forward to the future.

One Good Adult

In YAP Ireland's work with 528 families we saw a positive improvement in their mental health and wellbeing using a strengths based rather than a deficit approach. The YAP model with our focus on strengths, needs and never give up approach works well with young people in supporting them to access appropriate services. Research carried out by Headstrong - 'My World Survey' (2012) reported that close to one in three young people have experienced mental health distress. The Survey captured the views of almost 14,500 young people and of these young people, 70% reported receiving support or very high support from 'One Good Adult'.

The report highlights the importance of the presence of 'One Good Adult' in promoting the mental health of young people; YAP does exactly this through its model of service provision which focuses on strengths rather than deficiencies.

" I focus on the young person's qualities and strengths and helping them realise the positive things they have in their life because it is very easy for any of us to focus on the difficulties we are going through and forget about the good things we have in life. So I therefore support the young person through their difficulties and help them find ways in moving on from past experiences and looking towards a more positive future. "

Advocate, Dublin

The poem below was written by a young person who is experiencing mental health difficulties. He wanted to express his experience of how important it is to be seen for his strengths and not his illness. This was presented to those working in the mental health sector as part of a study visit by Swedish Professionals to YAP Ireland in November 2012.

'My Words' by a young person from Dublin on the YAP programme

*Living with an illness is hard not just on you but on people around you.
Some people may say it's a disease but it's not it's what you make of it.
You need to find inspiration mine is my family they love and support me even in the hard times.
It's not about anxiety this or depression that it's about how you cope with it.
Thoughts are hard just make sure you know they are not real.
Thoughts may seem like the end of the world but just keep your head up they can't hurt you.
People need to realise we are all the same.*

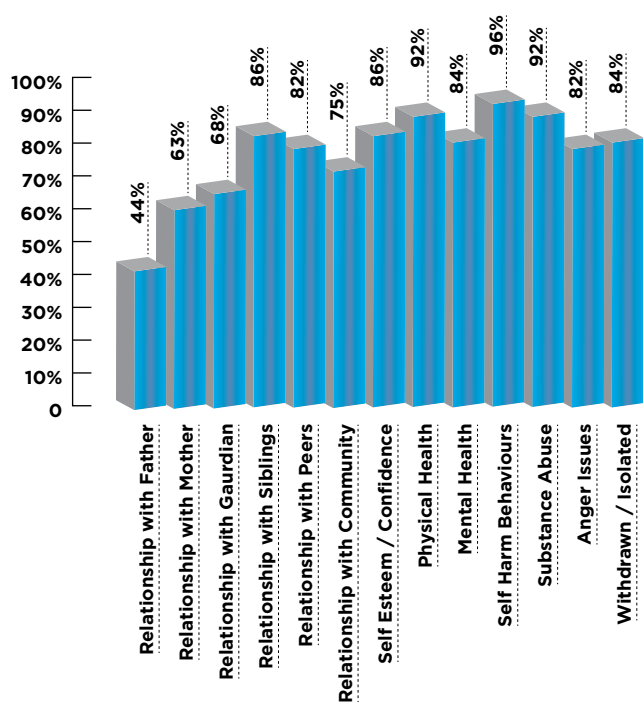
YAP has seen an increase in the number of young people who have a mental health or disability diagnosis – out of 604 young people worked with from June 2011 to December 2012, 157 had a mental health or disability diagnosis with a further 34 awaiting assessment at referral to YAP. The majority of our young people diagnosed with a disability are diagnosed with ADHD or ADD. A large number of these young people are not attending their GP or local Child and Adolescent Mental Health Service and we work closely with them and their families/carers to support them to access services. An added factor is that 50% of young people referred to YAP Ireland in 2012 have a family history of drug or alcohol misuse which is a high risk indicator in child protection, mental health and substance misuse.

“ On one case I had, I was working with a young person who was dealing with emotional difficulties and the young person that I met at the beginning of the case was a different person by the end. Throughout the six months there were a number of highs and lows and difficulties we had to work through. At the beginning this girl felt angry, upset and stuck in life. She felt there was no way forward and that no one could help her. Through working with her and supporting her we built on her self-confidence, esteem and looked at what she wanted in life for the future and what she wanted to let go of. We also got her back into education in a course she was interested in and she really loved it. Her family even stated that they noticed a difference in her behaviour, appearance and overall happiness from the support of YAP. It was a great case to be part of and I was really proud of the progress she had made throughout her time in YAP. ”

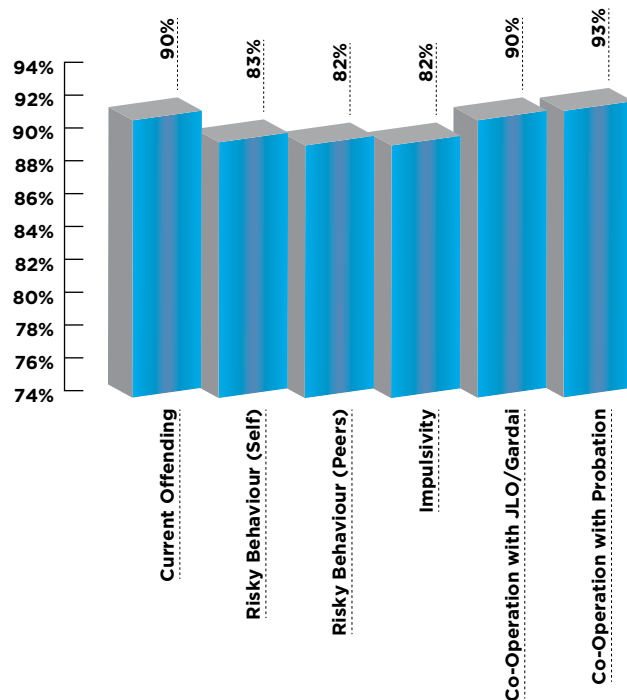
Advocate, Dublin

The below charts gathered from our outcomes measurement system show the impact on the improvement of wellbeing on the young people who have availed of the service in 2012. Through YAP intervention, 86% felt that they had improved in self-confidence and self-esteem. 84% showed an improvement in their mental health and emotional well-being, 83% showed an improvement in risky behaviour and 82% showed an improvement in their understanding around to the consequences to their behaviours.

% Improvement Self



% Improvement Offending Behaviour



Gabriel's Story

Young person with a disability living with his Advocate in Cavan

When I first heard of YAP I was excited about the opportunity they laid out for me; supported living to succeed in college in Cavan. This was exciting as I didn't want to travel anymore to college and wanted to live away from home like everyone else my age. YAP was extremely helpful, helping me settle into a new environment in Cavan quickly. This motivated me a lot more to work in college and pass the year as well as learn many independent living skills. My Advocate has been supportive, encouraging and patient with me throughout my stay which I appreciate a lot, although his bad puns need to be dealt with by management!! I feel I can be open and honest and I can make mistakes and learn from them in a safe environment. I have learned to budget, cook and clean and to look after myself. I admit I thought I was able to live alone when I started with YAP but I soon realised I had a lot to learn. I feel when I move on from YAP that I will have new skills to one day live alone and cope well. Sometimes with YAP I felt I was monitored too much and people had too much say in what I do even though I know people are only looking out for me. Overall, I would say my whole experience has been enjoyable and difficult but most definitely worthwhile.

Poverty/Disadvantage

In our experience families experiencing poverty and disadvantage can become very demoralised and hopeless about ever changing that situation, particularly in the current economic climate. YAP, with its strengths based approach, supports families to improve their situation by helping them to claim entitlements, providing practical support and building community alliances that will support them into the future. Many of the young people and families we worked with in 2012 were facing some very difficult times due to the economic downturn. The latest figures from the CSO (2013) report an increase in the consistent poverty rate for children in 2011¹, showing that the issue of poverty is very prevalent for children living in Ireland today. The recent SILC survey (2013) shows that those living in households of one adult with one or more children and that those living in households where there was no one at work were most at risk of poverty². In 2012, our data shows that 55% of the young people we worked with live in households headed by a single parent, 52% of these reported to have a full medical card and 55% of primary carers were relying on state payments with their main occupation reported as 'home duties/looking after family'.

In our experience it is very important to offer families simple practical solutions to help them to cope with these circumstances. The strengths based focus supports families in decisions about:

(1) What they need?

(2) What they want to change?

(3) How they can change it?

¹ CSO (2013) 'Survey on Income and Living Conditions (SILC): 2011 & Revised 2010 Results'. CSO: Dublin, p. 1.

² Ibid, p. 3.

We motivate and encourage families to improve their situation and believe in themselves.

For example in Louth in 2012, Susie the Advocate, supported a family to clear out a spare room which was cluttered with old clothes and bikes whilst the family lived in cramped conditions in the other two bedrooms. Susie organised the donation of paint from a local hardware store to help the family improve their living accommodation. The room was painted and decorated with furniture donated from family members and connections Susie had in the community. This enabled the family to create a more sustainable home which then decreased the number of arguments and made their home a more comfortable and enjoyable place to be in. This then had a knock on effect for the family and young person, who went on to meet the other goals that they had set for themselves.

Community links - A Hobby for Life

“ YAP is great. It gives the Young Person time out with the Advocate. They have been undertaking projects that he's interested in like his bike and rapping. It is really connecting him to the community. ”

Parent, Cork

In 2012, YAP Ireland has found that young people and families are experiencing a high level of isolation in their own communities, both urban and rural. The above quote shows that young people have an interest in their communities if the community can work alongside them to develop their strengths and interests. A number of young people with an interest in animals have found voluntary and or part-time work in local animal shelters. They had been given the opportunity to volunteer with their Advocate initially and continued volunteering after they finished on the YAP programme as they grew in self-esteem and confidence. Others have had the opportunity to gain work experience in areas such as hairdressing, nail salons and horse stables within their local communities. The links mainly come from locally based Advocates who know individuals working in the different professions, and who were willing to offer the opportunity to the young people. Lessons were sourced initially for a number of young people who were interested in horse riding as part of their individual service plan. In order to sustain the lessons, the young people agreed to clean the stables and horses in exchange for riding lessons; giving them the opportunity to explore different career pathways.

Parents and carers have recognised the importance of YAP's community base and when asked 'what is good about YAP' gave the following responses:

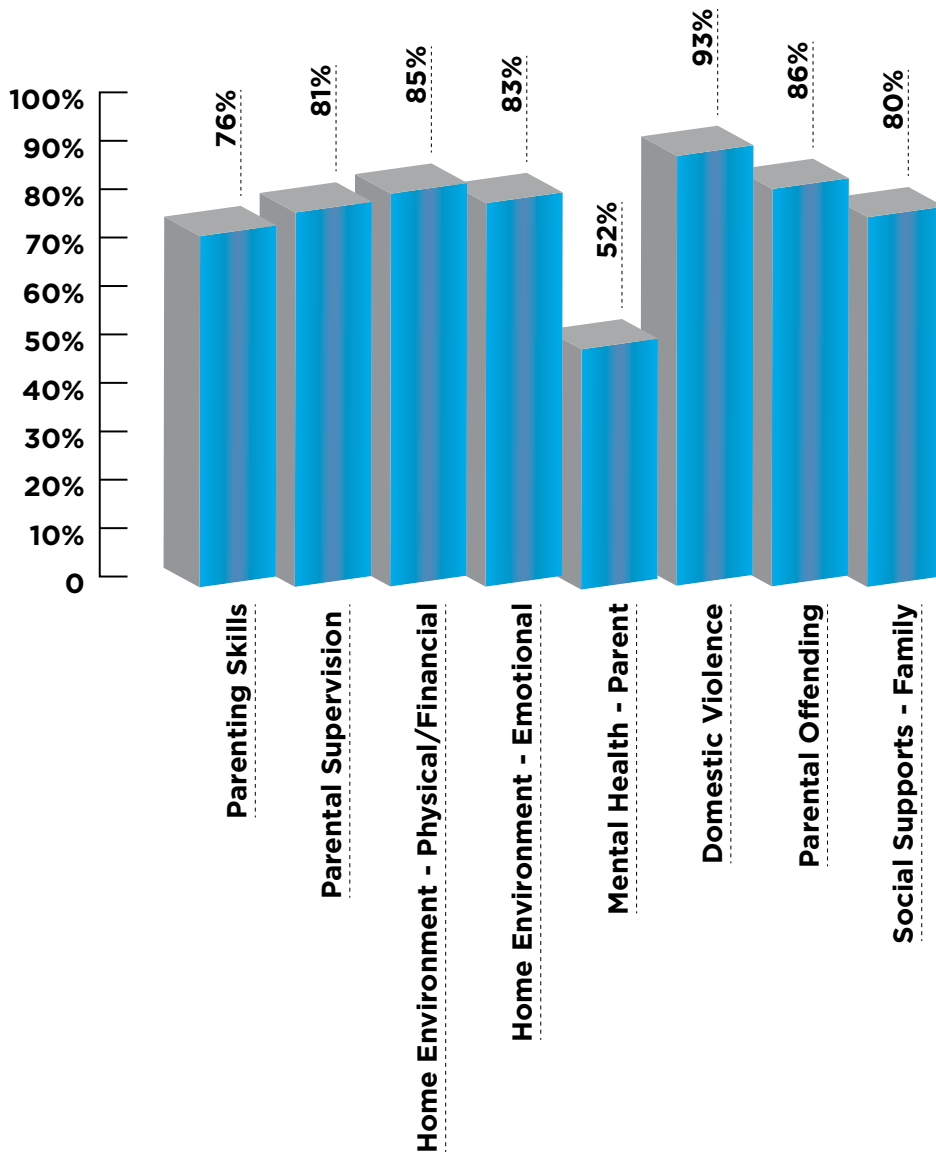
“ The relationship YAP and the Advocate have with my child. I like that they take my child out and take the time to listen to him. They are always there to help. ”

Parent, Dublin

“ YAP can be the cement in a young person's life. A trip to the cinema, a football match, a round of pitch and putt or a plain burger and coffee can be a prelude to getting to the root of the real problem. ”

Advocate, Meath

The YAP model is successful in providing long lasting and positive community links for families. For example, the below chart shows that 80% of parents/carers reported an improvement in social supports for the family through YAP intervention, 76% of parents/carers reported an improvement in their parenting skills.

% Improvement Offending Behaviour

"I think that advocates really can make a change in the lives of the young person they work with, just by being a positive influence, and giving them a positive six month long experience, in which they learn new skills they'll have forever, and make memories they can always look back on."

Advocate, Cavan/Monaghan

Only 37% of our young people and families were linking in with other community services on a weekly basis at the beginning of their YAP programme. Our outcomes data shows an 84% improvement in this area at the end of the programme with these young people and families feeling less withdrawn or isolated from their community.

Education

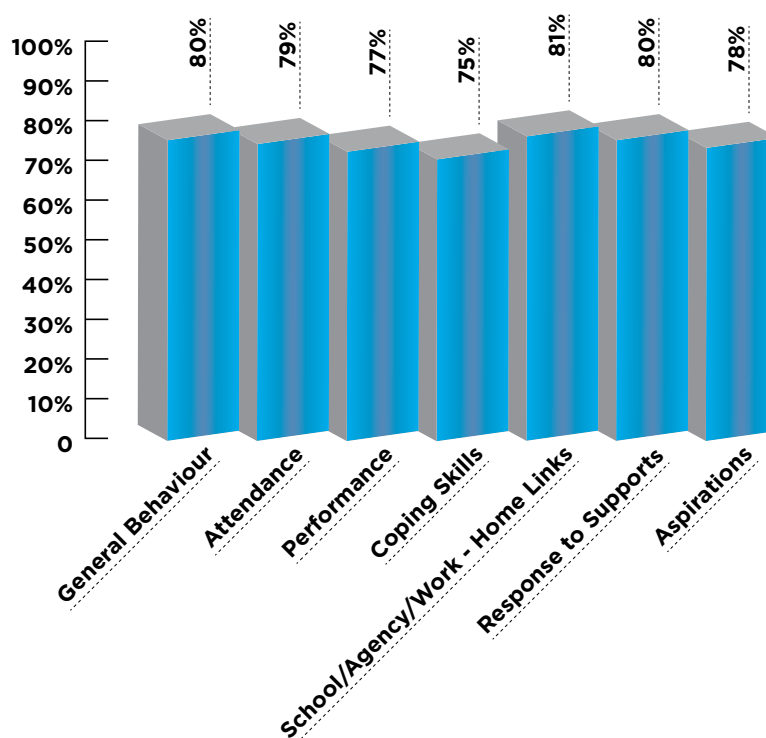
Young People continuously identify school and education as a major positive and sometimes a potentially negative factor in their lives. Research shows that there is a strong correlation between educational attainment and socio-economic status. Through its strengths based model and working in partnership with schools and families, YAP Ireland continues to link young people with the education system and provides them with the supports they need to improve their futures. The majority of young people receiving the service were attending school (75%) and of those who were, 60% were attending on a regular basis. An additional 10% were availing of alternative education. A very small percentage have been expelled (1%) or suspended from school and 7% are attending of Special needs education.

“ You are a mentor to them in the sense that they learn from your behaviour for example how to shop and budget, how to interact with other people and what acceptable behaviour is. ”

Advocate, Meath

In 2012, YAP continued to build on the recommendations from our “Education for All” conference in 2011. Our outcomes data on education (in the below chart) shows that through YAP intervention, 80% reported an improvement in general behaviour in school, 79% reported an improvement in school attendance and 78% reported an improvement in aspirations at the end of their YAP Programme. Typically the type of support an Advocate would provide in this area could be support in attending school, support with homework or supporting a young person to voice their concerns in school through the appropriate channels.

% Improvement Education



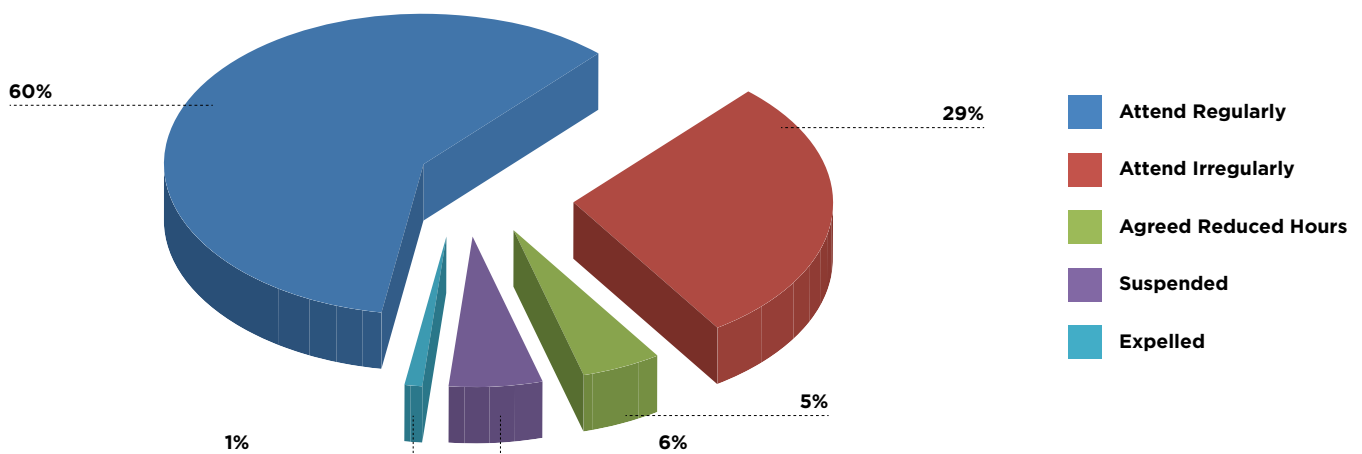
Developing skills for life

The below story by an Advocate in Cork demonstrates how listening and reflecting back to young people enables them to find their own solutions which has a longer term effect on their own outcomes.

“ My young person had a pattern of school avoidance and this was a very important year as she was to sit her Junior cert. Her teachers and mum were very frustrated with her as everyone could see how bright she was and how much potential she had. In the beginning she went to school, but the pattern re-emerged as our time together went on and as the pressure of the Pre exams came up. At the Individualised Service Plan meetings she heard this frustration (from school counsellors, social worker, and mum) and in our space together she was able to reflect on this and to come up with solutions. Through the reflective space she was able to identify that this reluctance was a symptom of something else. She could identify the problem herself when we spoke about it, but in the beginning she felt nothing would change and she was ‘hopeless’. By the end she had tried out different solutions herself - not all of them worked, but it did get her thinking and trying things out. She identified a pattern of not finishing things and took steps to change this - she rejoined clubs and recommitted to the leaders of those clubs making them aware of her difficulties around this. This gave her a sense of ownership and she continues to attend. She did come up with the solutions, and now she has a whole new toolbox at her disposal. She learned to negotiate with adults, including her mum, instead of just shutting us out thinking we would never understand. ”

Advocate, Cork

Young People on YAP Programme in School



Speech by Liza Santoro, parent of young person who availed of the YAP Ireland service in Meath

Presented at the 10th Birthday Celebration on 8th November

I am here today to talk about our family's experience of working with YAP.

Most people assume children that get into trouble come from difficult backgrounds such as an underprivileged or problematic home life, that's not always true as we as a family know. Our son comes from a comfortable background, where he is loved by his parents, siblings and extended family.

We have three children, Santino is our youngest child. We never had any problems with our two older children. When Santino started secondary school, our problems began. He was being suspended on a regular basis either for fighting or being defiant. He got involved with a group of youths that were known as trouble makers in the town and all known to the local Gardaí.

Santino was out of control, and we knew as a family we needed outside help. If we did nothing he was either going to end up dead or in prison. It is very difficult as parents to realize and admit you need help with your own child, especially from strangers.

We were referred to YAP by Santino's psychologist. We agreed as a family to get involved in the YAP programme - it was the best decision we ever made with regards to Santino's future.

Santino was allocated a male YAP worker called Dave. They both worked on his social skills, anger management and his theory test. Other activities included boxing and going to the gym, Santino started opening up more about his feelings to Dave and then us.

We would have regular family meetings with YAP, they encouraged us and Santino to look at what he was good at and all the positives. This helped him regain his self-esteem and self-respect. With the help and support of YAP and its staff we have our son back, a happy polite young man with a promising future.

He is currently studying performing arts in Dublin and doing very well. We are very proud that our son was willing to get involved with YAP and with what he has achieved to date.

I truly believe more young people and families in crisis should have access to the support YAP offers. It is a valuable and amazing organisation with wonderful staff that give one hundred percent to families.

*Thank you YAP.
Liza Santoro.*

Participation & Consultation 2012

The YAP Ireland Participation Strategy ensures that the voices of young people and families are able to influence YAP services and social policy issues that directly affect them such as Education, Drugs and Alcohol and Mental Health.

YAP has a strong programme of participation around the country and 2012 was a busy year for both the parents and young people's groups. Participation provides an opportunity for parents to come together with other parents socially, to take part in practical programmes and activities such as art or cooking as well as inviting speakers.

For young people, the participation groups offer opportunities to work as a group, identify issues of interest and take action. In 2012 a young person from Cork, Brian, had questions and concerns about the Children's Referendum, and with the help of YAP he had a meeting with Minister Kathleen Lynch to put some questions to her!



Galway Youth Participation Group 2012

In 2012, the Galway youth participation group designed and created an art piece to celebrate the organisation's 10th Birthday. The art piece was showcased during Cultural Night 2012 in City Library, and was formally launched in Galway City Hall by Deputy Mayor of Galway City Cllr. Frank Fahey.

Limerick Youth Participation Group 2012

Limerick held two very successful participation events in 2012. A fundraising fashion show was held in November in the Castletroy hotel. The Fashion Show was organised with the support of Hilary Thompson Model Agency. Clothes were modelled by YAP staff, families and young people and the night was great fun and a great reward for all the hard work put into organising the event. This was a wonderful self esteem building experience for the young people, some of whom were on stage for the first time in their lives. The event was a huge success and we hope this will become a regular calendar event for YAP Limerick in the coming years.

The second event was a personal development programme designed and delivered by two Advocates. This programme explored and delivered information on topics identified by the girls involved. Positive gender identity, healthy relationships, drug and alcohol misuse and focusing on a future were some of the topics. It gave the girls an opportunity to learn new coping strategies and also to share ideas and experiences with their peers in a safe space.

Louth Participation Groups 2012

We had a busy year in Co. Louth in both our parent and young people's groups. An overriding topic with both parents and young people alike was MONEY...and a lot of talk around the summer holidays and what would families do without money for holidays or activities. So we came up with a four week summer programme for the young people and families. Everyone was happy...Our four week summer programme consisted of Cookery, Art, Dance and Keep Fit and we had morning sessions for our younger age group with our teens coming in the afternoons.

One young person from Louth (17 years) who took part in all of the activities said she really enjoyed the dance the best, this was mainly hip hop. She also felt the cookery classes were great, and she learnt how to cook meals from scratch.

The Art Classes by our own Advocate Clíodhna Cunningham were a great success and young people also learnt photography skills, sketching, and mosaic and canvas work.

Christmas came and the parents enjoyed learning how to cook up some of that leftover turkey, turning it into a pie as demonstrated by Gillian from Thyme to Cook who will be back with us in 2013 to finish off our cooking on a budget sessions.



Dublin Youth Participation Group 2012

The Dublin Youth Participation group 2012 met in the Dublin Office on a regular basis. Early in the year, they decided that they wanted to make a DVD outlining how they (and many young people) are judged by others in society. In order to make the DVD, the group had to make a plan, write a script, work together and follow through on their ideas, with the help of their advocates.

At first the young people were shy and didn't want to be on camera but with encouragement and as the group got to know each other, it helped with their confidence and they demonstrated skills they never knew they had!

The group presented their DVD at the YAP Ireland 10th birthday celebrations and spoke about how they worked together to make it. The DVD was also used for YAP's entry in the Better Together competition organised by The Wheel in November.



Human Resources, Recruitment & Training

During 2012, YAP Ireland was again in a unique position to be able to provide employment for 278 community based Advocates on a fixed term contract basis. YAP Ireland has a very robust recruitment process which includes individual and group interviews, Garda Vetting, written and verbal references as well as a range of documentation that has to be provided. Advocates are given high levels of support and training including the 4 day Core Module Training on the application of the strengths based model and a two day Child Protection Awareness Training Programme. All staff receive regular supervision and attend training days every few months. The training and experience gained by advocates through their employment by YAP Ireland has long term beneficial outcomes for them and for communities as they bring their strengths based approach to bear in other facets of their lives. In 2012 a number of Advocates have found full time employment within the social care sector through the experience they have gained by working with the YAP service while others are attending further education or training and continue to be leaders in their communities.

“ I felt I was a good candidate for the job because from my degree I had a good understanding of the risk and protective factors that affect a young person’s development, and I had learned to look at people from a holistic perspective, looking at the whole person, seeing all their strengths and needs. Most of my previous work experience had been with adults, but I had worked with people with quite severe mental health issues and challenging behaviour, so I felt prepared for the challenges I may be presented with in my work with YAP. ”

Advocate, Cavan/Monaghan

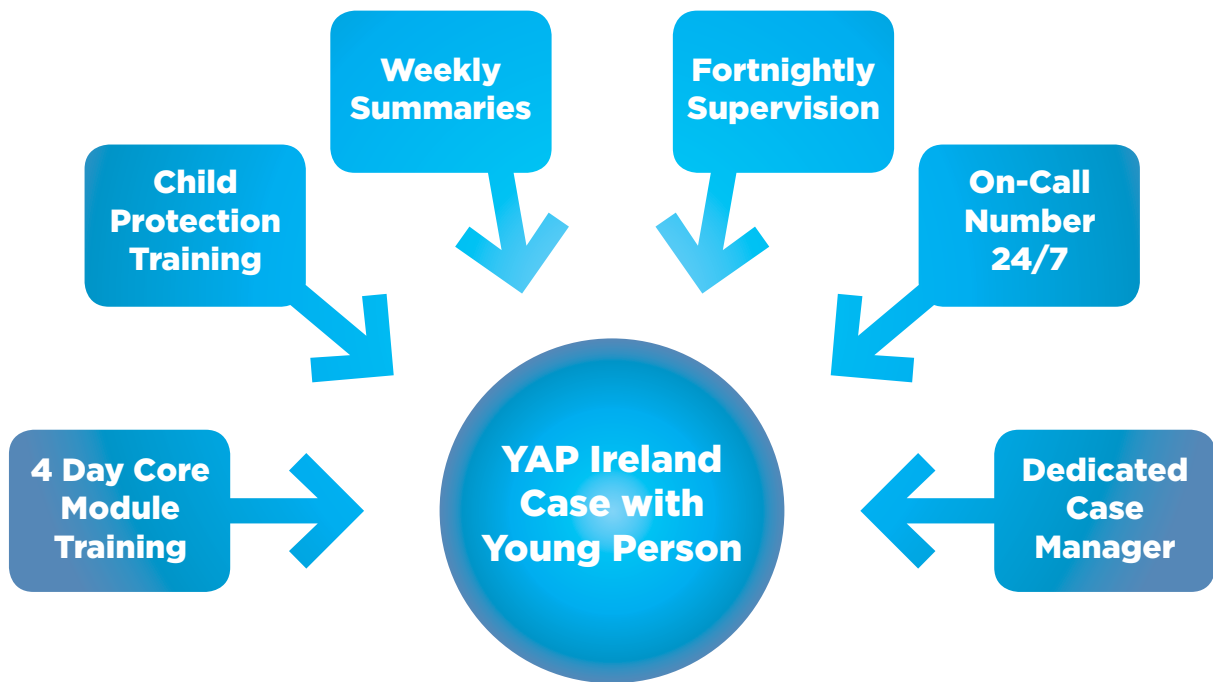
In response to recognition of the increasing numbers of young people referred to YAP with mental health difficulties including autism, YAP Ireland organised specialist training for staff in 2012. The training was delivered by YAP Inc. our American partners, using the strengths based, needs led model on which all our services are based. The training explored how a lack of communication ability can manifest as challenging behaviours, the importance of presuming intellect rather than deficiency and how mutual engagement around a young person’s interests can build trusting and powerful relationships.

“ I would definitely encourage others to apply to work as a YAP advocate, the work is interesting, rewarding and fun, it honestly doesn’t feel like work at all. It’s been equally a positive experience for me as it has been for my young person. I am genuinely sorry that our time together is coming to a close. In addition to really enjoying my work, I feel I have really added to my professional skill set; I worked independently, I learned how to deal with inevitable hic-cups in an effective but non-confrontational way, I practiced endless problem solving skills, and I really grew in confidence. ”

Advocate, Cavan/Monaghan

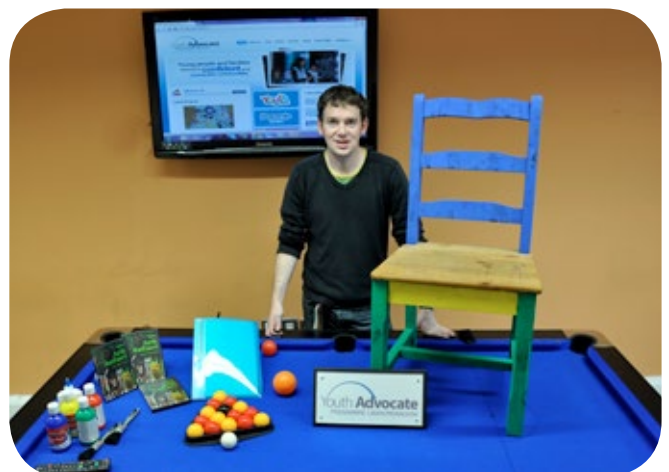
Advocate Supports

The below chart illustrates the support provided to Advocates during their employment with YAP.



“ I’d certainly recommend YAP to others - particularly younger adults in search of experience and older people who have a wealth of life experience to offer. The training offered before starting a case is excellent and sets those with and without experience in this kind of work up for the task. The regular and ongoing supervision is hugely beneficial. The YAP model is focused and advocates aren’t left out on a limb to fend for themselves. ”

Advocate, Cavan



Evaluation/ Assessment of YAP Ireland Services

Monitoring

YAP Ireland uses a monitoring system to help assess the suitability and effectiveness of our involvement with each young person and family and in 2012 the YAP service received an average of 4.6 (maximum is 5) on the satisfaction scale. Monitoring gives parents/carers the opportunity to express how they feel their involvement with YAP is progressing and to input into service development and improvement. In 2012, a total of 460 Monitoring calls were made by the Monitoring Officer to parents/carer(s) of young people on YAP Ireland Programmes.

When asked what they liked best about the programme, parents reported the change in confidence of the young person, the one-to-one work, the relationship which is built up between the Advocate and the family as some of the benefits. Below are some quotes from parents:

“ Everything, it is just wonderful. Young person wouldn’t be where he is today without (Advocate) and YAP. It gets young person out of the house. His confidence has grown. (Advocate) has been very positive for young person. ”

Parent, North Dublin

“ The relationship YAP and the Advocate have with my child. I like that they take my child out and take the time to listen to him. They are always there to help. ”

Parent, North Dublin

“ The fact it is one-on-one with the child in question... Like that the service tries to match up a person with the young person with the same interests that the child has. It is helpful and good that they find something they like. Good for them to know that they are interested in them and what they want. ”

Parent, Dublin South West

Outcomes

We measure outcomes with young people, families, staff and referrers at the beginning and end of the service across four domains Self, Family, Education/Employment or Training and Safety/Offending Behaviour. The outcomes system is just one way of measuring the positive impact of the YAP model and is a useful tool for helping young people and families themselves see how they are changing their lives throughout their time on the YAP programme. The summary assists the organisation to measure exactly what we are achieving through our work and to enhance the services we offer to continue to improve the outcomes for young people and families.

External Evaluation

YAP Ireland has contracted NUI Maynooth to carry out evidence based research into the impact of YAP Programmes on the lives of young people and their families. The research uses a number of different methods including use of the Strengths and Difficulties Questionnaire (SDQ)³, focus groups, telephone interviews and a control group. The research findings are due for publication in October 2013.

³ The SDQ is another tool that we use to help measure the needs of young people and families and whether the programme has made a difference to how young people/parent/carer(s). A short questionnaire (SDQ) is completed three times over the course of the YAP programme and again up to three months after the young person has left the programme.

Events, Communications and Fundraising

Events & Communications

Over the course of 2012, YAP Ireland held many events to celebrate our successes and achievements and ran a number of successful media campaigns. These events were organised as part of YAP Ireland's communications strategy to raise its profile and promote the work of the organisation in the public. Some examples are as follows:

Eight young people from YAP Ireland participated in the St. Patrick's Day festival in Galway city.

On 14th February, six of our young people from Dublin, Kildare and Meath took part in a seminar recognising solidarity between generations and celebrating the act of making your voice heard at an event organised by the Older and Bolder organisation and attended by the President Michael D. Higgins.

In August, YAP Ireland submitted a response to the National Consultation on Improving the Lives of Children organised by the Department of Children and Youth Affairs.

YAP Ireland took an active role in the Children's Referendum Campaign in collaboration with the Children's Rights Alliance and Yes for Children Campaign and welcomes the Yes Vote in the Referendum result in November.

YAP Ireland hosted a study group from the Health Services in Sweden, who were interested in the YAP model of service and how they could set up a similar model of service provision in Sweden.



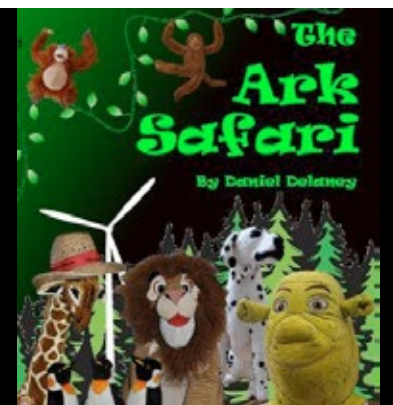
President Michael D Higgins is given a rose by Chantelle Joyce at the Older and Bolder conference at the Westbury Hotel in Dublin.

A group of young people from Cork with the support of their Advocates built a Currach which took part in the International Ocean to City Race as part of the Cork Maritime Festival in June. The boat was officially launched by the Minister for Disability, Equality, Mental Health and Older People, Kathleen Lynch, T.D.

YAP Ireland entered the Better Together Competition organised by The Wheel in October 2012. YAP was placed in 9th position in its category (26th overall of 120 entries) in the first round and won a place to enter the next round and attend the awards ceremony in December. Our video did not win but the process was a great experience for staff, young people and Advocates.

YAP Ireland held its 10th Birthday celebration event on Thursday 8th November in the Alexander Hotel, Dublin. Key speakers at the event included Siobhán O'Dwyer, CEO YAP Ireland, Jeff Fleischer, CEO YAP Inc. Dr. Tony Bates, Director Headstrong, Mary Hargaden, HSE Area Manager Louth/Meath, and Tommy Linnane, Chair YAP Ireland Board. Graduates of YAP Ireland also gave short accounts of their experience with YAP Ireland and one young person gave a modern dance performance. The Galway Youth Participation Group gave an account of their experience in creating an art piece to celebrate YAP's 10th Birthday and the Dublin Participation group gave a short presentation on their experience of creating a DVD.

In December, YAP Ireland collaborated with European Movement Ireland in setting up the Youth Media and Irish Presidency project. Funding for this project was received from Léargas under the Youth Democracy Project. As part of this project, YAP Ireland have joined with European Movement Ireland, European Movement UK incorporating European Movement Northern Ireland, CRIS (Community Relations in Schools) and Spunout.ie. Each of the 25 participants aged 18-23 will be trained in media and reporting skills and afterwards they will be provided with access to cover a range of events taking place either as part of or parallel to the Irish Presidency of the European Council.



YAP in the Media 2012

- Northern Standard feature with Advocate Bridget Finnegan **'Cavan/Monaghan Youth Advocate Programme (YAP)'** 22/03/2012
- Galway City Tribune feature with Advocate Rory Parkes **'Stopping troubled teens falling through cracks'** 30/03/2012
- LMFM Main Breakfast News **'Almost 500 young people received one-to-one support'** 2/07/2012
- TV3 Ireland AM feature Siobhán O'Dwyer & Wesley Carroll, graduate of YAP Ireland 2/07/2012
- RTE1 Drivetime feature with Wesley Carroll, Daniel Delaney, Michelle Bagnall and Siobhán O'Dwyer - 02/07/2012
- Irish Examiner **'Programme for high-risk children 'very cost effective'** 3/07/2012
- Irish Times Health Plus **'Teen Advocacy Programme saves State €200,000 a year'** 03/07/2012
- Kildare Post **'YAP helps Young People'** 03/07/2012
- Galway Bay FM Broadcast with Yvonne Coyne **'87 Galway Families Avail of Youth Advocate Programme'** 04/07/2012
- Cork Independent **'13 'high risk' young people used YAP services in Cork'** 05/07/2012
- Meath Chronicle feature with Advocate Kelly Gartland **'New youth programme helps young people who are 'at risk''** 07/07/2012
- Evening Herald feature with Advocate Emma Halpin **'How Emma changes lives by listening'** 17/07/2012
- Connacht Sentinel **'Art creation by city teens to be exhibited in Dublin'** 6/11/2012
- Newstalk Breakfast Show feature with Siobhán O'Dwyer, Advocate - Sonya O'Neill and young person - Derek- 8/11/2012
- Limerick Leader **'Professional models join city teens for chic show'** 12/11/2012
- Limerick Post **'Fashion Show for Youth Advocate Programme'** 17/11/2012
- Galway City Tribune **'Art piece relaunched to mark youth group's tenth birthday celebrations'** 14/12/12

In 2012 YAP Ireland was focused on increasing its profile in the public. The number of Facebook followers has substantially grown and its twitter account @YAPireland has been set up.

Fundraising

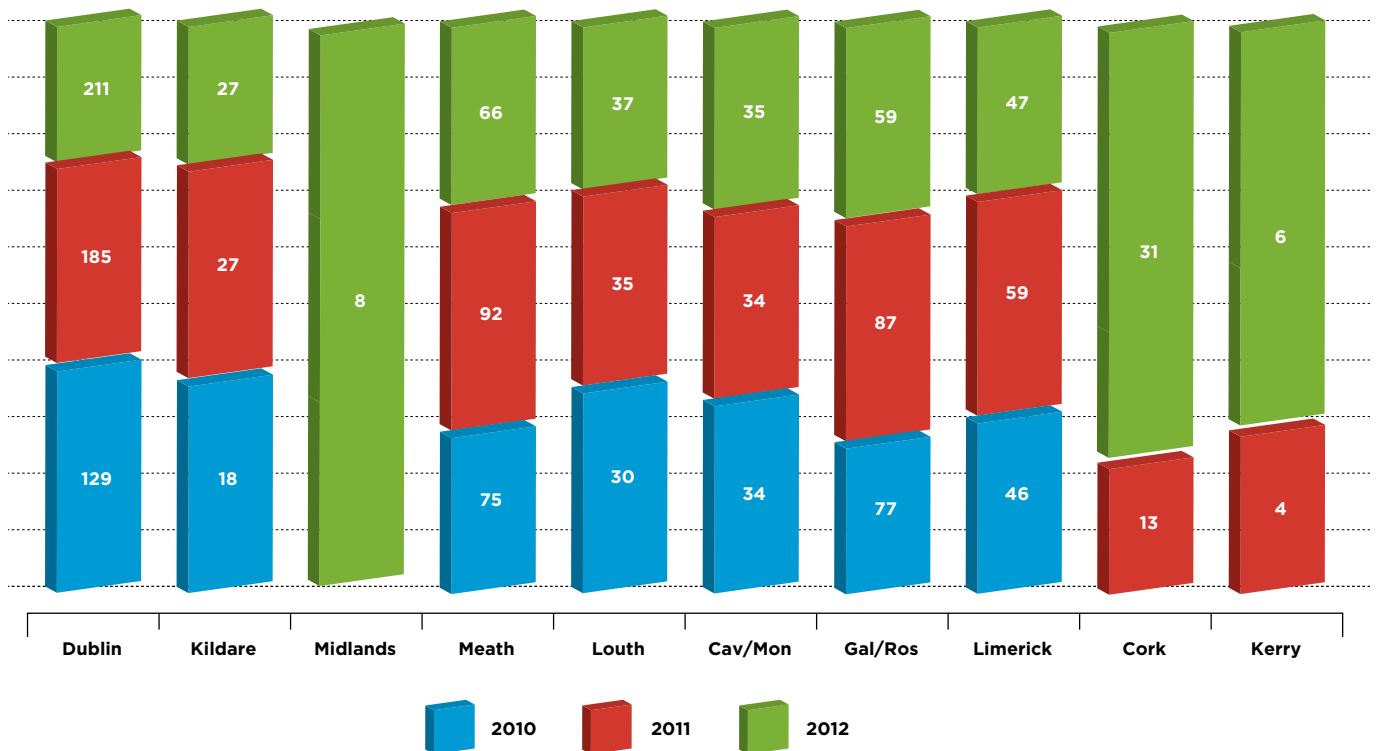
A fundraising committee was established in late 2011 and this group met regularly over 2012 to put in place a plan to develop YAP Ireland's fundraising strategy. A number of small community events took place in 2012.

Service Provision

In 2012, YAP Ireland matched 351 young people across the country and worked with 528 young people and families overall (this figure includes cases carried forward into 2012). YAP Ireland increased its service provision to 16 HSE areas across the country. Six new areas availed of the YAP model of service in 2012 and will continue the service into 2013. The YAP model enables us to reach young people both rural and urban with locally based Advocates in a strengths based, needs-led cost effective manner.

Despite the economic downturn and cuts to services, YAP Ireland have not only maintained the number of young people and families we have worked with over the last two years but has increased service delivery from 2010 by 119 young people per annum. See the chart below.

Total Number of Cases worked with by Area 2010 - 2012



Profile of Young People and Families

YAP Ireland gathers information on service users to give us a picture of the overall demographic profile of the young people and families we work with. This is useful information for research purposes, to focus the service on needs and strengths of our service users and for advocacy on policy and service change.

Demographic Variables

We have background information on **604** young people matched between June 2011 and December 2012, **62% boys** and **38% girls** with **16% aged 10-12**, **53% aged 13-15** and **31% aged 16-18+**. This data is consistent with findings reported in the 2011 Census.

5% of the young people were of Irish Traveller background and 6% reported their ethnicity as Black African or Eastern European.

Care Status

78% were living in the community while **22% were in the care system**. Of the young people not in care, **39% are at very high risk of entering the care system** while 61% are referred to prevent them reaching the higher levels of risk.

Education Status

75% were in school while 10% were in alternative education or on a training course with a further **15% not in education, employment or training**.

Mental Health or Disability Diagnosis

26% of young people had a diagnosis of mental health or disability. Of those who did have a diagnosis of a disability or mental health difficulty, 34% were diagnosed with ADHD or ADD while 8% were on the autistic spectrum. **33% were diagnosed with depression, anxiety or other mental health concerns**, 14% with dyslexia or emotional, behavioural difficulties. 11% had an intellectual or physical disability while 6% were awaiting an assessment.

Service and Community Links

37% of young people were linking in with one or more community services per week while 63% were not. This shows the level of isolation often experienced by young people and families in difficulty and it is a primary focus of YAP to build long lasting positive community and social links - "A Hobby for Life."

Safety and Offending Behaviour

71% of young people had never been arrested while of those who had, 13% had one or more convictions. A family member had been convicted in 22% of families while 32% did not have that experience.

Family Background

Of the **522** cases where the information was provided on primary carers, 3% of parents/carers were aged 18 - 29, 71% were aged 30 - 44, 25% were aged 45 - 64, and 7 people were aged 65+. **55% were responsible for home duties/caring for family**, 21% were employed or self employed, 3% were carers, 6% were long term sick or disabled, 7% were unemployed, 1% were retired, 1% were students, 1% were on a State training scheme and 5% reported 'other'.

- **55% of families are single parent households;**
- **50% of cases have a family history of drug or alcohol misuse, 20% did not;**
- **52% of primary carers had a full medical card, 15% did not and 1% had a GP only card.**

What can you take with you? 'An Advocate Experience'

By Keith Kane

Having spent 2 years as an advocate, my time at YAP is nearing its end and I have asked myself the question... What will I take away from this experience?

For each advocate, I believe we will take with us our own unique collection of sentiments. In the grand scheme of things, two years is little in a working lifetime. Two years spent in the time of young people forging their own path in life can in fact be an eternity.

The values and morals we help instil to young people can persist long after we as advocates have retreated. The time spent in such a rare and nurturing environment for a young person must be something we not only cherish, but count ourselves privileged to have had the opportunity of making that difference. I remember being told by a manager once that "Every victory is a big victory" and this has stood me in good stead throughout my time. Whenever we see a little of ourselves reflected in our young person's character, we must raise a glass to ourselves! It's a remarkable feeling to see how your actions can directly influence and inspire someone. After all, that is what we have set out to do as an advocate... To make a difference.

Having begun working at YAP at a mere 21 years of age, I had a considerable amount of my own self-growth to accomplish during my tenure. What I have learned about myself through my experience with the organisation, its staff, and the young people we engage with is something I will forever be thankful and indebted to YAP for giving me. I began as a young man with an idea of what I sought in life. Through my experiences here, it has helped forge the man I have become. For instance, I have recently returned to education in the form of a Physiotherapy degree, and I continue to be as enthusiastic an advocate as ever. We encourage our young people to follow their strengths and their passions in life, and why should we not do likewise?

Take with you what you will. Every memory should be treasured in its own individual way. Enjoy every moment you have here. Although you too will leave the organisation behind someday, know that a legacy of your involvement will remain in the lives of the young people. Do not look back with a heavy heart, but with one full of joy and nostalgia at being lucky enough to make a difference to someone.

I will end with a favourite quote of mine, addressed to you the advocate from my own 'inner child'.

**" Yesterday is history,
tomorrow is a mystery...
But today is a gift.
That is why it is called the present. "**

Master Oogway,
Kung Fu Panda

Meet the Current Team



Board Members 2012

Tommy Linnane – Chair

Dermot Walsh – Vice Chair until May 2012, then Company Secretary

Elaine O'Reilly – Company Secretary until May 2012, Director

Andrew O'Shaughnessy – Vice Chair from May 2012

Rebecca Kearney

Cillian Russell

Aidan Browne

Lynette Brown Sow

Malcolm McDowell

Acknowledgements

YAP Ireland wish to sincerely thank the young people, families, carers, staff, referral agencies, partners and members of the Board who gave their time to contribute to the Annual Report.

A particular thanks to the young people, families/carers, referrers and staff who contributed their artwork, poetry and quotes which helps to make the Annual Report a real document for the organisation.

The poems, songs and photographs used in this publication were created by young people and parents of YAP Ireland as part of the "Education for All?" National Event, our Annual Report 2011 Launch, 10th Birthday Celebration and various other participation events. We thank them for their attendance and contribution to these events and look forward to their future contribution to YAP Ireland.

Financial

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Youth Advocate Programmes Ireland Limited (A Company Limited by Guarantee and not having a Share Capital)

Directors Report for the year ended 31 December 2012

1. Audited Financial Statements

The Directors present herewith their report and the audited financial statements for the year ended 31 December 2012. In preparing these financial statements, the Directors have exercised the options available to a small sized private company under the Companies (Amendment) Act, 1986.

2. Principal Activity

The Principal activities of the company are to benefit the community, by providing an alternative to the institutionalization of vulnerable young people, through the operation of integrated, family and community based programmes of support services for young people and their families who are in need or at risk. Youth Advocate Programmes Ireland provides intensive 1:1 support for up to 15 hours a week for young people and families, who are at risk of entering the care system or custody.

Key Achievements in 2012 include:

- a) We provided a service to 528 young people and families in 2012 despite the difficult financial climate.
- b) The communication and relationship building with new areas of the HSE and potential new funders commenced.
- c) The Corporate Plan 2013 - 2018 was written and launched in 2012.
- d) The Case Records Management system has now been fully implemented and provides much more consistent, accurate information on the work of the organisation.
- e) Outcomes for 524 young people who completed the programmes in 2012 showed major improvements for the majority of young people in the four domains measured.
- f) NUI Maynooth continued the evidence based research into the efficacy and impact of the YAP Model.

3. Governance

The Board is committed to maintaining the highest standards of Corporate Governance and has determined that the organisation should comply with the principles outlined in "The Governance Code for Community, Voluntary and Charitable Organisations" (as produced by the Corporate Governance Association of Ireland, in association with various voluntary and charitable organisations).

Board Members, all of whom are non-executive, are drawn from diverse backgrounds in business and the professions and bring a broad range of experience and skills to Board deliberations.

There are clear distinctions between the role of the Board and the Executive Management Team to which day to day management is delegated. Matters such as Policy, Strategic Planning and Budgets are prepared by the Executive Management Team for consideration and approval by the Board, who then monitor the implementation of these plans. The Members of the Board cannot, under the governing documents, receive remuneration for services to the organization and may only be reimbursed for incidental expenses claimed.

4. Political Donations

There were no political contributions in 2012 and as a result, no disclosures are required under the Electoral Act, 1997.

5. Future Objectives

Achieve the objectives as outlined in the Corporate Plan including:

- a) Commence Intensive Support Programmes in 3 or 4 new counties in 2013.
- b) Consolidate and roll out Aftercare, Family Support, Access Support and Crisis Intervention Programmes within the current and new programme areas.
- c) Ensure that young people and families have the opportunity to influence YAP Ireland policies and practice as well as national policies which affect them through the participation strategy.
- d) Pursue new avenues of funding including Irish Youth Justice Service, mental health and disability.

6. Results

The results for the year are set out in the Income and Expenditure account on Page 32.

7. Directors' Responsibilities

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the company and of the surplus or deficit of the company for that year. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2012. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

8. Books of Account

The Directors are responsible for ensuring that proper books of account as outlined in section 202 of the Companies Act 1990, are kept by the company. The books of account are maintained by the Directors at Park House, 191-193A North Circular Road, Dublin 7.

9. Auditors

The auditors, Malone Power and Company, Chartered Accountants and Registered Auditors, have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.

On behalf of the Board

Tommy Linnane

Dermot Walsh



Directors

**3rd Floor,
Park House,
191-193A North Circular Road,
Dublin 7.**

25th February 2013

Malone Power & Company

Chartered Accountants
Registered Auditors

Marlborough House,
21 Marlborough Road,
Donnybrook,
Dublin 4.
Telephone : (01) 6684088
Fax : (01) 6684150
E-mail : info@malonepower.com

Independent Auditors' Report to the Members of Youth Advocate Programmes Ireland Limited

We have audited the financial statements on pages 32 to 33 of Youth Advocate Programmes Ireland Limited for the year ended 31 December 2012, which comprise the Income and Expenditure Account, the Balance Sheet and the related notes. These financial statements have been prepared under the accounting policies set out on pages 29 to 30.

Respective responsibilities of directors and auditors

As described on page 30, the company's directors are responsible for preparing the financial statements in accordance with applicable law and Generally Accepted Accounting Practice in Ireland, including the accounting standards issued by the Accounting Standards Board and published by Chartered Accountants Ireland.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

We report to you our opinion as to whether the financial statements give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland and are properly prepared in accordance with the Companies Acts, 1963 to 2012. We also report to you whether, in our opinion, proper books of account have been kept by the company; whether, at the balance sheet date, there exists a financial situation requiring the convening of an extraordinary general meeting of the company and whether the information given in the Directors' report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the company's balance sheet and its Income and Expenditure account are in agreement with the books of account.

We also report to you if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not disclosed and, where practicable, include such information in our report.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements and whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion, the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at the 31 December 2012 and of its results for the year then ended and have been properly prepared in accordance with the Companies Acts, 1963 to 2012.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion, proper books of account have been kept by the company. The financial statements are in agreement with the books of account.

In our opinion, the information given in the directors' report on pages 29 to 30 is consistent with the financial statements.

Income and Expenditure Account

for the year ended 31 December 2012

	Notes	2012 €	Continuing Operations 2011 €
Turnover		3,848,778	4,162,103
Administrative expenses		<u>(3,831,677)</u>	<u>(4,172,183)</u>
Surplus/(deficit) on ordinary activities before taxation		17,101	(10,080)
Tax on surplus on ordinary activities	3	<u>-</u>	<u>-</u>
Surplus/(deficit) on ordinary activities after taxation		17,101	(10,080)
Retained surplus brought forward		<u>479,432</u>	<u>489,512</u>
Retained surplus carried forward		<u>496,533</u>	<u>479,432</u>

There are no recognised gains or losses other than the surplus or deficit for the above financial year.
The financial statements were approved by the board on 25th February 2013 and signed on its behalf by :

Tommy Linnane
Director

Dermot Walsh
Director

Balance sheet

for the year ended 31 December 2012

	Notes	€	2012 €	Continuing Operations 2011 €
Fixed Assets				
Tangible assets	5		83,676	101,343
Current Assets				
Debtors	6	354,947		346,813
Cash at bank and in hand		<u>307,885</u>		<u>526,857</u>
		662,832		873,670
Creditors: amounts falling due within one year	7	<u>(249,975)</u>		<u>(495,581)</u>
Net Current assets			<u>412,857</u>	<u>378,089</u>
Total Assets Less Current Liabilities			<u>496,533</u>	<u>479,432</u>
Represented by				
Accumulated Surplus	9		<u>496,533</u>	<u>479,432</u>
			<u>496,533</u>	<u>479,432</u>

The financial statements were approved by the Board on 25th February 2013 and signed on its behalf by :

Tommy Linnane
Director

Dermot Walsh
Director

Notes to the Financial Statements

for the year ended 31 December 2012

1. Statement of accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

1.1. Basis of preparation

The audited financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish statute comprising the Companies Acts 1963 to 2012. Accounting Standards generally accepted in Ireland in preparing financial statements, giving a true and fair view, are those issued by the Accounting Standards Board and published by the Auditing Practices Board in the UK and Ireland.

1.2. Tangible fixed assets and depreciation

Depreciation

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost less residual value, of each asset systematically over its expected useful life, as follows:

Fixtures, fittings and equipment - 20% Straight Line

During 2012, the directors implemented a policy where only assets with a cost of over €300 would be capitalised. Expenditure below €300 is transferred to the Income and Expenditure Account when incurred.

1.3. Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.4. Deferred Income

Invoices raised are credited to Deferred Income. Deferred Income is released to the Income and Expenditure Account, on a monthly basis, as the related expenditure is incurred.

2. Operating surplus/(deficit)

	2012 €	2011 €
is stated after charging:		
Directors' Emoluments		
As Directors	-	-
For Management Services	-	-
	<u>-</u>	<u>-</u>
Depreciation of tangible assets	28,947	28,919
Auditors' remuneration	10,000	11,500
	<u>10,000</u>	<u>11,500</u>

3. Taxation

As the company received charitable status from the Revenue Commissioners in March 2009, it is exempt from taxation and therefore no provision is necessary.

4. Employees

	2012	2011
Number of employees		
The average monthly numbers of employees (including the directors) during the year were:	No.	No.
Management and support	29	29
Advocates (Part time)	278	218
	<u>307</u>	<u>247</u>
Employment costs		
	€	€
Wages and salaries	2,476,599	2,719,848
Employer's PRSI Contribution	194,570	242,462
Redundancy Costs	23,689	1,731
Disability Benefit	(2,093)	(3,794)
	<u>2,692,765</u>	<u>2,960,247</u>

5. Tangible fixed assets

Cost

At 1st January, 2011
Additions
At 31 December 2012

Depreciation

At 1st January, 2011
Charge for the year
At 31 December 2012

Net book values

At 31 December 2012

At 31 December 2011

Fixtures, fittings & equipment

€

304,949

13,884

318,833

203,606

31,551

235,157

83,676

101,343

6. Debtors

Trade debtors
Prepayments and accrued income
Related parties (Note 10)

2012

€

319,599

20,144

15,204

354,947

2011

€

323,542

18,067

5,204

346,813

7. Creditors: amounts falling due within one year

Trade creditors
Visa Control
Deferred Income (Note 8)
Wages control account
Accrued expenses
Other taxes and social security costs
Sundry creditors

2012

€

17,516

3,596

48,589

40,508

52,443

82,563

4,760

249,975

2011

€

558

2,539

375,645

-

65,686

51,093

60

495,581

8. Deferred income

This represents funding received from the HSE,
but not expensed at the year end.

2012

€

48,589

2011

€

375,645

9. Reconciliation of movements in Accumulated Surplus

Surplus at the Beginning of the year
Surplus/(deficit) for the year
Surplus at the end of the year

2012

€

479,432

17,101

496,533

2011

€

489,512

(10,080)

479,432

The directors' are reviewing the organisation's Reserves Policy and they intend to introduce a policy on "ring fenced" reserves in the foreseeable future.

10. Related party transactions

YAP Inc., a company incorporated in the United States of America, is a related party by way of commonality of board members. The amount owing to YAP Ireland by YAP Inc at the year end was €15,204 (2011 : €5,204). The only transaction in the current year was a payment made by YAP Ireland on behalf of YAP Inc. amounting to €10,000.

11. Legal status

The company is limited by guarantee and has no share capital.

12. Approval of financial statements

The financial statements were approved by the Board on 25th February 2013.



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