

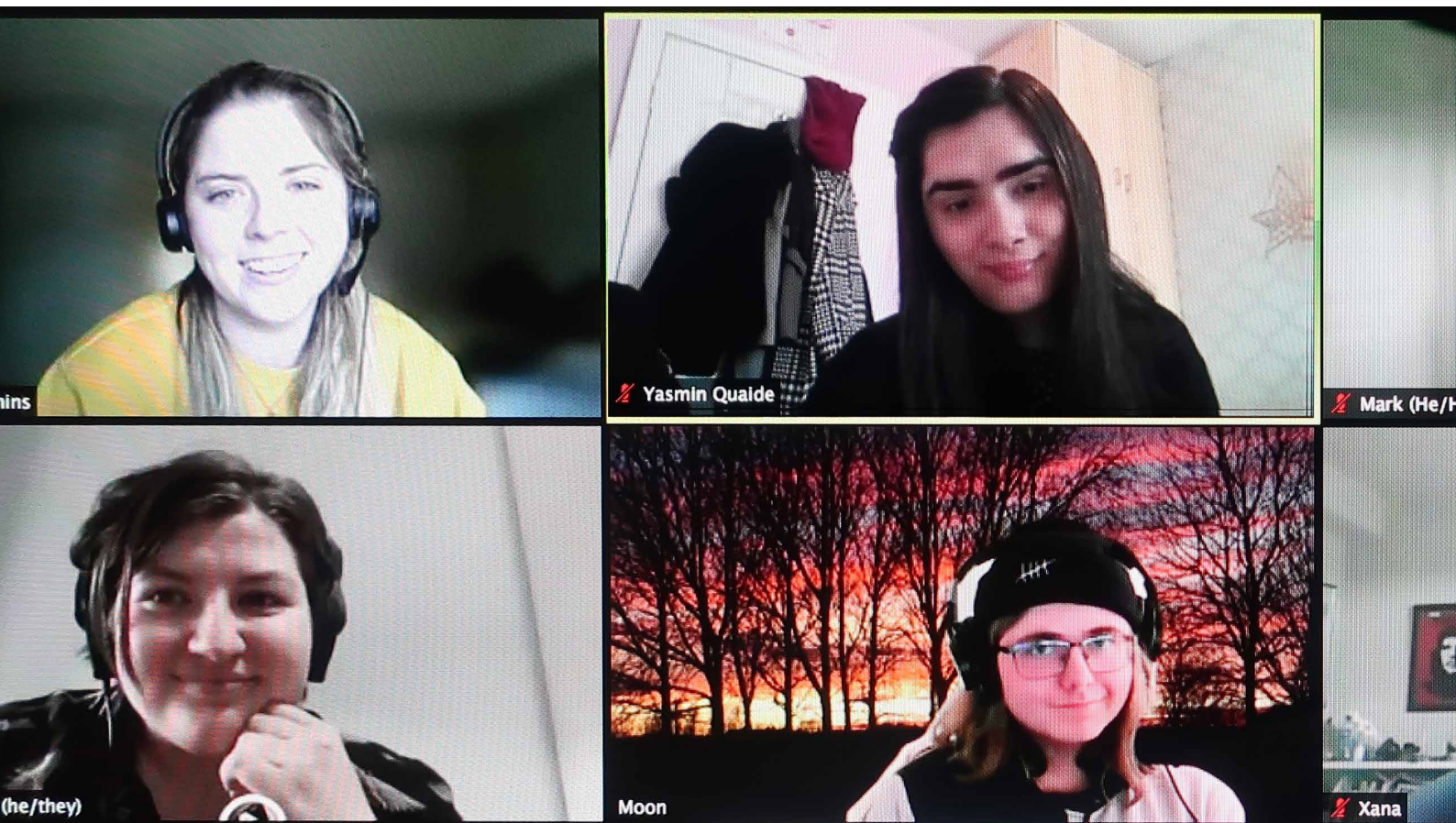
2020

Annual Report

BeLonG To Youth Services



Supporting LGBTI+
Young People in Ireland



A Picture in Time

2020 was a year like no other due to the Covid-19 pandemic. As social distancing moved us online to work, meet and support LGBTI+ young people, the opportunity to capture images was rare. We asked artist Fuchsia MacAree to produce illustrations to bring our work to life visually. Throughout this report, you will see these illustrations, photographs, and of course, screenshots to visually portray the past 12 months for BeLonG To Youth Services. Above, is a screenshot from IndividualiTy, our online youth group for trans and non-binary young people.

BeLonG To Youth Services
Parliament House
13 Parliament Street
D02 P658, Ireland

Tel: +353 (0)1 670 6223
Fax: +353 (0)1 670 6219
info@belongto.org
www.belongto.org

Design and Layout:

Dave Darcy
One Strong Arm
www.onestrongarm.com

Fuchsia MacAree
www.macaree.ie

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CONTENTS

A Message from the Chair of Our Board.....	04
A Message from our CEO	05
Our Values, Our Vision & Our Mission.....	06
Strategic Plan: Sharing the Learning	07
Looking Back on 2020.....	08
Looking Forward to 2021.....	09
Zooming in.....	10
Dear Ireland.....	12
Digital Dialogue.....	14
Raising The Stakes	16
Youth Work in a Digital World	18
Apart but Together.....	20
Intersectional Identities.....	22
Helping Hands	23
Better Together.....	24
Pride & Prejudice	26
Creating Safe Spaces.....	28
New Voices	30
Standing Up in Schools	32
United in Activism.....	34
‘We Made it Work’	36
Staff and Volunteers	38
Energy Efficiency Report	40
Structure, Governance, and Management	41
Financial Overview	48
Directors Responsibilities Statement.....	53
Independent Auditor’s Report	54
Reference & Administrative Details	59
Notes to Financial Statements.....	60

A Message from the Chair of Our Board

At BeLonG To, we strive to ensure that Ireland is a safe, positive, and welcoming place to grow up LGBTI+. In 2020, as we faced the unprecedented global crisis of Covid-19, our service users experienced upheaval and serious mental health challenges as restrictions on movement and social distancing were implemented. Our *LGBTI+ Life in Lockdown* research revealed that 93% of LGBTI+ young people struggled with anxiety, stress, or depression during the first lockdown compared to 53% of the general youth population¹. During the pandemic, many LGBTI+ young people are confined to spaces that are unsupportive of their sexual orientation or gender identity, such as family homes. Family rejection, feeling unaccepted, and a denial of identity can result in feelings of loneliness, stress, anxiety, and more complex mental health challenges. For some LGBTI+ young people, their home environment is not a safe space. This can pose a serious risk to their mental health and wellbeing. As you will read in this report, board members, staff, and volunteers at BeLonG To worked tirelessly to support the growing needs of these young people, adapting to the situation with superb flexibility and enthusiasm.

I am delighted to present our annual report and financial statements for the year ending 31st December 2020. Here we offer an overview of our work throughout 2020 and highlight our commitment as an organisation to good governance, transparency, and ethical fundraising. Indeed in 2020, we were the recipient of a Good Governance Award for our Annual Report and Financial Records. We were honoured also to receive the title of Board of the Year at the Charity Excellence Awards. At the beginning of 2020, we were thrilled to secure a multi-annual partnership with Google.org to advance the health, safety, and equality of LGBTI+ young people. This investment allowed us to increase capacity with four new team members and establish a Training and Education Department. Faced with an uncertain fundraising and funding landscape, we revised our budgets frequently and emerged from this precarious year in a stable financial position.

In 2020 I witnessed the dedication of staff and volunteers to deliver on our strategic goals – this was important and timely as we saw record numbers of young people reaching out for support. I want to thank the team for their endless passion, energy, and dedication and for playing an essential role in the lives of LGBTI+ young people across Ireland. As Chair, I would like to acknowledge the commitment of the Board of Directors during a challenging year. Your expertise ensured that good governance, transparency, and adherence to our values guided our work in 2020. I am proud to work with each and every one of you, and thank you for your dedication to BeLonG To.

Looking forward, I will be prioritising the development of a new strategic plan in 2021 as our existing plan *Sharing the Learning* comes to an end. As part of this process, we will engage with our stakeholders and together set targets to scale our impact across people, policy, and practice. Central to our effectiveness at BeLonG To is youth participation and the inclusion of LGBTI+ young people in our planning process. I am excited to hear these voices and to guide the organisation through this process as we grow and continue to change what it means to grow up LGBTI+ in Ireland.

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



1. Young Social Innovators Covid-19 Youth 'Check In' Survey 2020.

A Message from our CEO

There is a famous ancient Japanese art called kintsugi, which translates to ‘repair with gold.’ Broken ceramics are mended together with gold to make them stronger and more beautiful. This is a powerful metaphor for growth and seems apt for 2020 and our journey as an organisation during the Covid-19 crisis. As set out in our 2019-2021 strategic plan *Sharing the Learning*, we are a learning organisation. We are dedicated to a culture of learning, reflection, and evaluation that supports us to continuously improve and develop as an organisation.

In 2020, as we faced some of the greatest challenges in our history and the threat of collapse of the fundraising industry, we came together, reinvented our organisation plan with creativity and innovation, and shared our learnings along the way. Looking back on this period, I can safely say that we repaired any cracks that emerged with gold, and we are stronger as an organisation than ever before. I am so proud of our entire team, our Board Members, staff team and our volunteers for giving all of themselves to ensure we could be there for LGBTI+ young people in 2020 and beyond.

Covid-19 has serious implications for the mental health of LGBTI+ young people. Although young people are estimated to have the lowest mortality rates from Covid-19, they are not immune to its consequences, including mental and physical health and well-being. Even before the pandemic, LGBTI+ young people experienced a significantly increased risk of depression, anxiety, and suicide ideation. These mental health challenges have been compounded by the global pandemic, and we saw demand for our frontline support services soar in 2020 by 113%. As you will read in this report, we innovatively and rapidly responded to meet the needs of LGBTI+ young people during 2020 by providing digital youth work, including online LGBTI+ youth groups, along with text, email, and phone support services.

In addition to Covid-19 we saw the devastating impact of external challenges on the LGBTI+ youth population of Ireland. There was a notable rise in transphobia and far-right narratives that attempted to undermine the rights and even the existence of trans people. Incidences of hate-speech targeting the LGBTI+ community are growing, particularly across social media platforms, as we witness the rise of the far-right both online and offline across Ireland.

We are still waiting for the Government to amend the 2015 Gender Recognition Act to meet the needs of trans and non-binary individuals, and this group faces lengthy waiting lists to access gender-affirming healthcare. This environment of discrimination and inequality is not unique to Ireland.

Across Europe, LGBTI+ rights were violated in 2020. We saw LGBTI+ free zones and family charters in Poland, the ban of legal gender recognition in Hungary, and homophobic statements by the government in Turkey. In the coming pages, you will read about how we actively respond to these challenges through our policy and campaigning, as we strive to create a world where LGBTI+ young people are equal, safe, and valued for who they are.

Our strategic plan set a high standard which we are rising to meet through continuous monitoring of our goals and willingness to adapt and change in light of the environment around us. Across a number of areas, we continued to turn the vision of *Sharing the Learning* into a reality in 2020. Highlights include the establishment of a Training and Education Department in line with our strategic goal to empower our allies and equip professionals and organisations to meet the needs of LGBTI+ young people. We also launched our first e-learning module for professionals in the education and youth services sector who work with LGBTI+ young people. We continued to reach new audiences and bring awareness to the needs of LGBTI+ young people through our policy and communications work and our award winning campaigns.

Such growth amid a pandemic would not have been possible without the generosity of our funders, donors, and fundraisers. We invest in our governance structures to ensure that our donors feel secure placing their trust in us, and we are grateful to them for supporting the lives of LGBTI+ young people. I want to acknowledge the immense contribution of our Board of Directors in 2020, who steered us through an unpredictable year. Finally, I want to thank our staff and volunteers for bringing their whole selves to work, showing up authentically, and going that extra mile.

We have all been tested in ways we could never imagine over the past 12 months. It is with immense pride that I can say that we lived our values in 2020, and our spirit has never been stronger. As a result, we could deliver vital support to LGBTI+ young people throughout this uniquely challenging time. Thank you to our community for making this possible.

Moninne Griffith (she/her)
Chief Executive Officer



OUR VALUES

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

OUR VISION

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

OUR MISSION

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

SHARING THE LEARNING



Our Strategic Plan 'Sharing The Learning' identifies five strategic goals that we are focusing our objectives and work plans on from 2019-2021.

Goal #1 Organisational Development & Learning

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

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

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

Goal #2 Youth Work Matters

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

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

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

Goal #3 Building Safe Spaces

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

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

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

Goal #4 Empowering Allies

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

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

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

Goal #5 Campaigning for Change

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

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

Impact: Promote focused policy engagement ensuring delivery on national strategies related to the wellbeing of LGBTI+ young people in Ireland e.g. *National LGBTI+ Youth Strategy 2018-2021*.

LOOKING BACK ON 2020

Strategic Goal #1

Organisational Development and Learning

- Raised €601,525 through fundraising in 2020 (2019: €367,622; 2018: €232,510).
- Secured a multi-annual partnership with Google.org to advance the health, safety, and equality of LGBTI+ young people and hired four new team members to increase our impact.
- Produced our first donor newsletter, *Pride Inside*, to keep donors informed of the impact of their generosity.
- Reached 1,125,000 individuals through our #Comeln campaign (2019: 213,000).
- Featured in 130 pieces of media coverage across radio, TV, and publications (2019: 97; 2018: 90).
- Grew our social media presence across Facebook (3%), Twitter (9%), and Instagram (51%).
- Recipient of a 2020 Good Governance Award for our 2019 Annual Report/Director's Report & Financial Statements.
- Recipient of three Charity Excellence Awards: Board of the Year 2020, Big Impact Award 2020, and Communications Campaign of the Year 2020.

Strategic Goal #2

Youth Work Matters

- Supported 1,530 young people, family members, and professionals through our Dublin Youth Service (2019: 717).
- Offered individual support to 805 young people through phone, text, email, and face-to-face support (2019: 401).
- 27 LGBTI+ young people joined our New Young Person's Project.
- Engaged 22 volunteers (2019: 74) to support our work, offering 736 hours of their time (2019: 2,583).
- Ran 112 youth groups through our Dublin Youth Service (2019: 110).
- Provided 376 hours of free crisis counselling to LGBTI+ young people through our partnership with Pieta (2019: 180).

Strategic Goal #3

Building Safe Spaces

- 1,180 direct sessions delivered to young people and families by the National Network (2019: 744).
- 700 group sessions delivered by National Network members (2019: 743 group sessions).
- 1,000 trainings delivered to school students by the National Network.
- Supported 37 National Network group meetings (2019: 4).

Strategic Goal #4

Empowering Allies

- Trained 2,831 professionals about LGBTI+ identities and supporting LGBTI+ young people (2019: 2,862; 2018: 707).
- Trained 217 educators as part of Stand Up Awareness Week (2019: 191).
- Launched our new e-learning module with CDYSB 'Creating LGBTI+ Inclusive School and Youth Services'.
- Trained 1,268 education and youth service professionals through our new e-learning module.
- Delivered 40 outreach workshops to our corporate partners (2019: 40).

Strategic Goal #5

Campaigning for Change

- Reached 68% of second level schools through Stand Up Awareness Week (2019: 57%; 2018: 43%).
- Published *LGBTI+ Life in Lockdown* research report.
- Ran #VoteWithPride our 2020 General Election campaign and kept LGBTI+ issues on the political agenda as reflected in the Programme for Government.
- Co-launched the first ever qualitative study on LGBTI+ Youth Homelessness with Focus Ireland and University College Dublin.

LOOKING FORWARD TO 2021

Strategic Goal #1

Organisational Development and Learning

- Develop a new strategic plan for the organisation.
- Increase our unrestricted fundraised income to €684,156.
- Secure an additional multi-annual strategic partnership with a company or trust/ foundation.
- Host our 4th Rainbow Ball (subject to public health advice).
- Increase our digital media activity – reach, engagement and lead generation.
- Increase national and regional media coverage across print, radio, and publications.
- Complete the development and testing of our outcome measurement framework and commence data collection from young people.
- Continue the implementation of the best practice guidance in suicide prevention services developed by the HSE.
- Maintain the highest ethical standards and transparency through maintaining our Triple Lock Status for good governance.
- Increase our staff team and add more capacity to meet support requests from LGBTI+ young people, their families and professionals working with this group.

Strategic Goal #2

Youth Work Matters

- Continue to deliver five weekly digital peer support groups.
- Continue our support services including digital youth work and crisis counselling with Pieta.
- Create action plans for our youth workers in relation to sexual health and trans and non-binary identities.
- Conduct a volunteer impact assessment to measure the social impact of our volunteer programme.
- Expand our volunteer programme organisation-wide and increase uptake of volunteers across all departments.

Strategic Goal #3

Building Safe Spaces

- Expand the National Network of LGBTI+ youth groups across Ireland.
- Revise our Safe and Supportive Services project, incorporating our existing accreditation framework for LGBTI+ youth services, and create resources to support the roll-out this new model across youth services in Ireland.

Strategic Goal #4

Empowering Allies

- Train more than 3,000 professionals on how best to support LGBTI+ young people.
- Deliver over 100 workshops to educators in schools nationwide through our Safe and Supportive Schools project.
- Increase the number of educators trained as part of Stand Up Awareness Week to 250 (2020: 217).
- Engage 1,500 people in our enhanced e-learning module.
- Launch our new professional seminar series offering training to a range of professionals who support LGBTI+ young people.
- Deliver LGBTI+ awareness training to ETB youth officers around the country.

Strategic Goal #5

Campaigning for Change

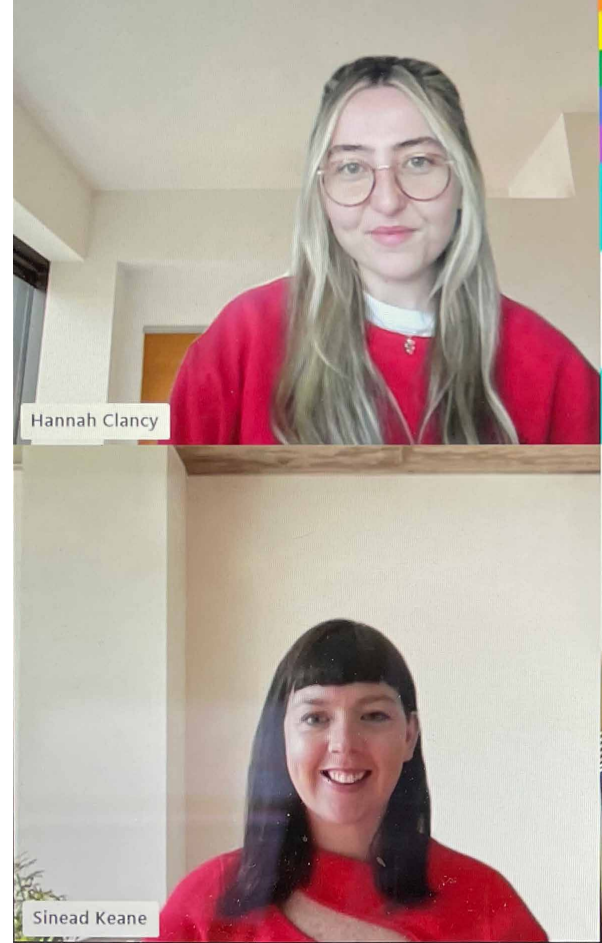
- Increase participation of second-level schools in Stand Up Awareness Week to 70%.
- Lobby for the full implementation of the review of the Gender Recognition Act 2015.
- Roll out a digital campaign to reduce the incidence of online hate speech experienced by LGBTI+ young people.
- Continue to advocate for implementation of the *National LGBTI+ Youth Strategy*, the *National LGBTI+ Inclusion Strategy*, and recommendations of the *HSE'S Final Report of the Steering Committee on the Development of HSE Transgender Identity Services*.
- Advocate for the inclusion of LGBTI+ young people in policies and legislation including healthcare, hate speech, hate crime, education, mental health, RSE, youth work and sport.

ZOOMING IN

During the Covid-19 pandemic, as an organisation we swiftly adapted and worked together to ensure we were available to support LGBTI+ young people.

In a year like no other, we adapted our organisation plan, and day-to-day working lives to ensure we could continue our mission to support LGBTI+ young people. Our values and culture came to the fore as we responded to the global crisis of the Covid-19 pandemic. March 12th, 2020, was the final day we spent together working as a team from our office on Parliament St. As the news of Covid-19 cases in Ireland unfolded, we followed Government advice and we sent our team home with their laptops and stationery. At this stage, we had no idea that we would not return to the office as a team during 2020.

We are a learning organisation, and sharing our learning is at the heart of our 2019-2021 Strategic Plan. No part of our operation remained untouched by the situation of Covid-19, and 2020 was a year of intense learning. Here we share some of our learning and experiences from a very different year.



All Systems Go

From an infrastructure perspective, it was easy to implement the decision of our Human Resources (HR) Subcommittee to close our offices from March 12th. In 2016, we adopted a cloud-first digital strategy. Since then, we have invested in devices, software, systems, and team training to facilitate remote working thanks to the generous support of our funders and donors. This positioned the organisation and the team well to work remotely. On March 16th, as many of our friends and colleagues in partner organisations and agencies were desperately putting systems in place, we were in the privileged position of being able to host our first virtual team meeting, and carry on with the vital work of protecting and advancing the health, safety, and equality of LGBTI+ young people. Throughout April we supported and assisted many partner agencies and organisations with advice in setting up and migrating their systems to the cloud so that they could continue the vital work they do for LGBTI+ youth across the country.

A challenging element of our cloud-first strategy was our reliance on a telephone system that was tied to the physical location of our offices and unavailable to us for much of 2020. We secured funding from the Department of Children, Equality, Disability, Integration, and Youth to migrate our phone system to a cloud-based solution. This project was completed in December and restored full phone service to the team remotely.



A selection of the BeLonG To staff team meeting on Microsoft Teams.

How We Work

The Covid-19 pandemic changed how we operated in 2020 and will more than likely continue to affect our operations and systems in the future. We started 2020 with an ambitious organisation plan. As the pandemic unfolded, we realised the need to alter this plan to ensure we could meet the emerging needs of LGBTI+ young people. We created a traffic light system for our organisation plan to determine which activities we needed to prioritise, pause and cancel for the year. In order to respond to the needs of those we support, we knew we would have to create new projects for 2020. We worked together as a team to reimagine our work plan for the year and came together regularly as a Management Team to revisit this plan over the year. Throughout this report, you will learn how specific departments modified operations and plans to adjust to a new world.

Supporting Our Team Remotely

Our collective effort to protect our team was the top priority for the Board and Management Team throughout the pandemic. Creating a welcoming, supportive, safe, and fun virtual workplace for staff enabled us to continue to dedicate ourselves to fulfilling our organisation's mission. Many of our team members experienced suffering or isolation during the pandemic from dealing with sick family members, juggling childcare and homeschooling to struggling to cope with mental health challenges, or working from overcrowded homes. We all experienced worry, anxiety, and shock as we met a global pandemic for the first time. We worked hard to shift our workplace culture to support the team remotely and stay true to our values

as an organisation. We built trust so that we could rely on each other, acknowledge good days and bad days, and share how we were feeling. This empathy throughout the team cushioned us from burn-out and kept us motivated and on target. The end result was a hugely productive year of growth, despite Covid-19.

We created daily team check-in spaces for us to gather and connect. As we adjusted to working from home, these meetings moved to twice weekly. They acted as a space for us to meet, share how we were feeling, and have some fun together. As a rule, we did not discuss work or organisational priorities in this space. Our Wellbeing Committee hosted online events throughout the year to help keep morale high. We encouraged team members to connect via virtual coffee dates and lunches as many struggled with the isolation of working from home. We encouraged the use of our Employee Assistance Programme and offered flexible working hours for staff.

DEAR IRELAND,

We were thrilled to join the Abbey Theatre's 'Dear Ireland III' project. Lara Fitzsimons, who attends The Ladybirds - our youth group for LBT gals and their non-binary pals - wrote and performed a powerful, honest, and moving piece about being LGBTI+ in Ireland today.

you're so great, Ireland.

Five years ago our country was the first in the world to vote by referendum in favour of same-sex marriage. It was 62%, that's great! I am proud. I am.

Hello world, I'm here, I'm queer, and nothing can stop me... except you.

I was never warned about you, sure what would I have to fear, you're my best friends? You wanted to know the truth, but you asked me to lie. 'I've got nothing against gay people; they're so fun and so sassy! Those drag queens are gas; I wish I could do my makeup that well. But there's this girl in my class, definitely a ...lesbian. She's always looking at me funny. I hope she doesn't fancy me.'

That's what I heard, and I thought nothing of it because I'm different. I'd never look at them like that, that's not me, and they know that. There's no way they're homophobic. Their Mam's friend is gay; they just don't want me to talk about it. It's not because they don't agree; it's just I'm too, well, gay. I'll quieten down.

You know, I hear all of these complaints about wearing a mask in public spaces, it's 'restrictive,' it's 'hard to breathe,' it's hard to use your voice, isn't it?

Imagine living with a permanent mask from the age of 13 onwards.

Some of us take it down for a breath of fresh air for a while but are forced to put it back just in case strangers splutter their words of hatred onto us.

See, you will never know the feeling of walking around with your head down when you reach that area, clutching that backpack with the Pride patch in towards you just in case anybody sees it. I won't hold a girl's hand around you because I know that it makes you uncomfortable, and that's 'just your opinion.' You don't want to learn about my history in class because it isn't relevant and that's 'just your opinion.' You don't think we should fundraise for LGBT organisations because there are plenty of other problems in the world, and that's 'just your opinion.' Well, I'm done listening to your opinion. When do I get to have my opinion? Is that too offensive?

Dear Ireland, BeLonG To gave me that space to be unapologetically me.

But we need you.

We need you to do better.

Now, I'm not expecting you all to hang your rainbow flags from every window. I'm simply asking you to be aware of your tolerance. We are not something to be feared. We are something to be acknowledged. We are human beings with minds and hearts, and families.

Now, when will you accept us as your family too?



DIGITAL DIALOGUE

2020 was the year we moved online. Through our communications and digital media work, we connected LGBTI+ young people with support services and helped the public understand what life was like for LGBTI+ young people during Covid-19.

Digital Media

The role of communications and social media intensified in 2020 as we relied on technology for work, entertainment, support, and connection. As the pandemic continued, we saw an increase in demand for inspiration and mental health supports on social media. In 2020, we leveraged our social platforms to share positive content, highlight our support services and let LGBTI+ young people know that they were not alone. We saw a growth in followers across our social media platforms in 2020 compared to the previous year: Facebook 3% increase, Twitter 9% increase, and Instagram 51% increase. Popular topics on our social media platforms included Stand Up Awareness Week, promotion of our youth groups, Trans solidarity posts, and posts related to Pride.

We welcomed Hannah Clancy, our new Digital Communications Officer to the team in October. Having an individual in this role gave us the capacity to create a digital media strategy for the organisation and target our diverse audiences more effectively. Community management emerged as a challenge in 2020 as we saw an increase in transphobia and hate speech. The organisation was targeted online as part of an agenda to dehumanise trans women and girls. The number of visitors to our website decreased from 458,052 in 2019 to 386,697 in 2020. A directive from the General Data Protection Regulation set out specific rules for the use of website cookies. This doesn't necessarily mean fewer people visited our site throughout the year. We believe the introduction of this cookie policy accounts for the decrease in visitor numbers in our website analytics as you cannot count the page views for visitors who do not accept the cookie policy. Popular pages on our website included information about LGBTI+ identities and resources for professionals working with LGBTI+ young people.

Media Coverage

We work with the media to build public awareness and help society understand the experiences and needs of LGBTI+ young people. Engagement with mainstream media allows us to reach audiences who may not be familiar with the key issues affecting LGBTI+ young people. In 2020, we featured in 130 pieces of media coverage across national and regional radio, television, and publications (2019: 97 pieces of coverage). This was a great achievement during a year when it was challenging to gain media coverage that was not related to the topic of Covid-19. Coverage in 2020 related to the five-year anniversary of the vote for same-sex marriage in Ireland, our *LGBTI+ Life in Lockdown* research, Stand Up Awareness Week, and our Safe and Supportive Schools project. We also targeted some of our key audiences through media coverage in trade-specific media outlets. We featured in *ASTIR*, the magazine of the Association of Secondary Schools in Ireland, and in *Coyote* a youth work publication of the European Commission and Council of Europe. We joined The Teaching Council for the first episode of their podcast series *Lighting a Fire*. Due to Covid-19, *Gay Community News* (GCN) magazine paused print publishing for a period of time. This meant that our partnership with GCN for the annual youth issue did not go ahead as planned. Instead, we collaborated to create #NewVoices, a series of opinion-pieces from LGBTI+ young people on topics important to them. These pieces were featured on the GCN website and across our social media platforms (more on pg30).

#ComeIn Campaign

We were thrilled for the opportunity to once again run our #ComeIn campaign in collaboration with the Institute of Advertising Practitioners in Ireland (IAPI) and 2FM in 2020. The digital media campaign ran over three weeks from November 4th to November 20th to raise awareness of our support services and Stand Up Awareness Week campaign. National radio station 2FM joined us as the media partner for this campaign, and we featured in interviews across three shows. Stories of LGBTI+ young people from the National Network were played on the station throughout the campaign, and 33 generous corporate donors sponsored 116 radio ad slots to promote the campaign. We invited artists and our supporter base to share their take on the #ComeIn logo using a stencil. We shared these creations across our social platforms during the campaign. These graphics were also displayed on digital billboards in Dublin city, donated as part of the campaign. Online, we ran both organic and paid content across Twitter, Instagram, Facebook, and TikTok. A number of TikTok influencers shared information about BeLonG To and our support services.



This campaign's positive impact is seen right across our organisation raising our profile nationwide and letting people know that we are here to support LGBTI+ young people. There was an 11% increase in school engagement in Stand Up Awareness Week compared to the previous year. We increased the campaign reach to 1,125,000 (2019: 213,000). There was a 142% increase in visitors to our website in November compared to October. Visitors to the website increased from 3,175 compared to 2,643 in 2019. On Twitter, the #ComeIn hashtag was used for campaign-related content over 459 times during the campaign. We are so grateful to the passionate and dedicated cross-agency team who drove the campaign and our amazing partners, IAPI and 2FM. The collaborative, innovative nature of the campaign was recognised and it was named Communications Campaign of the Year at the 2020 Charity Excellence Awards.

#BringingPrideHome

June is Pride month and one of the busiest times for our communications and media team. Even though we could not march together to celebrate Pride in 2020, we experienced overwhelming support from the public, our donors, and community groups during this time. We rolled out a host of events and activities, including #BringingPrideHome. This digital media campaign highlighted the self-care packs we distributed to LGBTI+ young people in collaboration with Youth Work Ireland. Alongside Dublin Story Slam, we hosted an online storytelling event to kick off Pride. Some 200 people attended the event, which featured two service users and special guest, CEO of Amnesty International Ireland, Colm O'Gorman who shared their brave stories. During Pride month, we used our digital media platforms to shine a light on some passionate LGBTI+ community activists' work. We featured short Twitter interviews with community activists, including Bulelani Mfaco of Movement of Asylum Seekers in Ireland (MASI) and Sara Philips of Transgender Equality Network of Ireland (TENI). We were lucky to partner with Dublin Bus for the month of Pride, and make our debut on the side of a bus. The organisation offered us a pro-bono ad space on 100 of their buses throughout June. This opportunity boosted brand awareness across Dublin and signposted young people to our website. Thank you Dublin Bus!

RAISING THE STAKES



The emergence of Covid-19 saw our ambitious fundraising plans for 2020 grind to a halt. Here, we share how we pivoted our plans and met this new economic reality face on.

Fresh from a successful year of fundraising in 2019, we entered 2020 with an ambitious plan for growth in the organisation. Our target in January 2020 was overall growth of 8%. News emerged in February that we were recipients of multi-year funding made available by Google.org through the 2019 Impact Challenge on Safety. This three-year funding opportunity was a game-changer for our organisation, positioning us to resource our team through the addition of four new roles and to roll out our Safe and Supportive Schools and Services projects and a digital campaign to reduce incidences of hate-speech online. We were prepared for an exciting year of fundraising with a busy calendar of events including our annual Rainbow Ball and a sponsored walk of the Camino de Santiago. The year unfolded in a very different way than what we had envisioned when we made our initial plans.

Fundraising in a Pandemic

The Covid-19 pandemic presented us with an extremely turbulent funding landscape from March. Simultaneously our *LGBTI+ Life in Lockdown* research (see page 34) showed us the alarming pain and suffering LGBTI+ young people are enduring. Demand for our support services soared. The future of our fundraising income was fragile and uncertain. It was clear to us that Pride month, a significant time to raise funds, would be impacted. At this time, we worried that the pandemic might not be over in a few months as predicted. We were fearful that our entire calendar of fundraising activities would be affected and that our flagship fundraising event, the Rainbow Ball, might also be cancelled. In response to this changing fundraising landscape, during the first lockdown, we hosted several online fundraising events for our supporters. These included 'Queerantime Bingo' hosted by the renowned Shirley Temple Bar, and several 'Queerantime Quizzes' hosted by the brilliant Bunny O'Hare. These events raised vital funds to support our services and filled a longing for connection in our queer community during a deeply distressing time.

Facing An Uncertain Future

It was clear to us we had to act to protect our vital services as demand soared. We also needed to be pragmatic about the reality of the impact the pandemic was likely to have on our fundraising and manage the risk. Early in May, we estimated a reduction in overall income of €365,692 (25.69%) and reduced planned expenditure proportionally. We made strategic choices to protect the provision of direct support services and our fundraising capacity. Given the scale of the impact, we applied to two government support schemes to mitigate the impact and maintain our ability to provide lifesaving services. We availed of the Temporary Wage Subsidy Scheme (TWSS), which enabled us to maintain our staff team for its duration, and we applied to the 'Community & Voluntary Covid-19 Stability Fund' which provided us with additional funding.

The Story in Numbers

Actual State Funding 2019	646,503	49.17%
Actual Fundraising 2019	668,278	50.83%
Total Funding 2019	1,314,781	

Revised Budget State Funding 2020 (April/ May 2020)	672,678	63.58%
Revised Budget Fundraising 2020 (April/ May 2020)	385,275	36.42%
Total Revised Budget Funding 2020	1,057,953	

Overall estimated reduction in income due to Covid-19	25.69%	
Overall estimated reduction in fundraising income due to Covid-19	47.34%	
Actual State Funding 2020	720,604	48.21%
Actual Fundraising 2020	774,177	51.79%
Total Actual Funding in 2020	1,494,781	

Yet, even with these measures in place, the future was exceptionally uncertain. Across April and May the Management Team drew up a plan which we hoped we would not have to use – to reduce the hours of our staff team with effect from July 1st. This plan would result in the reduction of services at a time demand was spiking. Execution of the plan hinged on the performance of fundraising during the month of Pride.

Proud

Throughout the months of May and June, we engaged with numerous donors and partners to reveal the impact of the pandemic on the lives of LGBTI+ young people. We shared our financial situation and sought permission to redirect funds that had already been granted to us to the areas of greatest need. In this hour of need, we were met with kindness, flexibility, understanding, and a shared determination to be there for LGBTI+ young people. The flexibility this offered greatly enhanced our agility in responding to the emerging needs of our service users.

In May, we planned how to ask our donors, supporters, and partners to unite in making sure that no LGBTI+ young person would be left feeling alone, unloved, and uncared for during 2020.

In June, you answered this call, enabling us to support 113% more people than in 2019.

Thanks to that loving support of our funders, donors, and stakeholders, we turned a corner as an organisation, and things looked a little brighter by the end of 2020. Our contingency Plan B was thankfully filed away as a moment in history that did not happen, and our virtual doors stayed open for LGBTI+ young people. The generosity and the depth of support from our supporters ensured the health, safety, and equality of LGBTI+ young people were and are protected throughout this storm.

Initial Budget State Funding 2020	691,970	48.61%
Initial Budget Fundraising 2020	731,675	51.39%
Total Budget Funding	1,423,645	

YOUTH WORK IN A DIGITAL WORLD

On the frontline, we rapidly adapted our services to be there for LGBTI+ young people through the provision of digital youth work.

We offer a range of support services for LGBTI+ young people to explore what's going on for them through our Dublin Youth Service. Our youth groups are a space for LGBTI+ young people to connect and find community. We offer one-to-one support to LGBTI+ young people, family members, and professionals who work with them. We also run a peer education service to promote leadership skills amongst LGBTI+ young people. These services are funded through the Department of Children, Equality, Disability, Integration and Youth.

The emergence of Covid-19 had a significant impact on the LGBTI+ young people who we support and the operations of our Dublin Youth Service. Our *LGBTI+ Life in Lockdown* report highlighted that 93% of LGBTI+ young people struggled with anxiety, stress, or depression during Covid-19, compared to 53% of the general youth population. The demand for our support services soared in 2020, and we rapidly adapted our youth service to meet the needs of the young people we work with once we closed the doors of our face-to-face services in March following Government guidelines.

Key Insights

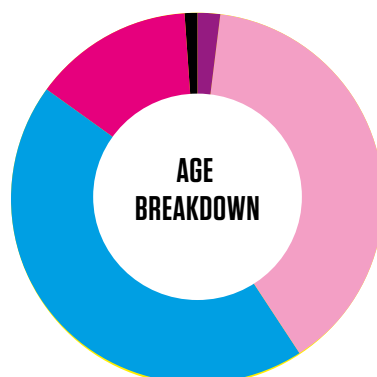
We collect data to inform, shape, and support our youth work practices. This data highlights the spike in demand for our support services during 2020. We supported 1,530 people through our frontline service in 2020, compared to 717 in 2019, an increase of 113%. Young people made up 52% of the caseload, with additional support delivered to parents, educators, and professionals. We saw a 360% increase in individual interventions (phone, email, and text support) compared to the previous year. April, July, and September were the busiest months as LGBTI+ young

people adjusted to the pandemic and then faced returning to school in September. The top presenting issues for service users in 2020 were mental health, coming out as trans, gender identity, coming out, and sexual orientation. As we supported more service users, the number of referrals we made also increased from 206 in 2019 to 472 in 2020. We signposted young people to both internal services, e.g., our LGBTI+ youth groups, and external agencies and organisations positioned to meet specific needs related to mental health, sexual health, and homelessness.

Digital Youth Work

Due to homophobia, biphobia, and transphobia, LGBTI+ young people have been going online for community and anonymous support for many years. For some LGBTI+ young people, it is not safe to access support services in person. We have been meeting their needs online through the provision of digital youth work since 2004. However, in response to the pandemic and the closure of our face-to-face youth services, digital youth work shifted from one pillar of support to our primary support method in 2020. In April, we developed a digital youth work strategy with the help of our incredible friends and allies at The Proud Trust UK. They generously shared their digital framework, best practice, and learnings with us. This solidarity from the team at The Proud Trust allowed us to rapidly move our services and groups online at a time when these supports were desperately needed by LGBTI+ young people. We are so grateful to Sally Carr and the team at The Proud Trust for sharing their learning with us. This enabled us to create a strategy that we could then share with the National Network of LGBTI+ youth groups – in line with our strategic objective of sharing best practices. The digital youth work strategy includes a digital youth work and safeguarding risk assessment, digital group activity ideas, and a digital usage agreement for participants. There are safeguarding risks associated with bringing new young people to a digital space. To minimise risk and follow best practice for child protection, we introduced a 'New Young Person's Project' to streamline new service users (read more about this on page 20).

Individual Interventions	2019	2020	%
Monday Chats	98	102	+ 4%
Phone Support	108	236	+ 118%
Email Support	581	3,287	+ 465%
Total	787	3,625	+ 360%



11-14 years old: 2%
15-17 years old: 39%
18-21 years old: 44%
22-24 years old: 14%
25+: 1%



Throughout 2020, our youth workers offered phone, text, video, and email support to LGBTI+ young people, parents, and professionals. Demand for our services, especially from young people, increased by 101% compared to the previous year, with 805 young people seeking support in 2020 compared to 401 in 2019. Similarly, more parents, youth workers, social workers, and educators reached out for support in 2020, with an increase of 176% compared to 2019.

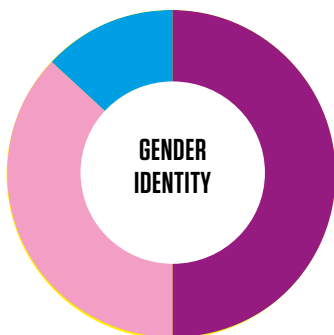
Support Services Drug and Alcohol Service

Our dedicated drug and alcohol service offers a safe and confidential space for LGBTI+ young people to discuss concerns about their drug and alcohol use. Our aim for 2020 was to roll out a new outreach plan offering support and training to youth services, community services, and drug and alcohol services within the North Inner City of Dublin. Our plan was to increase awareness of this service amongst professionals and support them to develop a safe space for LGBTI+ young people within their own services. Due to Covid-19 and the demand for our support services, the implementation of this plan was paused for 2020. Our dedicated Drugs And Alcohol Youth Worker continued to offer support to LGBTI+ young people presenting with substance misuse, while also supporting the needs of LGBTI+ young through digital youth work.

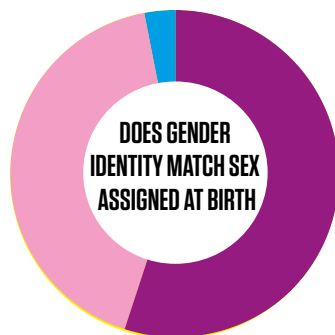
Crisis Counselling with Pieta

Since 2017, we have partnered with Pieta to offer an in-house crisis counselling service for LGBTI+ young people who are engaging in self-harm or experiencing suicide ideation. This free service operated face-to-face until March and then immediately moved online in response to Covid-19. During 2020, 376 hours (2019: 180) were spent providing free crisis counselling to LGBTI+ young people, 47 hours (2019: 24) were spent on therapeutic assessments, and five hours (2019: 6) were dedicated to providing therapeutic family support.

These figures mirror the devastating impact Covid-19 and restrictions have had on the mental health of LGBTI+ young people. The 108% increase in this service reflects the demand across our frontline service as more LGBTI+ young people experienced suicide ideation and engaged in self-harm and reached out for therapeutic support. An ongoing challenge for this service is the need for parental consent for those under 18 years to gain access to therapy. This deters LGBTI+ young people from accessing the service as to do so, and they would need to inform their parents of their sexual orientation or gender identity. We are grateful for this continued partnership with Pieta, creating a space for LGBTI+ young people experiencing mental health challenges.



Female: 50%
Male: 37%
Non-binary/Other: 13%



Yes: 55%
No: 42%
Not Specified: 3%

APART BUT TOGETHER

We run youth groups for LGBTI+ young people to connect, get information, and receive support.

We had ambitious plans for our Dublin-based LGBTI+ youth groups in 2020, including increasing the frequency of our groups from fortnightly to weekly. We added a new full-time youth worker to the team in March, welcoming a former sessional worker Sean Frayne back to BeLonG To. When we closed our building in March, we paused our LGBTI+ youth groups in line with Government advice. While we have engaged in digital youth work for almost two decades, we had no experience facilitating online youth groups until 2020. Our friends at The Proud Trust in the UK offered our Youth Work Team training and frameworks, which equipped us with the knowledge to move our groups online within one month, a major achievement.

In April, we opened our online youth groups for existing service users weekly. These groups offer a space for LGBTI+ young people to connect with their peers and get the support they need from our youth workers. We traditionally facilitate workshops on coming out, drugs and alcohol, and mental health. In 2020, following The Proud Trust's advice, we solely engaged in positive and fun activities with group participants. We created a space that offered respite from Covid-19 and the anxieties many LGBTI+ young people were experiencing. For some LGBTI+ young people, accessing our groups online was just not possible for reasons such as not being out at home, video conferencing fatigue, and unstable internet connections. As a result, we saw a 30% decline in youth group attendance in 2020 (696 attendants compared to 996 attendants in 2019). Our youth workers engaged in outreach with service users who could not access our groups.

New Young Person's Project

Welcoming new service users to our existing groups online presented a challenge as we didn't have an established relationship with these young people. Some LGBTI+ young people feel nervous about joining an existing group online and meeting youth workers for the first time at these groups. We set up the 'New Young Person's Project' to support and integrate new young people into the service. The new service users had the opportunity to get to know our youth workers and experience what a youth group is like. This project was successful with high retention rates. Participants join the service at the same time as other LGBTI+ young people and settle into the online youth space before moving into our existing groups. In total, 27 new young people participated in this project in 2020, which ran 20 times.

IndividualiTy

This group is for trans and non-binary young people and those exploring their gender identity. In 2020, the group ran weekly 37 times with an average attendance of 12 young people.

Risks and Challenges

- Some trans and non-binary young people found themselves stuck in an unsupportive environment during Covid-19, for example, with family members not accepting of their gender identity.
- Due to the healthcare crisis of Covid-19, already lengthy waiting lists to access trans healthcare increased, impacting trans and non-binary young people who are waiting to access gender-affirming care.
- Trans and non-binary young people in our service were impacted by the rise in transphobia online and offline in 2020.

Achievements

- The group successfully moved online, retaining the average participation rate of 2019 (12 individuals weekly) and provided a safe space for trans young people to engage.
- Guest speakers included Tim Hanley from Amnesty International, who spoke about LGBTI+ rights in Poland and Eastern Europe, and Bulelani Mfaco from MASI, who talked about direct provision and activism.
- Our annual Transboree event took place in December. This year, we hosted the event online in partnership with Gender RIP – an art collective for trans folk. Young people from IndividualiTy worked with the artist to create a self-care pack for those attending the event. We are grateful to the National Office of Suicide Prevention for funding this event.
- Together with members of IndividualiTy, we set up a trans healthcare group as a safe space for young people to share their healthcare experiences.

The Ladybirds

This group is for young lesbian, bisexual and trans gals and their non-binary pals. The group ran 12 times with a drop in average attendance from 14 to 3 in 2020 as these service users struggled to engage in the online group.

Risks and Challenges

- Many regular attendees of The Ladybirds were unable to engage with the group online. The group was composed predominantly of new service users who joined the group through the 'New Young Person's Project.'

Achievements

- The group ran workshops on positive mental health, healthy relationships, drug and alcohol awareness, and minding yourself online.
- The Ladybirds produced self-care packs in April, creating friendship bracelets together online.

Over 18s

Our Over 18s group is for 18-23-year-olds. In 2020, 22 young people, on average, attended the group (compared to 46 in 2019), which ran 18 times.

Risks and Challenges

- This group struggled to engage online due to many reasons, including not having access to technology and not feeling comfortable sharing their experiences in an online setting.

Achievements

- We responded to the challenge of online engagement with this group by reaching out to the members individually over the phone or by text. In April, we sent members phone credit and a Just Eat voucher.
- In June, when Government restrictions permitted, our youth worker met with this group weekly in-person following social distance guidelines. This allowed us to offer support to these service users who found it difficult to participate in digital groups.
- Activities included a CV skills session, a book club, a movie club, and outdoor activities such as group walks with hot chocolate.

BeLonG To Sundays

Traditionally our biggest group for LGBTI+ young people between 13 and 17, BeLonG To Sundays saw a 50% decline in attendance in 2020.

Risks and Challenges

- Many service users in this younger cohort are not out at home and so did not feel safe or comfortable joining the group online.
- Many of these service users also attended school on Zoom and didn't want to spend time on their computers at the weekends.
- We paused the group in August due to a lack of engagement and spent time planning how best to support this cohort.

Achievements

- We adapted to meet the needs of this group. In November, we relaunched BeLonG To Sundays and moved the online group to Tuesdays from 5-6 pm. We changed the name of the group to the Under 18's group.
- In November and December, the group focused on fun and positive activities, including a movie month, quizzes, and Christmas games.



INTERSECTIONAL IDENTITIES

We approach our work through an intersectional lens acknowledging that LGBTI+ young people face overlapping discriminations. Here, we share some of these specific projects from 2020.

LGBTI+ Young People Living with Disabilities

We aim to improve accessibility to our services for LGBTI+ young people living with disabilities. Data from 2019 showed us that 10.3% of our service users were living with a disability. In 2018 and 2019, we held focus groups with LGBTI+ young people living with a disability and accessing our services to learn more about their needs and how we could meet them. This resulted in several changes within our frontline service, from the introduction of quiet spaces within all peer support groups to shifting our communications to email and text. During the focus groups, participants discussed external environments and identified experiences of feeling more at-risk when using dating apps.

In 2020, we secured funding through ILGA-Europe to create two animated videos in response to topics that emerged from these focus groups. Our Youth Work Team supported a group of young people to develop the concepts and guide an animation company to produce these videos. One video will offer tips on how to stay safe online for LGBTI+ young people living with a disability. The other video will provide advice on creating a disability-friendly youth service and is aimed at youth organisations. The videos will be released in partnership with ILGA-Europe in 2021.

Empowering Young People In Care

We collaborated with the national voluntary organisation EPIC (Empowering People in Care) for an exciting project in 2020. Working together with EPIC, in January, we established an LGBTI+ advisory group to help us create awareness videos for LGBTI+ young people and professionals in the care system. The group also offered insight and advice to support us in updating resources we co-created in 2018 for LGBTI+ young people in care and professionals who support this group. We were thrilled that 10 LGBTI+ young people engaged with this project, especially as we had to move all advisory group sessions online due to Covid-19. As part of the collaboration, we participated in a training exchange with 30 staff and EPIC volunteers. We shared information about working with LGBTI+ young people, and the team at EPIC offered us training on working with young people in care. We plan to launch the videos and share the updated resources as part of Care Week in February 2021.

Supporting Travellers Advance Through Universal Services

Involve (In Partnership with Travellers) recognises the equality of the Traveller community by providing programmes, initiatives, and services that promote the participation and inclusion of the Traveller community in Irish society. In 2019, we committed to implementing the STATUS Toolkit - Supporting Travellers Advance Through Universal Services. The toolkit provides a quality assurance framework for youth organisations. This framework supports organisations to self-evaluate and to create an improvement plan so that youth work practices are inclusive of members of the Traveller community. In 2020, the Youth Work Department at BeLonG To initiated implementation of the STATUS Toolkit. This will help to achieve the best possible outcomes for the engagement, participation, and retention of young people from the Traveller community in our projects and activities. Looking forward to 2021, we plan to roll out the toolkit across other departments to improve participation and engagement with LGBTI+ young people from the Traveller community.

HELPING HANDS

Our dedicated team of volunteers and peer educators stepped up to be there for our Youth Work Year as we moved our support services online.

Over the past three years, we have invested in establishing and growing our volunteer programme. Our volunteers support our Youth Work Team, welcoming young people to our LGBTI+ youth groups, collecting data, and supporting our youth workers during the groups. Volunteers also help us spread the word about what we do and reach new audiences at events and conferences. From March, our need for volunteers reduced dramatically as we moved

our support services online and cancelled all events and conferences due to the pandemic. This is reflected in the number of active volunteers in 2020 (22 compared to 74 in 2019) and the corresponding volunteer hours of 736 (2019: 2,583). We are so grateful to our volunteers and peer educators for the energy and passion they bring to BeLonG To. We look forward to growing our team of volunteers in 2021.



Jes Herbert talks about volunteering with our youth group Individuality in 2020...

“Volunteering with BeLonG To was originally something I wanted to do as a chance to give back to the LGBTQI+ community in Ireland, but the experience has given me so much as a volunteer. My role has

shifted (due to Covid-19) away from physically welcoming young people into the group space, helping set up for big events, and listening to and supporting the young people when they deliver workshops to the group or when they need an ear. Seeing the way that the youth workers, the young people, and all of BeLonG To’s staff and volunteers have risen to the occasion of building an online space where young people can still come to be together virtually with others - it was like stepping back into that first group session as an awe-inspired volunteer all over again. I’m so proud and grateful to play any part in helping that.”



Our amazing peer educators structure and deliver workshops in our youth groups. Here, Beth Stall shares their experience as a virtual peer educator in 2020...

“I started as a peer educator pre-Covid and had to adapt quickly

when the groups moved to an online setting early last year. While this move was difficult and certainly was not without its challenges, it also brought many enjoyable and unforgettable experiences. I got the opportunity to meet people in an online setting that I wouldn’t usually be working with, and we helped develop workshops in this new online format. The past year has been extremely difficult for everyone. I think that the continuation of groups online has helped everyone from the young people to the peer educators to the youth workers alike. The regular peer educator meetings helped me as they gave me a space to come to every week where I could be myself and learn vital skills to help with facilitating workshops. The meetings were always made fun and enjoyable, and we were all encouraged to participate and get involved. Ultimately, while I would have liked to be attending the service in person as a peer educator, I am happy that I got involved in this new way of running things. While not ideal, online workshops and services were necessary during this time and helped me and many others to find a safe space during this tough year.”

VOLUNTEER FAST FACTS

22 Active Volunteers (2019: 74)

736 Volunteer Hours (2019: 2,583)

12 VOLUNTEERS TRAINED (2019: 17)

BETTER TOGETHER



Supporting the needs of LGBTI+ young people through youth work requires specific training and support which we offer through the National Network.

The purpose of the National Network is to ensure LGBTI+ young people have access to dedicated, high-quality youth services and supports, by connecting youth workers and volunteers around the country. We facilitate a forum for members to exchange insights, learn best practice, and receive support from one another. We work in partnership with national youth organisations such as Youth Work Ireland, Foroige, Crosscare, and local youth and community services that provide LGBTI+ youth groups to create a standardised model of LGBTI+ youth work and best practice across Ireland. In 2020, we supported 56 groups nationwide (2019: 56).

Supporting the Network

Our plan to provide four face-to-face meetings for National Network members in 2020 quickly changed in March due to Covid-19. Aware of the pressure facing youth workers as they personally adapted to the pandemic while simultaneously supporting LGBTI+ young people during this time, we increased the frequency of our meetings. In 2020, we facilitated 16 online meetings for National Network members. This offered youth workers a space to check-in, discuss emerging themes, and share support, resources, and information to meet the needs of LGBTI+ young people. At the beginning of the year, the Network focused on updating their key work areas for 2020-2021. The group prioritised education, mental health supports and standardising LGBTI+ youth work.

Network members' challenges included struggling to keep vulnerable LGBTI+ young people engaged online and a 58% increase in demand for one-to-one support sessions with young people and their family members. The top presenting issues for LGBTI+ young people across the Network were mental health challenges, bullying and victimisation, and concerns related to Covid-19. During the year, five National Network members moved on to new roles, and the Network welcomed new youth workers to the group. As part of our work supporting the National Network, we distributed grants totaling €45,000 to 11 National Network members. The annual funding for these grants is provided to us by the National Office of Suicide Prevention.

Achievements and Challenges

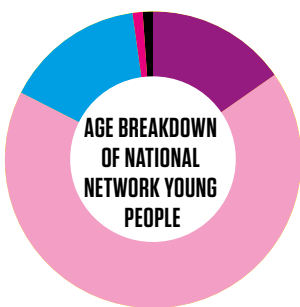
Members of the Network identified a knowledge gap concerning trans healthcare in 2019. In response to this, we hosted a trans healthcare information event for National Network members in January 2020. Laura Callaghan from the NHS Gender Identity Development Service in the UK joined 23 youth workers from the National Network to provide a day of training about trans healthcare. This training helped increase knowledge and confidence when working with young people with different experiences of gender identity and expression. As members of the Network learned about the barriers and challenges trans and non-binary young people face when attempting to access

healthcare, they were inspired to set up a group to take action. We established the National Network Trans Health Care Subcommittee to identify key priorities and work together to create a healthcare pathway guide for youth workers to support trans and non-binary young people in Ireland.

The cancellation of the annual Dublin Pride event in June and Pride events nationwide had a negative impact on the LGBTI+ young people we support. Pride is a time to celebrate LGBTI+ identities and for many LGBTI+ young people it is one of the few times they come together as a community. Working with Youth Work Ireland and the National Network, we found a way to celebrate Pride with LGBTI+ young people across Ireland through our #BringingPrideHome campaign. We created a Pride self-care pack so young people could mark Pride 2020 at home and know that around Ireland, their LGBTI+ friends were wearing the same t-shirt, masks, and badges. Each pack contained a t-shirt with a one-off design by artist Timur Aldemir, rainbow facemasks, badges, some sweet treats, a Dublin Pride booklet, and a guide about minding your mental health. Members of the National Network helped distribute these packs to LGBTI+ young people across Ireland.

Best Practice

The objective of Building Safe Spaces, Goal #3 in our strategic plan, is to expand consistent models of practice, training, and accreditation in collaboration with the National Network and our youth work partners. In 2020, we set a goal to update our LGBTI+ Safe and Supportive Services project. The project is for youth organisations that want to create youth work services that are fully inclusive of LGBTI+ young people. The learnings from this pilot will be integrated into a revised version of the Safe and Supportive Services Project. In 2020, the National Network members reviewed and evaluated the project toolkit to provide expert advice and feedback on the project. This feedback will support a revision of the programme in 2021 which we will roll out in 2022. The impact of this will be the creation of a standardised accreditation model of LGBTI+ youth work and best practice to be rolled out across youth services in Ireland as per our strategic goals.



AGE BREAKDOWN OF NATIONAL NETWORK YOUNG PEOPLE
 10-14 years: 15.5%
 15-17 years: 67%
 18-21 years: 15.5%
 22-24 years: 1%
 25+ years: 1%



GENDER IDENTITY OF NATIONAL NETWORK YOUNG PEOPLE
 Male 31%
 Female 37%
 Trans 26%
 Non-Binary/Other 6%

Support Sessions Provided by the National Network

2019	743	Group Sessions	700	2020
2019	744	Young People & Family Sessions	1,180	2020

Individuals Trained by the National Network

2019	1,594	Students	1,000	2020
2019	571	School Staff	263	2020
2019	502	Other Professionals	151	2020



PRIDE & PREJUDICE

Through training, we ensure LGBTI+ young people are met by professionals, organisations, and services who are educated to meet and support their needs.

Central to our theory of change is the belief that systemic problems and underlying causes such as societal attitudes result in the challenges LGBTI+ young people face. We deal with the effects of these challenges through our support services. As an organisation, we are dedicated to solving the root causes of these challenges. Our training and education work enables us to work with professionals, services, and organisations to ensure they are equipped to meet the needs of LGBTI+ young people. A significant organisational achievement during 2020 was the establishment of a dedicated Training and Education Department. We welcomed Sharon Murray, our Education and Training Coordinator, to the team in July. This role was made possible by Google.org through the 2019 Impact Challenge on Safety.

As we have identified in previous years, an ongoing challenge for the organisation was limited capacity to conduct training and the absence of a dedicated staff member to manage this area. With our Education and Training Coordinator in place, we now have an expert to lead the development of this new department. In 2020, work in this area included a review of our existing education and training activities. We also planned for future training directions which will include a professional seminar series and new e-learning platform. It was challenging to set up a new department remotely, and creative thinking was required to roll out training virtually and retain the interactive nature of face-to-face training online.

Number of Individuals Trained



E-Learning for Educators and Youth Services

In 2020, we partnered with the City of Dublin Youth Service Board (CDYSB), and the City of Dublin Education and Training Board (CDETB), to launch our first e-learning module 'Creating LGBTI+ Inclusive Schools and Youth Services'. Minister for Children and Youth Affairs Katherine Zappone launched the module during a 'sold-out' webinar. This interactive training developed with Quality Matters, includes videos, exercises and quizzes to equip education and youth service professionals to become better at listening to, understanding, responding to, and supporting LGBTI+ young people - ensuring that they become part of a positive story in their lives. Since May, we have continued to enhance the learner journey with Logicearth and started work on developing our own Docebo Learning Platform. In 2020, 1,268 people participated in this exciting new e-learning programme.

Youth Work

Offering training to youth workers nationwide helps them to meet the needs of LGBTI+ young people and to create safe and supportive youth services. Providing training, support, resources and information to youth workers ensures the provision of high-quality experiences for LGBTI+ young people when accessing youth services. In 2020, we were unable to provide face-to-face training to youth workers due to Covid-19. However, we redirected youth workers to our e-learning training. We adapted our annual National Network youth worker event and created an online programme which we delivered to 12 youth workers.

Stand Up Awareness Week

As part of Stand Up Awareness Week, we offer free training sessions to teachers, principals, guidance counsellors, and board of management members. We had planned to run a series of face-to-face training sessions in September and October but adapted this plan due to Covid. Instead, we hosted four regional training events and one specific training for Youthreach staff. Participants learned about LGBTI+ terminology, how to support LGBTI+ students, and how to run Stand Up Awareness Week in their school or Youthreach. Aware that teachers were spending a lot of time online delivering lessons, we took steps to ensure our training was interactive and engaging, for example youth workers from the National Network supported the training by facilitating breakout rooms where educators could share experiences, tips and activity ideas. We wanted participants to enjoy the training and leave feeling confident to host Stand Up Awareness Week in their school. Despite the challenge of moving the training online, we are proud that we increased the number of individuals trained from 191 educators in 2019 to 217 educators in 2020.

Mental Health and Social Care

Our joint training programme for professionals working in partnership with Jigsaw, continued in 2020. The aim of the training 'Supporting The Mental Health Of LGBTI+ Young People' is to provide a greater understanding and awareness of issues affecting the mental health of LGBTI+ young people. With participants, we explore strategies to help build resilience among LGBTI+ young people and educate participants about LGBTI+ language and terminology when supporting young people. The training programme is for adults 18+ who work or volunteer with young people in their communities and groups and agencies who provided services to young people.

In 2020, we delivered one face-to-face training session in Donegal in February. We adapted our training plan for the remainder of the year because of the pandemic. We worked with Jigsaw over a number of months to develop a blended learning approach and we adapted this training to an online context. The e-learning module was developed by Rebecca Murphy and Shirley Benton from Jigsaw and hosted on the platform LearnUpon. The training became an online self-directed course, followed by a facilitated three-hour live Zoom session. During the live session, we worked with participants to explore how to apply the theory to practice. This was a shared learning space to ask questions and reflect on the online training session. In 2020, 51 participants completed the training over three online sessions (2019: 73 participants). We limited the number of participants to 15 per session so the two facilitators could retain the level of support offered in face-to-face training.

Sexual Health

'In The Know' is our training and personal development programme for gay and bisexual men and trans young people. This training offers participants an opportunity to learn about safer sex, STI's, chemsex, consent, and healthy relationships in a fun and relaxed setting. Our plan for 2020 was to host three six-week sessions for young people between 17 and 23-years and to host one training day for professionals who work with LGBTI+ young people. As a result of Covid-19, we adapted the course and moved it online, training six participants during October. Our Sexual Health Youth Worker adapted the course content to reflect changes to sexual health due to Covid-19. For example, in response to an increase in the use of 'hook-up' apps such as Grindr, we included content on staying safe online and when 'sexting'. In 2020, we worked with the Sexual Health Centre, University College Cork, and the HSE Sexual Health and Crisis Pregnancy Programme to develop an 'In The Know' training manual. This manual provides youth workers and sexual health workers with the tools and activities they need to roll out this training programme, first established by Sean Frayne, our youth worker, when he volunteered with BeLonG To in 2014.



CREATING SAFE SPACES

Safe and Supportive Schools result in reduced levels of anti-LGBTI+ bullying and a student body with a higher sense of belonging and better educational outcomes.

We realise the importance of working on the causes and the effects of the ongoing issues of homophobia, transphobia, and biphobia to create a safe, healthy, and equal Ireland for LGBTI+ young people. Our Safe and Supportive Schools (SASS) and Services project plays a vital role in our strategic plan to train and educate professionals working with LGBTI+ young people.

Looking Back

The 'LGBTI+ Safe and Supportive Whole-School Community Model' was developed by Michael Barron, the former Executive Director of BeLonG To, and Lisa O'Hagan, Health Promotion, and Improvement (Health and Wellbeing Division-HSE West) in 2012. This model was designed to work with teachers, parents, students, and the broader community to build a safe, supportive and inclusive environment for LGBTI+ young people.

The model was piloted in two schools in Donegal during the 2013/2014 academic year. From the pilot study, we concluded that the whole staff training element of the project had a dramatic and wide-ranging impact on staff members in terms of knowledge of LGBTI+ issues and their attitudes towards LGBTI+ young people. There was clear evidence that the training enhanced their ability to respond to LGBTI+ related bullying in schools. This finding suggests that the project had succeeded in building the capacity of school staff to both understand and respond to homophobic and transphobic bullying and that this change was sustained.

Central to the model is the LGBTI+ Safe and Supportive Schools (SASS) Toolkit, which details the steps schools can take to become more inclusive of LGBTI+ young people. As a result of funding from the HSE in 2019, and with the original authors' support, we updated the Safe and Supportive Schools Toolkit with relevant information. Michael Barron also adapted the Whole-School Community Model to create a Whole-Service Community Model for youth organisations that want to create safe spaces for LGBTI+ young people.

Rolling Out SASS

These toolkits offer guidance to schools and youth services on how to become safe, supportive and more inclusive. Pivotal to the success of this model is the delivery of training and ongoing support for school staff, as well as an accreditation process. As a result of funding made available to us by Google.org through the 2019 Impact Challenge on Safety, we had the capacity to hire an Education and Training Coordinator to roll out SASS in post-primary schools across Ireland. We anticipated that we would find it challenging to recruit schools to participate in this project because of Covid-19, and the uncertainty facing the education sector. Schools were under significant pressure to adapt to restrictions, move their classrooms online, and keep their doors open.

With the support of Valerie Lewis, Educational Policy and Development Officer with Education and Training Boards Ireland (ETBI), we reached out to ETB post-primary principals nationwide. Despite the incredibly challenging atmosphere for school communities, we were humbled by the number of applicants. We had initially aimed to support 15 schools but expanded this to accommodate 21 schools. We applaud these schools who stepped up to support their LGBTI+ students despite difficult circumstances related to the pandemic.

In December 2020, we launched the SASS project in 21 schools. We worked with the Transgender Equality Network Ireland (TENI) to deliver online training to SASS coordination teams in each school. This will be followed by training for all staff members, a resource pack, and ongoing

mentorship. The project is not exclusively focused on the school, but also works with the community outside the school gates, including any local LGBTI+ youth projects/groups, parents and community organisations to promote a wider LGBTI+ inclusive community.

By signing up to the SASS Project, schools commit to:

- Use our SASS rapid assessment toolkit to self-assess their current policies and practices relating to LGBTI+ identity.
- Facilitate all staff training including an e-learning module and Zoom training for all staff (this includes teaching and non-teaching staff).
- Engage in our annual Stand Up Awareness Week.
- Deliver the SPHE Resource *Growing Up LGBT* to Junior and Senior classes.
- Develop and implement a SASS action plan based on the results of the SASS rapid assessment toolkit which focuses on six key areas:
 1. Policy and planning
 2. Curriculum
 3. School environment
 4. Community partnership
 5. Direct support to young people
 6. Staff organisation and development

Dr Seline Keating, Assistant Professor in Social Personal and Health Education (SPHE) and Wellbeing; and Research Fellow in DCU's Anti-Bullying Research and Resource Centre, agreed to independently evaluate the impact of the SASS model in the 21 participating schools and provide recommendations for accreditation requirements for future schools.

Dr Keating's research, combined with the on-the-ground experience of the schools involved in the project, will provide an evidence base for the development of national standards and a phased accreditation model. In time we hope that every post-primary school in Ireland will be an accredited LGBTI+ Safe and Supportive School.

The effects of Covid-19 on the rollout of the project have been significant. All initial meetings, trainings and research have had to take place virtually and it is anticipated these limitations will continue through 2021. We could not visit schools to meet senior management and build relationships with staff. However, the fact that schools remain involved in the project, and are resolute in continuing despite the unprecedented challenges they face, speaks to their ongoing commitment to providing a safe and supportive environment for their LGBTI+ students.

NEW VOICES

We partnered with GCN creating #NewVoices, a series of op-eds to platform the opinions and thoughts of LGBTI+ young writers from across the country sharing issues that matter to them. Here, we share two of these pieces.

Finding Acceptance By Edward Redmond

As a human, I know all too well that you don't necessarily get to choose your family. Being a member of the LGBTQ+ community, it is important to have a great support unit. I know that not everyone has the most accepting family. However, I believe that family is not the only support unit you need. While my own family has been incredibly supportive, and I am thankful for this, I've been lucky enough to have an amazing support unit in other areas of my life.

Firstly, I am thankful for the teachers I've had throughout my life. Those teachers helped me to understand and shape the person I've become today. Education plays an important factor in life, helping you to understand why you have the feelings that you do, but it also helps you to empathise with other people's feelings. My English teacher in particular, helped me love what I do, and now in my twenties and studying English, my lecturers give me that same support and passion, for which I am grateful.

Youth work has played a huge role in my life from about the age of seven. My youth club helped me to enjoy being a young person and not to stress so much! The support they provided me throughout my teenage years ultimately helped me to come out. My youth worker at the time helped me to understand and better be who I was ultimately hiding.

The support unit I have in my friends is something that I am incredibly thankful for. While thankful for current friends, I am also thankful for the ones that I may not see much of anymore – the ones who you fall out with or just disconnect with – because while we may not be close now, we were at one point, and they were there for me at times that mattered. And that is important.

As a gay man and a member of the LGBTQ+ community, I think it is important to find a support unit wherever or in whatever makes you feel safe and accepted. I have found that in teachers, through education, through youth workers, my amazing friends, and most importantly, my family and the acceptance and love that they have given me throughout my years.





My Journey to Self-Love By Evan Flynn

Pride, self-love, and acceptance are three things I believe every person should feel and experience, no matter who they are, what they identify as, or who they're attracted to. It took me years to feel those things myself, but that journey from self-loathing to self-love has been the most important part of my teenage years so far.

Growing up as a transgender person is never fun or easy for anyone, but for me (a trans guy who attended an all-girls school for eight years), it felt like I was going through the worst of it. The thought of me being a boy in a girl's body was so taboo that I couldn't bear the thought of coming out, even to myself.

I still remember the first time I realised I was different from my all-female peers. I was in Fourth Class, around nine or ten years old, my class had gone to our weekly swimming lessons, and we were all told to get changed into our swimming gear in this big changing room. It was hell. I remember thinking, 'why am I here?' while keeping my body wrapped up in a towel until my teachers would yell at me to change. I felt so isolated, despite being in a room with my close friends and classmates.

I was in a state of self-hatred for years due to my feelings surrounding my body and gender without realising why. The way I discovered that I was trans was a funny story. It was just a regular day for me. I was about 13-years-old and watching an episode of Glee on my laptop when one of the characters came out as a transgender man. I was astounded by this. I knew what being transgender was at the time, but I believed that it only meant going from male to female. Finding out that I could transition from female to male made me feel so relieved. It was like a heavy weight finally coming off my shoulders. I realised that I wasn't alone in how I was feeling. I have even used a quote from that episode of Glee while discussing my identity with uneducated individuals: "It's not about who I want to go to bed with, it's about who I want to go to bed as."

When I was 14, I was outed to my parents by one of my school's guidance councillors, and I thought the world was going to end. My school was not the most accepting at first, but after years of fighting with them over my identity, they slowly but surely started to come around. Right before I started sixth year, they changed my name on the school's system, which has allowed me to be my authentic self around my peers and drastically improved my self-worth and confidence.

Pride, self-love, and acceptance: I feel those three things now, and I have never felt happier in my life.

STANDING UP IN SCHOOLS

Stand Up Awareness Week is our annual campaign to support schools to take a stand against anti-LGBTI+ bullying.

Stand Up Awareness Week is a time for second-level schools to take action against homophobic, transphobic, and biphobic bullying. As a campaign, Stand Up Awareness Week aims to increase friendship and support of LGBTI+ students by other students and increase awareness of the experiences of LGBTI+ students among the entire school community. This early intervention model of LGBTI+ awareness and inclusion is the first step in creating schools that are safe, supportive, and fully inclusive of LGBTI+ students.

Stand Up Awareness Week took place from November 16th-20th, 2020. We saw a massive increase in the number of schools joining us for Stand Up Awareness Week this year, with 68% of schools participating compared to 57% in 2019. This translates to reaching 252,586 students across Ireland with our anti-bullying message (2019: 206, 864). The campaign has grown exponentially since 2017, as a result of specific measures we have taken to increase engagement in post-primary schools across Ireland. For example, in 2019, we launched our first *School Climate Survey* in collaboration with the Teacher College, Columbia University. This first-of-its-kind study in Ireland attracted widespread media attention and was included as editorial content in teaching publications, raising the profile of BeLonG To and highlighting the importance of Stand Up Awareness Week. Our #ComeIn campaign also aims to promote participation in Stand Up Awareness Week, and we believe this high profile campaign with 2FM and IAPI positively impacted engagement rates. Stand Up Awareness Week is supported by the Department of Education and Skills. It is endorsed by major organisations in the second-level school sector, including the National Association of Principals, the teachers' unions, guidance counsellors, and management bodies for second-level schools. The campaign was recognised at the 2020 Charity Excellence Awards winning the Big Impact Award.

Risks and Challenges

The Covid-19 crisis profoundly changed the school environment in 2020. We were acutely aware that schools were under extreme pressure to move their operations online and deliver lessons remotely. Planning for Stand Up Awareness Week, our biggest campaign begins early in the year, and we recognised that as a result of the pandemic, there was a risk that the campaign may not happen in 2020. We convened with an advisory panel of second-level teachers in June to hear their thoughts about the campaign and receive advice before we started to plan for November. The teachers agreed that Stand Up Awareness Week is an incredibly positive week in schools. They encouraged us to continue to plan the campaign, highlighting that this positive and inclusive campaign would be particularly welcome during a challenging year for students and teachers. The advisory group recommended that we provide additional resources for education professionals to make it as easy as possible for schools to participate in the campaign.

Resourcing Schools

As part of Stand Up Awareness Week every second-level school in Ireland is provided with a free resource pack with information, activities, and advice on how to run a successful Stand Up Awareness Week in their school. In 2020 resource packs were sent to 2,824 schools and teachers (2019: 2,567), and to 762 Youth Services in September. These packs are also available for professionals to download via a hub on our website.

The pack included campaign posters and LGBTI+ terminology posters to support understanding and awareness of LGBTI+ related terms. Each resource pack contained a 12-page booklet with information for educators outlining steps to achieving LGBTI+ inclusion at school and activity ideas for Stand Up Awareness Week. We provided teachers with ideas to add a LGBTI+ focus to a number of subjects, for example, Irish, Science, Geography, SPHE, and Home Economics. In 2020, we included a section on hate speech and steps to tackle LGBTI+ hate speech in the school community. During Stand Up Awareness Week in 2020 we invited schools to relaunch their anti-bullying policy, ensuring it specifically names homophobic and transphobic bullying as recommended by the Department of Education and Skills 'Anti-Bullying Procedures'. Not only does this send a positive message of solidarity to LGBTI+ students, but it also shows the entire school community that anti-LGBTI+ bullying will not be tolerated.

“
 THE WEEK DISPLAYED ALL THAT CAN BE ACHIEVED
 WHEN STUDENTS AND TEACHERS HAVE A COMMON
 GOAL AND WORK TOGETHER.

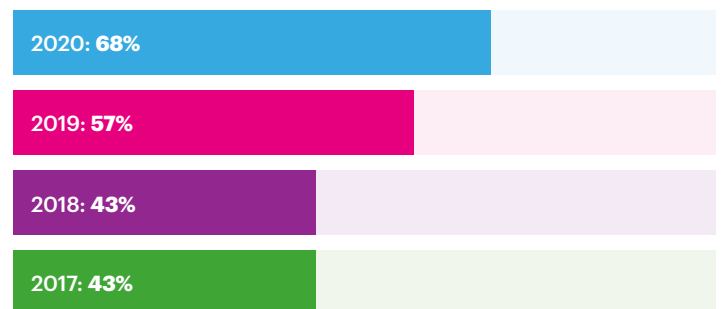
Colin Townsend
 St Vincent’s Castleknock College, Dublin



Students from Loreto College Crumlin marking Stand Up Awareness Week 2020.

In response to feedback from our teacher advisory panel, we created three in-class videos for teachers to share with students during Stand Up Awareness Week to make it easier for teachers to participate and teach students about LGBTI+ identities. We worked with Quality Matters to repurpose existing video content, and we remotely recorded new content for the videos. We created an accompanying learning pack to facilitate teachers to have informed, safe, and empowering discussions with students about some of the key issues arising regarding the experiences of young LGBT+ people. Each video was complemented with corresponding lesson plans, handouts (where relevant), and links to additional information for teachers. The videos, available only via a link on our website, were viewed a total of 4,965 times.

Schools Participation in Stand Up Awareness Week





UNITED IN ACTIVISM

Through our advocacy and campaigning, we ensure policy formation and practice is informed by the voice and experiences of LGBTI+ young people.

As the Government diverted its energy to responding to the emergency of Covid-19, key issues for LGBTI+ young people naturally fell off the political agenda in 2020. Similarly, as an organisation, we had no choice but to pause our engagement work on several issues that we care deeply about as we responded to the immediate needs of LGBTI+ young people during the pandemic and ensure that the Government was aware of these needs. Some of these issues that were paused include progressing inclusive relationship and sexuality education (RSE), the review of the 2015 Gender Recognition Act, trans healthcare provisions, and hate speech and hate crime legislation. While the focus of our engagement, advocacy, and policy work was not as planned for the year 2020, here, we reflect on our key achievements and challenges in the area.

#VoteWithPride

On February 8th, 2020, the Irish public voted to elect the 33rd Dáil Éireann. Our #VoteWithPride general election campaign was driven by the knowledge that the general election would be crucial to deciding the future for LGBTI+ young people in Ireland. The campaign outlined how the Irish Government can improve safety, equality, and inclusion for LGBTI+ young people. It was an instrumental lobbying and information guide for our organisation, partners, voters, and candidates.

The #VoteWithPride campaign centred around our general election manifesto. This outlined 10 priorities for improving the safety, wellbeing, and inclusion of LGBTI+ young people. We asked candidates to pledge their intention to support LGBTI+ young people if they were elected. One of the campaign's highlights was our #VoteWithPride hustings event hosted online in collaboration with GCN Magazine on February 4th. Representatives from seven political parties outlined their commitments to LGBTI+ rights, and voters submitted questions for representatives throughout the event. This event was streamed on the GCN Facebook page and reached 8,421 individuals online. We were pleased to see that the Programme for Government contains commitment for actions related to the LGBTI+ community and we are proud that our #VoteWithPride campaign helped to keep LGBTI+ issues on the political agenda during the election.

LGBTI+ Life In Lockdown

As Covid-19 spread across Ireland, we wanted to understand the impact on LGBTI+ young people and learn how to best support this group during an unprecedented period in history. We conducted *LGBTI+ Life in Lockdown*, a mixed-method research study in May 2020 and launched the report in June. We held a number of briefing sessions with politicians, funders, and corporate supporters to share the report's findings and rally support as we rapidly adapted to meet the emerging needs of LGBTI+ young people during this time.

We spoke to almost 300 LGBTI+ young people across Ireland through an online survey, and they told us about their struggles with anxiety, stress, and depression during lockdown. Before the Covid-19 pandemic, research highlighted the mental health struggles experienced by LGBTI+ young people in Ireland. This reality was compounded since the Covid-19 pandemic began as LGBTI+ young people experienced a loss of access to the spaces and supports they relied on for their wellbeing. The survey highlights that 93% of LGBTI+ young people were struggling with anxiety, stress, or depression during the Covid-19 restrictions, compared to 53% of the general youth population named in the Young Social Innovators Covid-19 Youth 'Check In' Survey 2020. The report findings helped us to quickly and innovatively respond to meet the needs

of LGBTI+ young people during Covid-19. It was a helpful tool to share with supporters, stakeholders, funders, and members of the Government to highlight the impact of Covid-19 on LGBTI+ young people as the crisis unfolded.

LGBTI+ Youth Homelessness

In September, we partnered with Focus Ireland and University College Dublin to launch the first-ever qualitative study of LGBTI+ youth homelessness in Ireland. The study set out, for the first time, to give voice to the topic of LGBTI+ youth homelessness in Ireland. The research shares the experience of 22 young LGBTI+ people who have experienced homelessness in Ireland. The research study was carried out by Professor Michelle Norris and Dr Aideen Quilty of University College Dublin. It involved interviews with young homeless people who identified as LGBT+ and policymakers in the homeless sector. Key findings from the report indicated that LGBTI+ young people experience all the interpersonal and familial problems of the young population-at-large and have a range of other challenges associated with their sexuality and gender identity. Many young LGBTI+ people without a home avoid homeless services and live in a precarious world of 'sofa surfing' with friends and acquaintances.

The study made a series of recommendations, prominently that the Youth Homelessness Strategy, committed to in the Programme for Government 2020, should include a 'homelessness prevention' pillar with specific reference to the particular risks and pathways into homelessness which LGBTI+ youth are likely to experience. The report also proposed a range of measures that would reduce the risk of young LGBTI+ people becoming homeless in the first place and make homeless services more accessible and supportive for young LGBTI+ homeless people. Since the publication of the report, we have been advocating for LGBTI+ young people who are homeless through our work with the LGBTI+ Youth Homelessness Working Group.

Consultations and Submissions

We contribute to policy across a wide range of areas that impact the lives of the LGBTI+ young people. We represented the voice of LGBTI+ young people on many working groups in 2020, including the LGBTI+ Inclusion Strategy Committee, INCLO International Trans Advocacy Group, and the Coalition to End Youth Homelessness.

In 2020, we made submissions to:

- The Department of Children, Equality, Disability, Integration, and Youth to inform their Statement of Strategy 2021-2023.
- The Department of Transport, Tourism and Sport to inform the draft Sports Action Plan 2020-2022.
- The ILGA-Europe and TGEU Rainbow Europe and Trans Rights Europe & Central Asia Index & Maps.
- The IGLYO LGBTI+ Inclusive Education Index.

"WE MADE IT WORK"

Chairperson of the National Network, Debbie O'Rourke reflects on the connection, support and friendship she experienced from her peers in the Network in 2020.



"In February 2020, after we plotted our priorities as a Network in a sunny room in *Belong To* in Dublin, we left that room and journeyed to every corner of the country. Not one of us anticipated that we would soon experience the isolation and disconnection so often experienced by the LGBTI+ young people we support. Both personally and professionally, we as youth workers were reduced to corners of rooms, carving out some space in our homes to reinvent and discover a way to continue being ourselves and delivering our work. For some with only a phone and others a laptop to hand, we reconnected, rebuilt pathways to communication and the essential relationships with youth workers, with other young people, and with their community. Gone were the flipchart sheets, card games, and markers; what remained were smiles heard over phone calls and tears expressed over text. For most young people, we made it work. We continued our work.

LGBTI+ young people often describe the light and relief they experience when they find and can join a youth group. I experienced the same feelings of comfort in weekly National Network meetings. For some members, these meetings were the only collective space available to access other youth workers' support in some of the most trying times we've faced. Usually meeting four times a year, the National Network is a space for youth workers with LGBTI+ youth groups to meet one other, to share practice, struggles and successes, to be supported, and to create new ways of working. As the National Network Coordinator, Lisa McKenna was like a colleague working in another room throughout the year. Physically we were further apart than we had ever been, but we worked so closely together virtually. At the end of the phone or screen, Lisa was guiding the Network like a skillful captain, who in 2020 had no map, no binoculars, and was in a gigantic storm!

The vibrant, diverse, and lively Network became more crucial than ever when we faced many of the challenges that mirrored in the lives of the young people we work with – isolation and disconnection. We often remark that the unique value of the National Network is to face each other and, without explanation, be able to understand our shared experience. We want to build a world where LGBTI+ young people don't have to explain themselves. In the National Network, that is what we find for ourselves, a place where, as youth workers with LGBTI+ youth groups, we are understood. In 2020 the support and solidarity of the Network shone through so brightly it reached us in all our little corners of Ireland. This made it possible for us to continue to shine for the LGBTI+ young people we support."

Debbie served as Chair of the National Network from 2018-2020. Debbie is a Community Youth Worker and coordinates the ChillOUT LGBTI+ Youth Project at Waterford and South Tipperary Community Youth Service.

TRANSPARENCY, OPENNESS, AND HONESTY

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

It includes information on:

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



STAFF AND VOLUNTEERS

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

Staff

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

	2020	2019
Education and Training	1	-
Administration	3	4
Policy, Research, and Communications	3	2
Youth Work	5	4
Fundraising	2	1
	14	11

The aggregate payroll costs incurred during the year were:

	2020	2019
Wage and Salaries	€504,531	€483,111
Social Insurance Cost	€47,648	€51,675
	€552,179	€534,786

Salary Bands

A total of four employees (2019: 4) earned remuneration over €50,000 in 2020 as follows:

	2020	2019
€50,000 - €60,000	2	2
€60,001 - €70,000	1	1
€70,000+	1	1

Remuneration includes salaries and any benefits in kind. Two (2019: 2) part-time employees would have the full-time salary equivalent of between €50,000 - €60,000 in the year; these part-time employees are included in the table above.

Remuneration Policy

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

Chief Executive's Remuneration

The CEO, Moninne Griffith commenced on 1st November 2015. The value of her remuneration in 2020 was €72,500 (2019: €72,500). She receives no additional benefits. Her contract of employment does not include a performance-related award scheme or any benefit-in-kind/ perquisites.

Key Management Remuneration

Remuneration paid to key management staff at the organisation in 2020 amounted to €164,181 (2019: €158,613) key management staff includes the CEO (full-time), Head of Operations and Fundraising, Corporate Secretary (full-time), and the Youth Work Manager (part-time). Contracts of employment do not include a performance-related reward scheme or any benefit-in-kind/ perquisites.

Staff who Served During 2020

Moninne Griffith	She/ her	CEO
Oisín O'Reilly	He/ him	Head of Operations and Fundraising, Company Secretary
Gillian Brien	She/ her	Youth Work Manager
Suzanne Handley	She/ her	Finance Manager
Sinead Keane	She/ her	Communications and Advocacy Manager
Lisa McKenny	She/ her	National Network Coordinator
Caroline Flynn	She/ her	Partnerships and Engagement Manager
Shane Smart	He/ him	Drug and Alcohol Youth Worker
Kate Cummins	She/ her	Youth Worker
Glenn Keating	He/ him	Volunteer Coordinator
Kaylee Crossan*	She/ her	Communications and Policy Assistant
Sean Frayne	He/ him	Sexual Health Youth Worker
Tiffany Fitzgerald Brosnan	She/ her	Office Manager
Matt Kennedy	He/ him	Policy and Research Officer
Hannah Clancy	She/ her	Digital Communications Officer
Sharon Murray	She/ her	Education and Training Coordinator
Jamie Brierton	He/ him	Student on Placement, Maynooth University
John Gavin	He/ him	Student on Placement, Trinity College Dublin

*Resigned July 2020

STAFF AND VOLUNTEERS

Staff Training and Professional Development

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

During 2020, three staff members availed of this scheme. Two team members completed leadership courses. One team member continued their Doctoral Studies at University College Dublin with the support of funding from the Irish Research Council's Postgraduate Employment Based Programme researching 'Transnormativity and the Everyday Lifeworlds of Young Trans Individuals in Ireland.'

Diversity, Equality, and Inclusion

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

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

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

For more information on our work diversity, inclusion and intersectionality, please see page 22.

The Safety, Health and Welfare at Work Act 2005

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

Team Wellbeing

Covid-19 had a significant and ongoing impact on the wellbeing of our team throughout the year. The wellbeing of our team was prioritised as part of our response to the pandemic. Several staff wellbeing initiatives were rolled out as detailed on page 10. This included adapting our support and supervision structures to provide dynamic support to the team on a weekly basis supporting their physical, mental, and financial wellbeing.

Fearing the worst and that the pandemic might result in the tragic loss of some team members, the Board decided to accelerate plans to introduce a Death in Service benefit for all employees to provide for their loved ones in the event of their untimely passing. The organisation continued to make an Employee Assistance Programme available to all team members and their immediate families throughout the pandemic.

A Financial Wellbeing programme was provided by our partners in Bank of Ireland to our team through the latter half of the year, supporting holistic wellness across the team.

Volunteering

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

In 2020, 22 (2019: 74) active volunteers volunteered 736 hours (2019: 2,583) to the organisation.

The organisation benefits greatly from the involvement and enthusiastic support of its many volunteers. Following the Charities SORP (FRS102), its volunteers' economic contribution is not recognised in the Financial Statements. Using the Volunteer Investment and Value Audit tool (VIVA) for every €1 we spend on volunteers; we get back €1.71 (2019: €4.00) in the value of work they do. The tool calculates volunteer value by linking volunteer roles to the cost of employing staff to perform the functions and dividing that value by the total expenditure on the volunteer program. Volunteers are supported through a group supervision process and have access to external support should the need arise.

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

2020 saw a significant decrease in the participation of active volunteers in the organisation due to Covid-19. This was due to several factors, including the cancellation of events where volunteers traditionally played a role and transitioning our support services to a mainly online form of delivery. Many volunteers whose employment moved to work online from home couldn't also commit to online volunteering during the pandemic. The decline in active volunteers was offset through a recruitment campaign to secure additional volunteers.

ENERGY EFFICIENCY REPORT

In 2020, the energy consumed by BeLonG To decreased by 22%. This was primarily due to the majority of the organisations staff working from home in accordance with public health advice. The data presented below reflects energy use in our offices only, in effect the total energy consumed was far greater as it does not account for the use of energy in the home by our staff.

Energy Use	2020 kWh	2019 kWh	2018 kWh
Direct Consumption <i>Electricity, lighting, ICT, office power, heating, and cooling</i>	13,881	17,690	17,218
CO₂ Emissions (kg)	9,814	12,508	12,174

The Charity is keenly aware of its responsibility to protect the environment during 2020 to mitigate our operations' harmful effects on the environment and climate change; we undertook the following measures:

- The organisation switched its energy providers in April 2020. Our new energy provider supplies the organisation with 100% green energy.
- The organisation continues to operate a comprehensive internal recycling system.
- The organisation procures refurbished ICT devices as part of its commitment to the circular economy; each refurbished device saves 1,500 litres of water, 3,000kWh of Electricity, 22kG of Chemicals, and 700kg of CO₂.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

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

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

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

The main object/ charitable purpose of the Company is:

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

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

The Company has been granted charitable tax exemption by the Revenue Commissioners per the provisions of Section 208 (as applied to companies by Section 76), Section 609 (Capital Gains Tax) and Section 266 (Deposit Interest Retention Tax) of the Taxes Consolidation Act, 1997. This exemption, which applies to Income Tax/ Corporation Tax, Capital Gains Tax and Deposit Interest Retention Tax, extends to the Company's income and property. Furthermore, the Charity has been designated as an approved body within the meaning of Section 848A, Taxes Consolidation Act 1997 by the Revenue Commissioners.

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

Directors/ Charity Trustees

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

Board Members & Attendance



Nikki Gallagher (she/her)
Chair of the Board

Sector Knowledge:

PR and Communications,
Government and Public Service

Appointed: August 22nd, 2016

Board Attendance 2020: 7/12

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

STRUCTURE, GOVERNANCE, AND MANAGEMENT **Continued**



Ciarán McKinney (he/him)

Vice-Chair of the Board

Sector Knowledge:

Fundraising,
Organisational Development

Appointed: October 12th, 2015

Board Attendance 2020: 9/12

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



Maria Afontsenko (she/her)

Treasurer

Sector Knowledge:

Financial, Accounting Standards, Risk
Management

Appointed: October 12th, 2015

Board Attendance 2020: 7/12

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



Dr. Maurice Devlin (he/him)

Board Member

Sector Knowledge:

Policy and Research

Appointed: June 30th, 2009

Board Attendance 2020: 12/12

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



Dominic Hannigan (he/him)

Board Member

Sector Knowledge:

Government and Public Services, Strategic
Planning, Policy

Appointed: May 8th, 2012

Board Attendance 2020: 10/12

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



Lucy Ní Raghail (she/her)

Board Member

Sector Knowledge:

Employment Law

Appointed: December 1st, 2016

Board Attendance 2020: 10/12

Lucy is a tenured Human Resources/Recruiting professional with experience across start-ups, small to medium businesses, and major multinational enterprises. She is currently working as EMEA Head of recruiting for a Multinational SaaS company based in Dublin.



Kery Mullaly (he/him)

Board Member

Sector Knowledge:

Fundraising

Appointed: July 11th, 2017

Board Attendance 2020: 4/12

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



Liz Harper (she/her)

Board Member

Sector Knowledge:

PR and Communications,
Government and Public Service

Appointed: January 17th, 2017

Board Attendance 2020: 10/12

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

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

STRUCTURE, GOVERNANCE, AND MANAGEMENT **Continued**

The Board appointed Oisín O'Reilly, the Head of Operations and Fundraising as Company Secretary on February 7th, 2017. Oisín is a senior staff member and not a Director of the Company. The CEO, Moninne Griffith, and the Head of Operations and Fundraising are invited to attend all Board meetings. The Board met once in 2020 without any staff in attendance. Their attendance for 2020 was as follows:

Name	2020 Board Meeting Attendance
Moninne Griffith	11/11
Oisín O'Reilly	11/11

The Directors met 12 times during 2020. The Board has an attendance policy, and the Chair is responsible for its implementation. This policy allows for Board members to take a leave of absence as dictated by their circumstances. Staff members are routinely invited to attend Board meetings to participate in discussions on strategic priorities relevant to their areas of responsibility.

Director/ Charity Trustees Expenses

In 2020, the total amount of vouched expenses paid to Board members was €148 (2019: €515). One Board member claimed expenses during the year (2019: 1). This expense related to travel costs associated with the attendance at Board meetings.

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

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

Selection of Board Members

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

Board members are appointed initially for a one-year term of office, during which time new members are supported and evaluated. Following successful completion of the probationary period, and subject to the member's approval, Board members serve in three-year terms to a maximum of nine consecutive years as a board member. An exemption from the maximum duration of nine years applies to Board members serving at the time of its adoption on September 6th, 2017. Presently two Board members have served terms for more than nine years. The Board had planned to address

succession and revitalisation of the Board membership in 2020. This work was paused to focus on managing the challenges and risks associated with Covid-19 and it is the intention of the Board to address this matter in 2021 and early 2022.

Induction of Board Members

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

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

The Board engaged in its yearly review process in November 2020. The process comprised both an annual board skills audit, a board effectiveness review, and a review of the attendance log. Areas identified for further strengthening Board effectiveness included strengthening the succession planning for Board members and improving access to training and development for Board members.

Board Subcommittees

The Board is supported by a committee structure that deals with specific aspects of the Charity's business. There were five standing committees in 2020. The CEO, Moninne Griffith, and the Company Secretary, Oisín O'Reilly, attended all these subcommittees. Each subcommittee is governed by terms of reference specifying the scope of their competencies and any delegated authorities.

Finance, Audit, and Risk

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

STRUCTURE, GOVERNANCE, AND MANAGEMENT **Continued**

Committee Members: Meeting Attendance in 2020

Maria Afontsenko Treasurer and Subcommittee Chair	5/9
Nikki Gallagher Chair of the Board	6/9
Ciarán McKinney Vice-Chair of the Board	6/9
Moninne Griffith CEO	9/9
Oisín O'Reilly Head of Operations & Fundraising, Company Secretary	9/9
Suzanne Handley Finance Manager	9/9

Safeguarding and Child Protection

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

Committee Members: Meeting Attendance in 2020

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

Governance and Quality

The Governance and Quality committee assists the Board in fulfilling its fiduciary responsibilities concerning the oversight of the organisation's affairs in corporate governance and board membership. In addition, its remit was expanded in 2020 to provide oversight to the quality of the organisation's services and supports.

Committee Members: Meeting Attendance in 2020

Nikki Gallagher Chair of the Board, Subcommittee Chairperson	1/2
Moninne Griffith CEO	2/2
Oisín O'Reilly Head of Operations and Fundraising, Company Secretary	2/2
David Cullinane Independent Governance Expert	2/2
Liz Harper Board Member	1/2
Gillian Brien Youth Work Manager	1/2

Human Resources and Remuneration

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

Committee Members: Meeting Attendance in 2020

Lucy Ní Raghail Board Member, Subcommittee Chair	7/7
Dominic Hannigan Board Member	7/7
Moninne Griffith CEO	7/7
Oisín O'Reilly Head of Operations and Fundraising, Company Secretary	7/7

Fundraising

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

Committee Members: Meeting Attendance in 2020

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

STRUCTURE, GOVERNANCE, AND MANAGEMENT **Continued**

Governance

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

The organisation has completed adopting and implementing the Charities Governance Code issued by the Charities Regulator. It will report on its compliance with the code formally as required by the regulator in 2021.

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

The organisation had completed implementing the Charities Regulators Fundraising Guidelines and operates a professional fundraising team guided by high ethical standards.



The organisation has achieved the three standards named above and was awarded the coveted Triple Lock status by

Charities Institute Ireland to recognise its achievements and commitment to good governance. BeLonG To is the first LGBTI+ organisation in Ireland to be awarded the Triple Lock standard.

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



The organisation was delighted to win a Good Governance Award for its 2019 Annual Report, and Financial Records in the annual Governance Awards to recognise our commitment to openness and transparency and for exceeding best practice in the sector in this regard.



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

Legal Compliance

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

In 2020, BeLonG To submitted its Annual Report to the Charities Regulator, its reports under the Lobbying Register and returns for the Companies Office on time.

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

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

Data Protection Act, 2018 (GDPR)

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

Decision-Making

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

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

STRUCTURE, GOVERNANCE, AND MANAGEMENT **Continued**

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

Reporting

The CEO reports directly to the Board. Board agendas are planned between the Chair, CEO, and Company Secretary. As in previous years, in 2020, a Board planner tool was used to show the entire projected business of the Board throughout the year. A report is prepared quarterly for the Board and submitted in advance of the meeting for Board members to review. Organisation information systems have been established to ensure that Board reports contain accurate and relevant information. The Board report follows a prescribed format linking organisational activity, impact, and outputs to the Charity's key strategic objectives.

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

Principal Risks and Uncertainties

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

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

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

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

The Board is satisfied that systems and processes are in place to monitor, manage, and mitigate the charity's exposure to its major risks.

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

Funding and Fundraising

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

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

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

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

STRUCTURE, GOVERNANCE, AND MANAGEMENT **Continued**

Financial and Related Control Risks

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

- It continually monitors the level of activity, prepares and monitors its budgets, targets, and projections;
- Internal control risks are minimised by the implementation of financial policies and procedures which control the authorisation of all transactions and projects;
- We have a policy to hold an operational reserve equal to three months running costs to allow the company to meet its statutory obligations.
- The Charity has developed a strategic plan which will allow for the diversification of future funding and activities;
- It closely monitors emerging changes to regulations and legislation on an ongoing basis;
- It faces a possible negative interest rate risk due to the value of the Charity's bank deposits, in light of this the Board is undertaking a review of its investment strategy;
- It has minimal currency risk and credit risk; and,
- The Charity has no interest rate risk because it has no borrowings.

Service Provision Risk

Covid-19 has had detrimental effects on LGBTI+ young people and their families. As reported elsewhere in this report, we experienced a significant increase in demand for our support services in 2020, with 113% more individuals supported than 2019. Additionally, those supported required 360% more support in interventions than in previous years.

This unprecedented increase in demand poses a significant challenge and risks staff burnout, and that demand for support could outstrip our capacity. The Board intends to increase staffing in critical areas in 2021 to cope with the increased demand and reduce this risk. The strategic planning process to be undertaken in 2021 will identify future demands and priorities informed by the needs and requirements of LGBTI+ young people.

Information Security Risk

The risk of a cyber security attack and data theft. This risk is mitigated by a range of measures including training for staff in the General Data Protection Regulation (GDPR) and information security. We conduct regular reviews of policies, procedures, and systems. We also use two factor-authentication across our ICT systems and employ the use of intrusion detection and alert systems.

People Risk

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

Reputational Risk

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

Child Protection, and Safeguarding Risks

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

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

Conflicts of Interest and Loyalty

The organisation has a conflict of interest and loyalty policy in place. A register of interests is kept at the registered address of the Charity. None of the Directors or Senior Leadership Team had a material interest during the year ended December 31st, 2020, in any contracts of significance concerning the Charity's business.

FINANCIAL OVERVIEW

Transparency around how we are funded and how we use these funds is central to our values as an organisation. Here, we present a detailed commentary on the financial results for 2020.

Financial Results

The year's financial results ended 31st December 2020 are set out in detail on pages 56–59. These results show a net surplus of €334,178 (2019: surplus €96,520).

Income totalled €1,494,781 up 14% on 2019 (2019: €1,314,781). Donations and fundraising saw exceptional growth during 2020, increasing by 64% to a total of €601,525 (2019: €367,622).

The Board were mindful of the short-term financial risks associated with Brexit and Covid-19 on the Charity's income and forecasted declines in donations and fundraising during the year. The Board introduced a spending freeze to protect the medium-term sustainability of the Charity. At the same time the Board focused to increase expenditure on programmes by 13.5% to €192,712 (2019: €169,760) and prioritised allocating staffing to services and programme activities.

This resulted in a total expenditure of €1,160,603 (2019: €1,215,284) a drop of 5% on 2019.

The fundraising report contains more information on the impact Covid-19 had on our finances. Read more on pages 16 and 17.

Income Diversification

The organisation aims to maintain a minimum 50/50 split in funding between state and non-state funding. In 2020 the funding mix for the organisation was 48% state funding (2019: 50%) and 52% non-state funding (2019: 50%). Maintaining a balance of funding between state and non-state sources is important to mitigate the risks associated with a decline in any one source of income. It is also an essential guarantee of our independence in advocating for the health, safety, and equality of LGBTI+ young people.

Notwithstanding our fundraising endeavours' continued success in 2020, the lack of diversification in non-state funding represents a sustainability risk. Some 79% of non-state funding (2019: 76%) originates from or is related to companies' donations, grants, and fundraising activities. The Board intends to address this over-reliance on corporate fundraising by expanding the fundraising team and making investments in other forms of fundraising through 2021, 2022, and 2023.

Reserves Policy

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

The Trustees have established a target of building reserves equal to three months operating costs. The Finance, Audit, and Risk (FAR) Committee advises on the appropriate level of reserves and planned contributions to the reserves set by the Committee during the annual budget process and reviewed as necessary.

We had set a goal to achieve this three-month reserve by 2022. In 2020, however, the FAR Committee approved altering this 2022 deadline due to the uncertain global economy. The Committee set year-end 2020 as the deadline to amass three months' worth of reserves and minimise risk. This decision was made due to the uncertainty posed by Brexit and Covid-19 on the future income of the Charity, coupled with the planned ending of several multi-annual funding agreements in 2022.

This target was achieved by maintaining the spending freeze introduced in quarter two to respond to Covid-19 and increasing income from fundraising. Unrestricted reserves increased by €334,178 during 2020 (2019: €96,520). The total unrestricted reserves at year-end 2020 were €534,856.

Given that turnover amounted to €1,494,781 during the year, the reserve target of 3-months operating cost was exceeded by €161,161. The Board designated €125,000 for 2021's budget to be spent on increased staffing to cope with the scale of demand for support from the organisation and increase our fundraising and advocacy capacity. The Board is considering the appropriate uses for the balance of reserves in excess of the target.

Fundraising Policy

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

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

FINANCIAL OVERVIEW **Continued**

BeLonG To is committed to ethical fundraising and all institutional donors are ethically evaluated prior to engaging them in fundraising or monetary support for our mission. During 2020 we declined to accept donations or asked fundraisers to cease fundraising on our behalf on three occasions (2019: nil) due to ethical concerns.

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

Investment Policy

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

In quarter four, the Finance, Audit, and Risk Committee commenced the scheduled review of the organisations' investment policy due to conclude in 2021.

Apportionment

Individual costs that are shared and not directly attributable to an individual programme are apportioned. In 2020, the organisation continued to use a budgeting template that allows precise apportionment of income against activities and related expenditure. The organisation's financial systems allow for income and expenditure to be apportioned against funded costs.

Accounting Records

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

Auditors

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

Relevant Audit Information

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

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

Going Concern

The financial statements have been prepared on a going concern basis. The Directors have reviewed the 2020 statement of financial activities and balance sheet, the approved 2021 budget, and the latest financial information, including an up-to-date forecast which considers the ongoing impacts of Covid-19 and Brexit. The Directors are satisfied that the Charity has adequate resources to continue operational existence for the next 12 months. As a result, they are confident that there are sufficient resources to manage any operational or financial risks. There is no material uncertainty that affects this assumption.

Principal State Funders

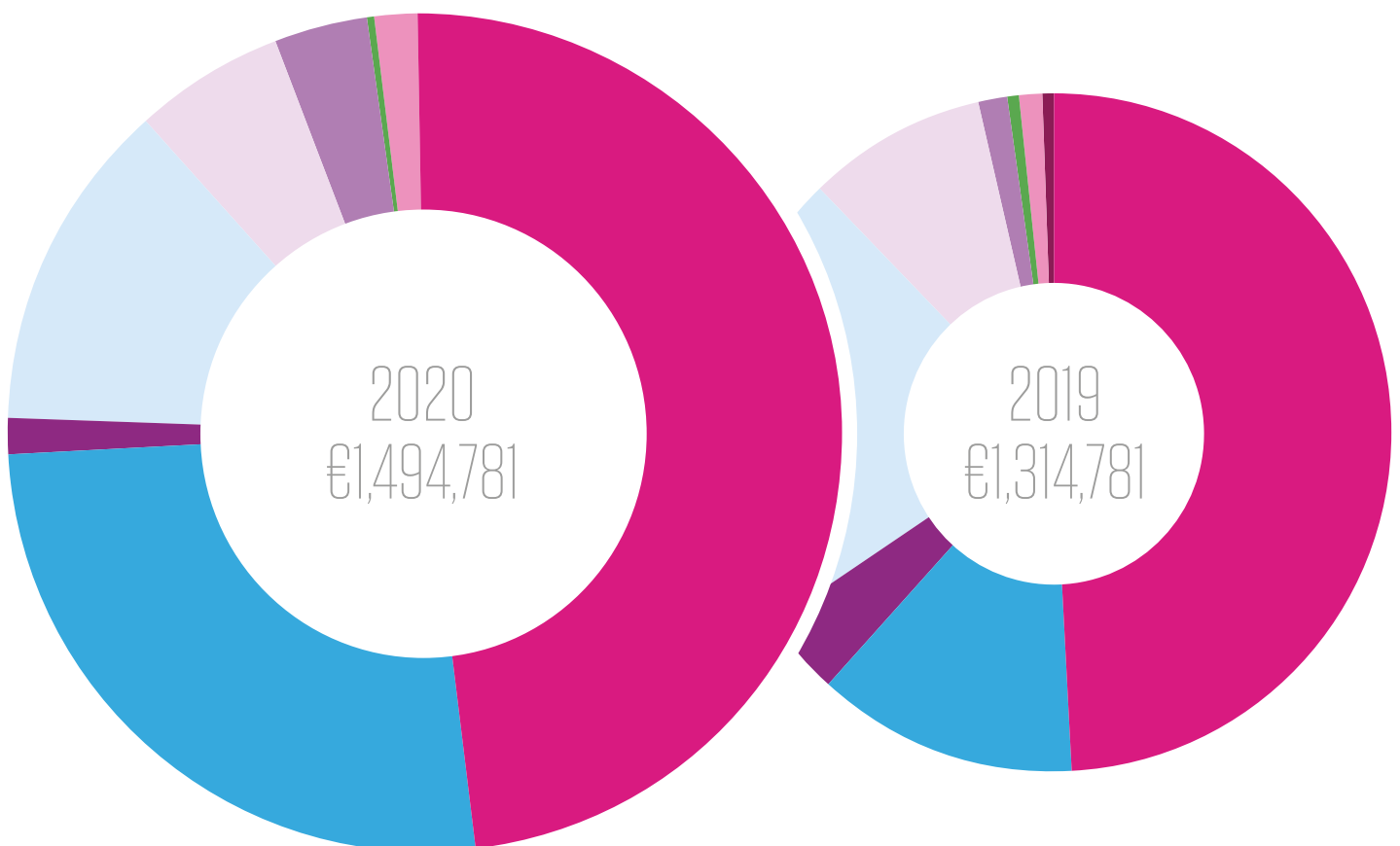
The following table is provided as required by DPER Circular 13/2014. All grants listed in the table on page 50 are restricted.

Principal State Funders

Funder	Scheme	Amount and term of the total awarded	The amount of the grant taken to final income in the financial statements	The amount deferred from 2020 to 2021 (if any)	The purpose for which the funds are applied	Where relevant, the amount of capital provided and the reporting policies being used concerning current and future instalments
Health Service Executive – Mental Health Directorate / National Office for Suicide Prevention	Section 39, Health Act 2004	€233,401 per annum Term: 1st Jan to 31st Dec 2020	€228,401	€5,000	Provision of nationwide supports for LGBTI+ young people, self-harm and suicide prevention, information and referral pathways, elimination of LGBTI+ bullying.	Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.
		€241,403 per annum Term: 1st Jan to 31st Dec 2019	-	€8,002	Deferral of €8,002 at year-end 2019 was approved and carried forward to 2020. It remains unspent at year-end and has been brought forward. Provision of nationwide supports for LGBTI+ young people, self-harm and suicide prevention, information and referral pathways, elimination of LGBTI+ bullying.	Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.
		€22,190 Term: 1st Jan to 31st Dec 2020	€22,190	-	Ongoing maintenance and development of the Holistic Outcome Measure and Engagement System (HOMES), providing data and insights into the presenting issues and service access patterns of LGBTI+ youth.	Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.
		€53,402 Term: 1st Dec 2020 to 31st Dec 2021	-	€53,402	Provision of enhanced nationwide supports for LGBTI+ young people to enable an effective response to the Covid-19 pandemic.	Reports submitted quarterly as set out in the agreement - additional reports submitted at specific intervals. No capital grant received.
North Inner-City Drugs Taskforce: administered by CDYSB	Local Drugs Taskforce – Emerging Needs	€45,600 per annum Term: 1st Jan to 31st Dec 2020	€45,600	-	Provision of prevention and education service for the North Inner City targeting the LGBTI+ youth population.	Annual application submitted each year. Quarterly reports submitted as set out in the grant aid agreement. No capital grant received.
Department of Children, Equality, Disability, Integration and Youth (DCEDIY): administered by Pobal	Youth Service Grant Scheme	€165,640 per annum Term: 1st Jan to 31st Dec 2020	€165,640	-	Core funding to support the delivery of nationwide supports for LGBTI+ young people.	Annual report and application submitted each year. No capital grant received.
Department of Children, Equality, Disability, Integration and Youth (DCEDIY): administered by TUSLA	What Works formerly the QGBI Initiative	€20,409 Term: Jul 2018 – Dec 2019	€12,097	-	Deferral of €12,097 in 2020 was due for decommitment and refunded to TUSLA as required.	Reports submitted as and when requested as per the terms and conditions of the funding scheme. No capital grant received.
Department of Children, Equality, Disability, Integration and Youth (DCEDIY): direct administration	Grant Scheme to Support the Continuous Professional Development of Service Providers Working with LGBTI+ Young People.	€750 (phase 1) Term: 8th Oct to 31st Dec 2019	-	€750	Funding to support the development and roll-out of the Safe and Supportive Schools/ Services Project delivering continuous professional development of service providers working with LGBTI+ young people.	Final project report due on completion. No capital grant received.
		€57,917 (phase 2) Term: 1st Jan to 31st Dec 2020	€57,917	-	Funding to support the development and roll-out of the Safe and Supportive Schools/ Services Project delivering continuous professional development of service providers working with LGBTI+ young people.	Final project report due on completion. No capital grant received.
	Youth Capital Funding Scheme 2020	€18,559 Term: 11th Aug to 31st Dec 2020.	€18,559	-	A capital grant for upgrades too, and replacement of critical information and communications infrastructure.	Final project report due on completion. The total amount is a capital grant. The funds were entirely expended in 2020 and are reflected in the Balance Sheet.
Department of Education and Skills	National Action Plan on Bullying	€58,000 per annum Term: 1st Jan to 31st Dec 2020	€58,000	-	Grant aid to support the delivery of Action 8 under the National Action Plan on Bullying (2013).	Annual report and application submitted each year. No capital grant received.
Department of Rural and Community Development: administered by Pobal	Scheme to Support National Organisations 2019-2022	€270,000 Term: Jul 2019 to Jun 2022	€90,000	-	Core funding to support the delivery of nationwide supports for LGBTI+ young people and eliminate LGBTI+ bullying/ discrimination/ isolation and promote equality and human rights.	SSNO expenditure reports submitted every 6-months as set out in the agreement. Additional reports submitted at specific intervals. No capital grant received.
Health Service Executive (Dublin South, Kildare, and West Wicklow Community Health Care)	National Lottery Grants Scheme	€1,727 Term: 1st Nov to 31st Mar 2021	-	-	Purchase of an automatic electronic defibrillator. Funds not received at year-end, due for receipt in January 2021.	Final project report due on completion. The total amount is a capital grant.
Dublin City Council: direct administration	Community Funds	€700 Term: 1st Jan – 31st Dec 2021	€700	-	Funding for the delivery of support services to LGBTI+ youth in the city of Dublin.	Reports submitted as and when requested as per the terms and conditions of the scheme. No capital grant received.
Revenue Commissioners	Temporary Wage Subsidy Scheme (TWSS)	€27,298 Term: 1st Apr – 30th Jun 2021	€27,298	-	As an employer affected by the pandemic to keep our employees on the payroll throughout the pandemic.	Reports submitted monthly through PAYE Live. Completed participating in the compliance review programme. No capital grant received.

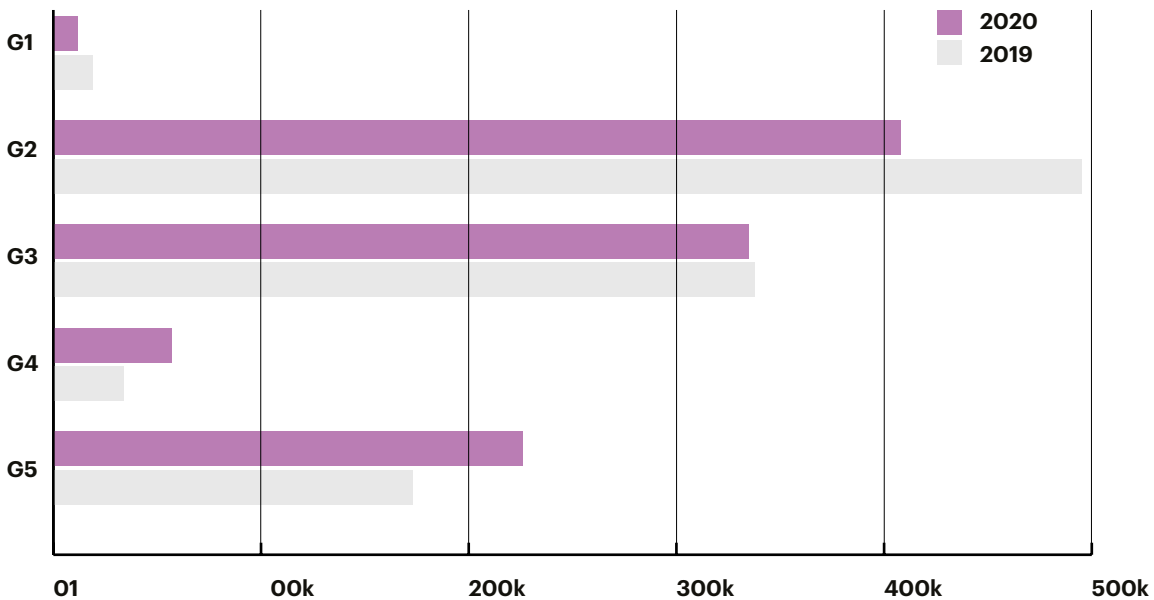
FINANCIAL OVERVIEW Continued

Income streams	2020	2019
Central Government Grants	720,604 48.21%	646,503 49.17%
Corporate	391,740 26.21%	164,516 12.51%
Corporate Sponsorship	0 0.00%	51,000 3.88%
Direct Marketing/ Fundraising Appeal	20,598 1.38%	0 0.00%
Donated Goods and Services	188,824 12.63%	294,000 22.36%
Government Grants (others)	0 0.00%	0 0.00%
Local/ Community Fundraising	86,936 5.82%	112,285 8.54%
Major Donors	0 0.00%	0 0.00%
Other	52,900 3.54%	19,380 1.47%
Other Grants	5,134 0.34%	8,238 0.63%
Regular/ Committed	26,456 1.77%	12,087 0.92%
Tax Refunds	890 0.06%	0 0.00%
Training Income	700 0.05%	6,772 0.52%
Trusts/ Foundations	0 0.00%	0 0.00%
Total	1,494,781	1,314,781
State Funding	720,604 48.21%	646,503 49.17%
Fundraising	774,177 51.79%	668,278 50.83%



FINANCIAL OVERVIEW **Continued**

Resources Expanded	2020	2019	2019%	2018%
Goal 1 Organisation Development and Learning	11,925	18,834	1%	2%
Goal 2 Youth Work Matters	408,400	495,180	39%	47%
Goal 3 Building Safe Spaces	335,171	338,947	32%	32%
Goal 4 Empowering Allies	57,917	34,700	6%	3%
Goal 5 Campaigning for Change	226,762	173,354	22%	16%
	1,040,175	1,061,015	100%	100%



DIRECTORS RESPONSIBILITIES STATEMENT

Year ended 31st December, 2020

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the Directors to prepare financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements with consideration to Charities SORP, Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities, and financial position of the company as at the financial year end date and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and,
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Maria Afontsenko
Treasurer



Nikki Gallagher
Chairperson

Date: 5th May 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BELONG TO YOUTH SERVICES

Year ended 31st December, 2020

Opinion

We have audited the financial statements of Belong To Youth Services for the year ended 31st December, 2020 which comprise the income and expenditure account, balance sheet, statement of changes in reserves, statement of cashflows and notes to the financial statements, including a summary of significant accounting policies set out in note 2: accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- Give a true and fair view of the assets, liabilities and financial position of the company as at 31st December, 2020 and of its surplus for the year then ended
- Have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and,
- Have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs [Ireland]) and applicable law. Our responsibilities under those standards are further described in the section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 30 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other Information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BELONG TO YOUTH SERVICES

Year ended 31st December, 2020

Respective responsibilities

Responsibilities of Directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement, the Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.

- Conclude on the appropriateness of the Directors use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Ciarán Murray

Ciarán Murray
Senior Statutory Auditor

Date: 5th May 2021

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

STATEMENT OF FINANCIAL ACTIVITY

Year ended 31st December, 2020

	Notes	Restricted Funds 2020 €	Unrestricted Funds 2020 €	Total Funds 2020 €	Restricted Funds 2019 €	Unrestricted Funds 2019 €	Total Funds 2019 €
Income							
Donations and legacies	3.1	97,318	484,202	581,520	-	360,849	360,849
Charitable activities	3.2	723,737	188,824	912,561	642,503	304,657	947,160
Other trading activities	3.3	-	700	700	-	6,772	6,772
Total Incoming Resources		821,055	673,726	1,494,781	642,503	672,278	1,314,781
Expenditure							
Charitable activities	4	(851,352)	(188,823)	(1,040,175)	(767,014)	(294,000)	(1,061,014)
Cost of raising funds		-	(120,428)	(120,428)	-	(143,865)	(143,865)
Other expenses		-	-	-	-	(13,382)	(13,382)
Total Resources Expended		(851,352)	(309,251)	(1,160,603)	(767,014)	(451,247)	(1,218,261)
Net income/ (expenditure)		(30,297)	364,475	334,178	(124,511)	221,031	96,520
Transfers Between Funds		30,297	(30,297)	-	124,511	(124,511)	-
Net movement in the funds for the financial year		-	334,178	334,178	-	96,520	96,520
Reconciliation of funds							
Balances brought forward at 1 Jan 2020	27	-	200,678	200,678	-	104,158	104,158
Balances carried forward at 31 Dec 2020		-	534,856	534,856	-	200,678	200,678

The statement of financial activities has been prepared on the basis that all operations are continuing operations.

There are no recognised gains and losses other than those passing through the statement of financial activities.

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

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

Approved by the Board of Directors on 5th May 2021 and signed on its behalf by:



Maria Afontsenko
Director



Nikki Gallagher
Director

BALANCE SHEET

Year ended 31st December, 2020

	Notes	2020		2019	
		€	€	€	€
Fixed Assets					
Intangible Assets	21	339		2,516	
Tangible Assets	22	35,460		23,634	
			35,799		26,150
Current Assets					
Debtors	23	28,125		73,231	
Cash at bank and in hand		1,069,234		212,091	
			1,097,359		285,322
Creditor: amounts falling due within one year	24	(598,302)		(110,794)	
			499,057		174,528
Net Current Assets			499,057		174,528
Total assets less current liabilities			534,856		200,678
Net Assets			534,856		200,678
Contingency Reserve Fund					
Restricted Funds			-		-
Unrestricted Funds			534,856		200,678
Funds of the Charity	27		534,856		200,678

These financial statements were approved by the Board of Directors on 5th May 2021 and signed on behalf of the Board by:



Maria Afontsenko
Director



Nikki Gallagher
Director

STATEMENT OF CASH FLOWS

Year ended 31st December, 2020

	2020	2019
	€	€
Cash flows from operating activities		
Surplus for the financial year	334,178	96,520
<i>Adjustments for:</i>		
Depreciation of tangible assets	6,930	3,976
Amoritsation of intangible assets	2,177	2,273
Accrued (income)	(8,308)	1,008
<i>Changes in:</i>		
Trade and other debtors	45,106	(16,508)
Trade and other creditors	495,816	10,404
Net cash from operating activities	875,899	97,673
Cash flows from investing activities		
Purchase of tangible assets	(18,756)	(18,590)
Net cash used in investing activities	(18,756)	(18,590)
Net increase/ (decrease) in cash and cash equivalents	857,143	79,083
Cash and vash equivalents at beginning of year	212,091	133,008
Cash and cash equivalents at end of year	1,069,234	212,091

REFERENCE AND ADMINISTRATIVE DETAILS

Name of Charity: BeLonG To Youth Services

Also Known As: BeLonG To

Registered Charity Number: 20059798

Charitable Tax-Exemption Number: CHY16534

Companies Registration Number: 369888

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

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

Directors/ Charity Trustees:

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

Company Secretary:

Oisín O'Reilly

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

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

Names and address of professional advisors:

Auditor:	Hayden Brown Grafton Buildings 34 Grafton Street, Dublin 2, D02 XY06
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Solicitors:	A&L Goodbody 28 Northwall Quay Northwall, Dublin 1, D01 H104
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Legal Advisors:	William Fry 2 Grant Canal Sq Grand Canal Dock, Dublin 2, D02 A342
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Arthur Cox 10 Earlsfort Terrace, Dublin 2, D02 T380

Bankers:	Allied Irish Bank plc. Capel Street Dublin 1, D01 VW89
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NOTES TO FINANCIAL STATEMENTS

Year ended 31st December, 2020

These notes to the accounts contain detailed and helpful information on the affairs of the Charity. We have decided to replicate some of the notes' information within the accounts in the annual report. This duplication is to follow through on our commitment to openness and transparency by presenting the whole picture to any readers of the document without them searching through the small print in the legally required notes for complete answers. An example of this is the duplication of note 20 on page 38 about our staff and volunteers.

1. Statement of Compliance

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

Accordingly, BeLonG To Youth Services has adopted and reported its performance within the format recommended by: "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements with consideration to the Financial Reporting Standard applicable in the UK and Republic of Ireland" (Charities SORP [FRS 102]).

These standards were developed jointly by the Charity Commission for England and Wales and the Scottish Charity Regulator's Office. Specifically, BeLonG To Youth Services reports its financial activities for the year in the format of the Charities SORP (FRS 102) Statement of Financial Activities (SoFA).

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

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

To provide information relevant to understanding the Directors' stewardship and the Charity's financial activities and position, BeLonG To Youth Services has prepared its financial statements following the formats provided for in the SORP consistent with the prior year.

2. Accounting Policies

Basis of Preparation

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

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

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

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

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

Departure from the Format set out in the Companies Act 2014

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

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

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

Principal Accounting Policies

The following principal accounting policies have been applied:

Incoming Resources

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

Voluntary Income

Voluntary income, which consists of monetary donations from the public, corporate, or major donors and related tax refunds, is recognised when the organisation is entitled to the resource. The receipt is virtually certain and when the amount can be measured with sufficient reliability. In monetary donations from the public, this income is recognised when the gifts are received.

Charitable Activities

Grants from Governments and other large institutional donors, where related to performance and specific deliverables are accounted for as

the Charity earns the right to consideration by its performance. It is accounted for when amounts receivable on grant and funding application are approved or paid. Where entitlement is not conditional on the Charity's delivery of specific performance, they are recognised when the Charity becomes unconditionally entitled to the grant.

Donated Services and Facilities

The value of donated services and gifts in-kind provided to the organisation are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Charity can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the statement of financial activities, except where the gift in-kind was a fixed asset. In which case, the amount is included in the appropriate fixed asset category and depreciated over the useful economic life per the Charity's policies.

The organisation benefits greatly from the involvement and enthusiastic support of its many volunteers. Following the Charities SORP (FRS102), its volunteers' economic contribution is not recognised in the financial statements. Using the volunteer investment was value audit toll (VIVA) for every €1 we spend on volunteers; we get back €1.71 (2019: €4.00) in the value of work they do. The tool calculates volunteer value by linking volunteer roles to employing staff's economic cost to perform the functions and dividing that value by the volunteer program's total organisational expenditure.

Investment

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

Charitable Trading Activity

Incoming resources from charitable trading activity are accounted for when earned.

Restricted Income

The Company's income, the application of which is restricted to a specific purpose by the donor, is treated as restricted income and any unspent amounts as restricted assets. Such specified purposes are within the overall aims of the organisation.

Unrestricted Income

Apart from restricted income, other income is used by the Company to further its work and objectives. Such funds may be held to finance working capital or may be used at the discretion of the organisation for specified purposes within the organisation's aims.

Resources Expended

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

Charitable Activities

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

Governance Costs

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

Raising Funds/ Investment in future income

Expenditure on raising funds includes all expenditure incurred by BeLonG To Youth Services for its charitable activities.

NOTES TO FINANCIAL STATEMENTS

Year ended 31st December, 2020

Support Costs

Expenditure which is not attributable to a single activity is apportioned between the activities supported.

Contingency Reserve Fund

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

Fund Accounting

Restricted Funds

Restricted funds are those donated for use in a particular area or for specific purposes restricted to that area or purpose. The restriction means that the funds can only be used for a particular purpose. Such purposes are within the overall objectives of the Charity.

Unrestricted Funds

Unrestricted funds consist of both general funds and designated funds.

- General funds are available for use at the Board's discretion in furthering any organisation's objects and have not been designated for other purposes. Such funds may help to finance working capital or capital expenditure requirements.
- Designated funds comprise unrestricted funds that the Board has, at its discretion, set aside for particular purposes. These designations have an administrative sense only and do not legally restrict the Board's discretion to apply the fund.

Going Concern

The financial statements have been prepared on a going concern basis. The Directors have reviewed the 2020 statement of financial activities and balance sheet, the approved 2021 budget, and the latest financial information, including an up-to-date forecast which considers the ongoing impacts of Covid-19 and Brexit. The Directors are satisfied that the Charity has adequate resources to continue operational existence for the next 12 months. As a result, they are confident that there are sufficient resources to manage any operational or financial risks. There is no material uncertainty that affects this assumption.

Foreign Currencies

Revenues and costs arising from transactions denominated in foreign currencies are translated into Euro at the rate of the exchange rate on the date on which the transaction occurred.

Assets and liabilities denominated in foreign currencies are translated into Euro at the rate of exchange ruling on the balance sheet date. The resulting surplus or deficit are dealt with in the statement of financial activities.

Payment of Creditors

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

Cash and Cash Equivalents

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

Tangible Assets

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

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

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

Depreciation

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

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

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

Impairment

A review for impairment indicators is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is impossible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

Intangible Assets

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

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

Amortisation

Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows. Suppose there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset. In that case, the amortisation is revised prospectively to reflect the new estimates.

Financial Instruments

BeLonG To Youth Services has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Taxation

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

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

Debtors

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

VAT

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

Provisions

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

Provisions are recognised when the entity has an obligation at the reporting date due to a past event; the entity will probably be required to transfer economic benefits in a settlement, and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the balance sheet and the provision's amount as an expense.

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

Government Grants

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

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

NOTES TO FINANCIAL STATEMENTS

Year ended 31st December, 2020

3. Income

3.1 DONATIONS AND LEGACIES	Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	2020	2020	2020	2019
	€	€	€	€
Corporate donations	-	238,113	238,113	164,516
Corporate sponsorship	-	-	-	51,000
Local/ community fundraising	-	86,936	86,936	112,285
Regular & committed giving	-	26,456	26,456	12,087
Tax refunds	-	890	890	-
Direct marketing/ fundraising appeals	-	20,598	20,598	-
Other	-	52,900	52,900	19,380
Other Small Grants	-	-	-	81
Community Foundation for Ireland	-	2,000	2,000	1,500
Google.org - Impact Challenge on Safety	97,318	56,309	153,627	-
	97,318	484,202	581,520	360,849

3.2 CHARITABLE ACTIVITIES	Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	2020	2020	2020	2019
	€	€	€	€
Donated goods and services	-	188,824	188,824	294,000
HSE Mental Health Directorate/ National Office for Suicide Prevention - s.39 Health Act 2004	250,588	-	250,588	233,401
CDYSB/ NICDTF - LDTF Emerging Needs	45,600	-	45,600	45,600
DCEDIY - Youth Service Grant Scheme	165,640	-	165,640	159,269
DCEDIY - Youth Capital Funding Scheme 2019	2,977	-	2,977	2,977
DCEDIY - Youth Capital Funding Scheme 2020	3,712	-	3,712	-
DCEDIY - LGBTI+ Youth Strategy	-	-	-	28,967
DCEDIY - LGBTI+ Youth Strategy CPD for Service Providers Phase 2	57,917	-	57,917	-
CDYSB - Mapping Project	-	-	-	2,915
Dept of Education - National Action Plan on Bullying	58,000	-	58,000	58,000
TUSLA - QCBI	-	-	-	20,409
Dublin City Council - Community Grants Scheme	700	-	700	1,000
Small Grants	2,172	-	2,172	-
Temporary Wage Subside Scheme (TWSS)	27,298	-	27,298	-
Gay Health Network	3,134	-	3,134	6,657
University College Dublin and Irish Research Council - Employment Based Programme	16,000	-	16,000	4,000
Dept of Rural and Community Development - SSNO Scheme	90,000	-	90,000	89,965
	723,737	188,824	912,561	947,160

3.3 OTHER TRADING ACTIVITIES	Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	2020	2020	2020	2019
	€	€	€	€
Other Grants	-	-	-	-
Training Income	-	700	700	6,772
	-	700	700	6,772
Total Funds YE 2020	821,055	673,726	1,494,781	1,314,781

NOTES TO FINANCIAL STATEMENTS

Year ended 31st December, 2020

4. Expenditure

4.1 CHARITABLE ACTIVITIES	Direct	Grant	Other Costs	Support	2020	2019
	Costs	Funding of		Costs		
	€	€	€	€	€	€
Goal 1 - Organisation Development and Learning	-	-	-	11,925	11,925	18,834
Goal 2 - Youth Work Matters	313,590	-	-	94,810	408,400	495,180
Goal 3 - Building Safe Spaces	223,736	45,000	-	66,435	335,171	338,947
Goal 4 - Empowering Allies	57,917	-	-	-	57,917	34,700
Goal 5 - Campaigning for Change	170,614	-	-	56,148	226,762	173,354
	765,857	45,000	-	229,318	1,040,175	1,061,014

4.2 GOVERNANCE COSTS	Direct Costs	Other Costs	Support Costs	2020	2019
	€	€	€	€	€
Governance costs	650	-	6,689	7,339	14,014
Board members vouched expenses	147	-	-	147	515
Legal and professional	-	-	-	-	-
Finance costs	-	-	26,274	26,274	24,253
Audit fees	-	-	4,439	4,439	4,305
	797	-	37,402	38,199	43,087

4.3 ANALYSIS OF SUPPORT COSTS	Fundraising	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	2020	2019
	€	€	€	€	€	€	€	€
Governance costs (note 4.2)	-	11,925	12,548	7,060	-	6,666	38,199	43,087
Office premises & facilities	9,610	-	44,580	33,595	-	24,927	112,712	109,292
Information technology	561	-	19,585	12,390	-	10,425	42,961	50,478
Human resources	6,881	-	5,701	3,899	-	2,498	18,979	11,184
Miscellaneous	7,428	-	12,395	9,491	-	11,632	40,946	33,688
	24,480	11,925	94,810	66,435	-	56,148	253,798	247,729

Support and governance costs are allocated on a per capita basis, based on the number of people employed within an activity area. Where staff members duties span more than one activity a time calculation is applied.

5. Exemption from Disclosure

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

6. Funds held as Custodian Trustee on Behalf of Others

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

7. Post Balance Sheet Events/ Events after Year End

Apart from the continuing global Covid-19 pandemic, there have been no other significant events affecting the Company since year-end. As outlined in the Director's report, the Board has taken a range of preventive measures intended to help minimise the virus's risk to the Charity.

The Board has assessed and considered the potential financial impact to the Charity's fundraising operations due to both Brexit and Covid-19. The risk was assessed as a low probability in the short term but that a medium-term risk presents in 2022 with the conclusion of some multi-annual funding commitments. A risk mitigation strategy which includes diversification of income and designation of reserves has been agreed to reduce the risk.

8. Research and Development

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

In May 2020, as part of our response to the Covid-19 pandemic, a research study, *LGBTI+ Life in Lockdown*, was carried out to understand better the impact of the public health measures and the pandemic on LGBTI+ young people in Ireland.

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

9. Related Party Transactions

The Directors report details vouched for expenses paid to Board members.

As well as donating their time and expertise during 2020, the Directors made unconditional donations of €521 (2019: €885) to the Charity.

The total amount of gifts, donated goods, and donated services received from companies controlled by Directors during 2020 was €nil (2019: nil).

One Director is shared with the Gay Health Network CLG (CRO # 499954) the value of grants recognised by the Charity as income in 2020 from this organisation during the year was €3,134 (2019: €6,474).

Key management personnel made unconditional donations of €520 (2019: €483) to the Charity. There were no other related party transactions with key management personnel other than remuneration. Please see note 20 for further information.

There were no further related party transactions concerning the Charity's affairs in which the Directors or key managing employees had any interest, as defined in the Companies Act 2014, at any time during the period ended 31st December 2020.

10. Ex-gratia Payments

The Charity made no ex-gratia payments in 2020.

11. Public Benefit

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

NOTES TO FINANCIAL STATEMENTS

Year ended 31st December, 2020

12. Capital Commitments

The Company had no capital commitments on the 31st December 2020 (2019: €nil).

13. Contingent Liabilities

The Company had no contingent liabilities on the 31st December 2020 (2019: €nil).

14. Umbrella Organisations

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

15. Taxation Clearance

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

16. Operating Leases

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

	2020	2019
	€	€
Payable on leases in which the commitment expires within:		
One year	-	-
Two to five years	-	-
More than five years	330,000	385,000
Total	330,000	385,000

17. Pension

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

18. Critical Accounting Judgements and Estimates

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenditure.

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

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(a) Establishing useful economic life for depreciation purpose:

The annual depreciation charge depends primarily on each asset's estimated useful economic life and residual value estimate. The directors regularly review the assets useful lives in light of prospective economic utilisation and the physical condition of the assets concerned. Changes in assets useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

(b) Providing for doubtful debts:

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

19. Operating surplus is stated after charging

Operating surplus is stated after charging:	2020	2019
	€	€
Amortisation of intangible assets	2,177	2,273
Depreciation of tangible assets	6,930	3,976
Fees payable for the audit of the financial statements	4,439	4,305

20. Staff Costs

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

	2020	2019
Administration	3	4
Education and Training	1	-
Policy, Research, and Communications	3	2
Youth Work	5	4
Fundraising	2	1
	14	11

Aggregate payroll costs incurred during the year were:

	2020	2019
	€	€
Wages and Salaries	504,531	483,111
Social Insurance Costs	47,648	51,675
	552,179	534,786

Bands of Salaries	2020	2019
€50,000 - €60,000	2	2
€60,001 - €70,000	1	1
€70,000 +	1	1

Remuneration includes salaries and any benefits in kind. Two (2018: 2) part-time employees would have the full-time salary equivalent of between €50,000-€60,000 in the year. These part-time employees are included in the table above.

BeLonG To's CEO, Moninne Griffith, is paid €72,500 per year (2019: €72,500). She receives no additional benefits.

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

Remuneration paid to key management staff at the organisation in 2020 amounted to €164,181 (2019: €158,613). Key management staff includes the CEO (full-time), Head of Operations and Fundraising, Corporate Secretary (full-time), and the Youth Work Manager (part-time).

21. Intangible Assets

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

	Software Development	Total
	€	€
Cost		
As 1st January 2019 and 31st Dec 2019	11,364	11,364
Amortisation		
At 1st Jan 2019	6,575	6,575
Charge for the Year	2,273	2,273
At 31st December 2019	8,848	8,848
Carrying Amount as at 31st Dec 2019	2,516	2,516

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

NOTES TO FINANCIAL STATEMENTS

Year ended 31st December, 2020

22. Tangible Assets

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

Depreciation

At 1st Jan 2020	33,021	8,511	41,532
Charge for the Year	4,824	2,106	6,930
At 31st December 2020	37,845	10,617	48,462

Carrying Amount as at 31st Dec 2020 **30,117** **5,343** **35,460**

	Equipment	Fixtures and Fittings	Total
	€	€	€
Cost			
At 1st January 2019	35,156	11,420	46,576
Additions	14,050	4,540	18,590
At 31st December 2019	49,206	15,960	65,166

Depreciation

At 1st Jan 2019	30,470	7,086	37,556
Charge for the Year	2,551	1,425	3,976
At 31st December 2019	33,021	8,511	41,532

Carrying Amount as at 31st Dec 2019 **16,185** **7,449** **23,634**

23. Debtors

	2020	2019
	€	€
Trade Debtors	2,240	51,792
Other Debtors	2,420	-
Prepayments and Accrued Income	23,265	21,439
	28,125	73,231

24. Creditors: amounts falling due within one year

	2020	2019
	€	€
Trade Creditors	127,344	27,896
Other Creditors	23,780	11,910
PAYE and Social Welfare	15,869	12,930
Accruals	4,439	12,747
Deferred Income	426,870	45,311
	598,302	110,794

Deferred Income

	2020	2019
	€	€
Gay Health Network	3,340	6,474
HSE - National Office for Suicide Prevention	8,002	8,002
Emerging Needs Fund - Tusla QCBI	-	12,097
Slack for Good	-	17,988
DCEDIY - CPD LGBTI+ Youth Strategy	750	750
HSE - National Office for Suicide Prevention (Covid-19)	53,405	-
HSE - National Office for Suicide Prevention (Peer Education)	5,000	-
Google.org Impact Challenge on Safety	346,373	-
Community Foundation for Ireland - Adapt and Respond	10,000	-
	426,870	45,311

25. Company Status

The Company is limited by guarantee not having a share capital. Under section 1180 of the Companies Act 2014, the Company is exempt from including the word 'limited' in its name. The liability of each member in the event of the Company being wound up is €1.

26. Statement of Movements on Statement of Financial Activities

	Statement of Financial Activities
	€
As 1st January 2020	200,678
Surplus for the Year	334,178
At 31st December 2020	534,856

27. Reconciliation of Funds of Charity

27.1	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€
At 1 January 2019	104,158	-	104,158
Movement during the financial year	96,520	-	96,520
At 31 December 2019	200,678	-	200,678
Movement during the financial year	334,178	-	334,178
At 31 December 2020	534,856	-	534,856

NOTES TO FINANCIAL STATEMENTS

Year ended 31st December, 2020

27.2 Analysis of Movements on Funds	Balance 1 January 2020	Income	Expenditure	Transfers between funds	Balance 31 December 2020
	€	€	€	€	€
Restricted income					
Restricted	-	821,055	(851,352)	30,297	-
Unrestricted income					
Unrestricted general	200,678	673,726	(309,251)	(30,297)	534,857
Total Funds	200,678	1,494,781	(1,160,603)	-	534,857

27.3 Analysis of Net Assets by Fund	Fixed assets - charity use	Current assets	Current liabilities	Total
	€	€	€	€
Restricted Funds	23,780	475,370	499,150	-
Unrestricted Funds	12,019	621,989	99,152	534,856
	35,799	1,097,359	598,302	534,856

28. Grant Making

The Mental Health Directorate/ National Office for Suicide Prevention in the HSE provides funding on an annual basis to BeLonG To Youth Services to operate a small grants scheme to support the establishment and ongoing running of LGBTI+ youth groups across the country.

Prospective fundees are invited to make an application for funding annually setting out their priorities for the year and how they align to the published criteria for the fund. Applications are reviewed against these criteria and are awarded in line with the overall funding available for disbursement and the points awarded to each application. The scheme is open to all members of BeLonG To's National Network of LGBTI+ youth groups.

In 2020 the total amount of funding disbursed through the scheme was €45,000 (2019: €45,000). The recipients of funding in 2020 were:

Grant recipients	2020	2019
	€	€
Crosscare (Bray Youth Services)	2,250	2,250
Youth Work Ireland Cork	7,500	7,500
Crosscare (East Wicklow Youth Services)	2,200	2,200
Donegal Youth Service CLG	8,000	8,000
Ferns Diocesan Youth Service (FDYS)	3,504	3,504
Foróige (Gateway Youth Project)	3,632	3,632
Kerry Diocesan Youth Service (KDYS)	3,500	3,500
Kildare Youth Services Ltd.	5,000	5,000
North Connaught Youth Services	2,190	2,190
Red Ribbon Project Limited T/A GOSHH	4,500	4,500
Youth Work Ireland Tipperary	2,724	2,724
	45,000	45,000

29. Financial Instruments

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

	2020	2019
	€	€
Financial assets measured at amortised cost		
Trade debtors	2,440	51,792
Other debtors	25,685	21,439
Cash at bank and in hand	1,069,234	212,091
	1,097,359	285,322

Financial liabilities measured at amortised cost

Trade creditors	(127,344)	104,158	(27,896)
Other creditors	(470,958)		(69,968)
	(598,302)		(97,864)

30. Ethical Standard – Provision Available for Small Entities

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

31. Controlling Party

The Directors are the controlling party of the Company.

32. Lobbying and Political Donations

The Charity did not make any political donations during 2020, and as a result, no disclosures are required under the Electoral Act, 1997.

As required under the Regulation of Lobbying Act 2015, the Charity records all lobbying activity and communications with Designated Public Officials (DPOs). The Charity has made the returns and submissions required by the Act.

33. Comparative Figures

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

34. Approval of the Financial Statements

The Board of Directors approved these financial statements for issue on 5th May 2021

INCOME & EXPENDITURE

Year ended 31st December, 2020

	2020	2019
	€	€
Income		
DCEDIY - Youth Service Grant Scheme	165,640	159,269
DCEDIY (LGBTI+ Youth Strategy)	-	8,967
DCEDIY - Youth Capital Funding Scheme	18,559	14,887
DCEDIY - transfer to capital grant	(18,559)	(14,887)
DCEDIY- LGBTI+ Youth Strategy. CPD for Service Providers (Phase 2)	57,917	-
Amoritisation of on the Youth Capital Funding Scheme Grants (DCEDIY)	6,689	2,977
CDYSB/ NICDTF - LDTF Emerging Needs	45,600	45,600
TUSLA - QCBI	-	20,409
CDYSB - Mapping Project	-	2,915
Dept of Education - National Action Plan on Bullying	58,000	58,000
Dept of Rural and Community Development - SSNO Scheme	90,000	89,965
HSE Mental Health Directorate/ National Office for Suicide Prevention - s.39 Health Act 2004	250,588	233,401
Donations and legacies	427,892	360,849
Google.org - Impact Challenge on Safety	153,627	-
University College Dublin and Irish Research Council - Employment Based Programme	16,000	4,000
Small Grants	2,172	-
Training Income	700	6,772
CDYSB - LGBTI+ Youth Strategy	-	20,000
Dublin City Council - Community Grants Scheme	700	1,000
Gay Health Network	3,134	6,657
TWSS - Covid-19	27,298	-
Donated Goods and Services	188,824	294,000
	1,494,781	1,314,781
	2020	2019
	€	€
Expenditure		
Wages and salaries	504,531	483,111
Employer's PRSI contributions	47,648	51,675
Advertising and communications	185,983	253,396
Programme costs	192,712	169,760
Investment in future income	21,612	52,109
Printing and publications	5,530	6,655
Rent payable	55,000	57,796
Insurance	11,061	8,469
Light and heat	4,344	6,043
Cleaning	2,832	6,580
Repairs and maintenance	18,149	9,022
Professional fees	8,024	7,977
Telephone	8,170	9,177
Computer and website	42,961	50,478
Postage and stationery	8,068	8,860
Staff training and recruitment	10,158	6,989
Travel and subsistence expenses	6,966	6,048
Auditors remuneration	4,439	4,305
Bank charges	1,123	1,001
Subscriptions	5,998	3,055
Bad debts	1,243	2,510
General Expenses	4,174	3,112
Governance and board expenditure	797	3,884
Amortisation costs	2,177	2,273
Depreciation of tangible assets	6,930	3,976
	1,160,630	1,218,261
Operating Surplus	334,151	96,520

Name of Grantor	Health Service Executive - Mental Health Act 2004	City of Dublin Youth Service Board (CDYSB)	Department of Children and Youth Affairs (DCYA)	Department of Children and Youth Affairs (DCYA)	City of Dublin Youth Service Board (CDYSB)	City of Dublin Youth Service Board (CDYSB)	City of Dublin Youth Service Board (CDYSB)	Department of Children and Youth Affairs (DCYA)	Department of Children and Youth Affairs (DCYA)	Department of Education and Skills	Dept. Rural and Community Development (Administered by Podal)	TUSLA	Dublin City Council	Other Grants	Stack	Fundraising	Donated Goods and Services	Totals	
Funding Stream	Section 39 Health Act 2004	IDTF Emerging Needs	Youth Service Grant Scheme	Capital Grant	LBRTI+ Youth Strategy	LBRTI+ Youth Strategy	Mapping Project	LBRTI+ Youth Strategy - GPU for Service Providers	National Action Plan on Bullying	SSND	QCB	Community Grants Programme	Stack for Good Employability Academy for LBRTI+ Young People	Other Grants	Stack	Fundraising	Donated Goods and Services	Totals	
Income YE 2019																			
Income YE 2019	241,403	45,600	159,269	14,887	8,967	20,000	2,915	750	58,000	89,965	12,097	1,000	11,000	17,988	367,621			1,022,495	
Deferred Income from 2018 C/F											20,409		6,131					55,507	
Less Deferred Income to 2020	-8,002				8,967		2,915	-750			-12,097		-6,474	-17,988				-45,311	
Donated Goods and Services																	294,000	294,000	
Capital Grant*				-14,887														-14,887	
Amortisation of Capital Grant				2,977														2,977	
Total Income YE 2019	233,401	45,600	159,269	2,977	8,967	20,000	2,915	-	58,000	89,965	20,409	1,000	10,657	0	367,621	294,000	1,314,781		
Capital Grant*																			
Expenditure																			
Wages	100,388	45,166	128,175		1,740	2,977		38,798	92,003	40,381	10,339		74,819					534,786	
Program Costs	84,682	973	4,821		10,635	17,445		29,670	594	2	1,000		3,042		620	16,277		169,759	
Rent and Rates	16,053	4,816	18,741		317			11,835		6,034								57,796	
Telephone	2,241	660	3,221		99			1,742		594			621					9,178	
Motor and Travel	2,210	279	778		141			1,203		213			967					6,048	
Light and Heat	1,686	506	1,961		61			1,263		567								6,043	
Print, Post and Stationery	2,923	774	3,135		97			3,252		993			4,341					15,515	
Computer Costs	3,841	1,146	5,179		146			3,317		353			495		36,000			50,478	
Professional Fees	3,986	939	3,026		160			2,879		675			1,477		3,700			16,167	
Staff Costs	1,530	448	1,840		57			1,037		655			1,402					6,989	
Communications	8,459	880	3,547		176			2,255		655			1,802		235,621			253,396	
Insurance	2,721	772	2,978		97			1,762		139								8,469	
Repairs and Maintenance	2,731	703	2,710		80			898		898			108					7,230	
Equipment	835	105	419		7			259		57			109					1,791	
Bank Charges and Interest	301	79	306		9			203		91			12					1,001	
General Expenses	420	126	544		3			357					1,605					3,055	
Office Expenses	2,366	673	2,996		195			2,422		1,039								9,692	
Depreciation																		6,248	
Investment in future income																		54,619	
Total Expenditure	237,374	59,046	184,377	2,977	10,893	20,830	2,977	-	102,253	92,597	52,690	1,000	13,381	-	143,865	294,000	1,218,261		
Surplus/Deficit	-3,973	-13,446	-25,109	-1,926	-830	-62	-62	-44,253	-32,281	0	223,756	-	-2,724	0	-	-	96,521		

14,887 Note: This expenditure is recognised on the balance sheet as it is a capital expenditure

WE GREATLY APPRECIATE THE ONGOING SUPPORT FROM OUR FUNDERS:



Rialtas na hÉireann
Government of Ireland



We are grateful to the following organisations for helping us continue our life-saving work supporting LGBTI+ young people:

- | | | |
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| Dropbox | Microsoft Ireland | Wrkit.com |
| Dublin Bus | National Treasury Management Agency | |



**When I walked into BeLong To
I immediately felt an overwhelming
sense that I was not alone, and
it was alright to be who I am.
That was huge for me.**

Alex
(they/them)

Charities Registration Number: 20059798



Supporting LGBTI+
Young People in Ireland

BeLonG To Youth Services
13 Parliament St
Dublin 2

www.belongto.org
info@belongto.org
01 670 6223

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