



Board Meeting Minutes
For Publication



The main object for which the Youth Work Ireland is established is:

- To benefit the community through a planned programme of education designed for the purpose of aiding and enhancing the personal and social development of young persons through their voluntary participation, and which is complementary to their formal, academic, or vocational education and training; and is provided by voluntary youth work organisations. (Constitution of YWI)

Date: 21st November 2025
Time: Board Meeting 11.00am: 1.30pm, followed by Christmas Lunch at 230 in Church Restaurant
Venue: Dominick Street
Chair: Catherine Durkin

Expected : Catherine Durkin (Chairperson,) Sean Roche, Leo Galvin, Doireann Walsh, Ger Conlon, Caolan Faux, Danielle Gayson (President), Geraldine Hogarty, Molly Hickey, Donal Kelly

Apologies: Pat Hayes, Caolan Faux

Absent:

In Attendance: Patrick Burke CEO., Mary Horgan in attendance for Finance items.

	Agenda Item		Decisions / Actions
1	a.	Welcome	The Chair welcomed members to the meeting
	b.	Quorum	She declared that a quorum was present for the meeting
	c.	Adoption of Agenda	The meeting reviewed and approved the agenda:
	d.	Conflict of Interest	The chair invited those present to declare if any item on the agenda constituted a conflict of interest for them. <u>No such conflict was declared.</u>
	e.	Conflict of Loyalties	The chair invited those present to declare if any item on the agenda constituted a conflict of loyalty for them. <u>No such conflict was declared.</u>
	f,	Apologies	Apologies from Pat Hayes and Caolan Faux were noted.
2	Minutes and Matters Arising		

3.	a.	Minutes of Board Meeting 27 th September 2025	The minutes of the meeting of 27 th September 2024 and the associated minutes for publication were reviewed and approved:
	b.	Matters Arising	There were no matter arising that were not included in the agenda for today's meeting
	Finance		
	a.	Management Accounts 31 st September 2025	The Chair invited the HOF to provide a report on the finances to the Board. Both income and expenditure were in like with budgetary expectations.
	b.	Balance Sheet 31 st August 2025	The healthy Balance Sheet was noted and welcomed
	c.	Cashflow Report 31 st August 2025	Cashflow is healthy, no issues forecasted for the balance of the year, expected balance as of 31 st December €336,957.
	d.	Update from Grants Committee	The report was welcomed and noted
	e.	Minutes of Governance Subgroup 13 th September 2025	This item was deferred to the next meeting.
	f.	Indicative Budget 2025	Indicative Budget 2026 The indicative budget for 2026 was reviewed. A definitive budget for 2026 will be presented to the board for approval in early 2026 when our YSG allocation is known.
	g.	Update on Pobal Audit	The Pobal audit is ongoing and is expected to be completed in December. A letter will issue to the board following the audit.
h.	Auto Enrolment	The following proposal was presented by the HOF and recommended by the Governance subgroup. A 2% employer and employee contribution second tier of the YWI pension was proposed. This would become available to all staff from their start date, then with the option of moving onto the 5%/8.5% option after their probation period is completed. The 2% option is a better option for staff, keeping them out of the auto enrolment system, which is a net deduction on their salaries, and less flexible given that they would have to wait until retirement age to access it.	
i.	Additional Items	The meeting agreed to extend a staff contract by three months in order to ensure we keep them within the organisation until the DOEY confirms the Volunteer Scheme for 2026	

		It was further agreed that an organisational contribution to the Master's Programme being undertaken by the President of €600 would be made.
4	Strategic Considerations	
a.	Youth Work For all Campaign	<p>The meeting was informed of the following activities</p> <ul style="list-style-type: none"> - Roadshow dates with MYS now being agreed. Two completed. - Successful promotion at ECYC Seminar and at the recent EURODESK Conference in Dublin - Raised in Dail Eireann at Oireachtas Committee on Education and Youth and at the Joint Oireachtas Committee on Drug use - Notes from Galway Youth Work for all were made available - The Communications Strategy is currently under review - More Youth Work for all merchandise is currently being purchased. <p>The meeting agreed that this element of our work must be a priority for 2026. Recent consultations with Regional Directors, Communities of practice and at the Board and Staff Day, conferment the impact the campaign is having nationally and the buy in that is being generated.</p>
b.	ECYC update	The Chair reported on the recent activities of the network. She and the CEO attended a recent ECYC Think Tank Event in Brussels which was very successful. The recent GA was well attended and well hosted by the members in Braga, Portugal. The EYCY organized another conference in Braga well attended by members and local and national Portuguese organizations and young people.
c.	Irish Presidency of the EU 2026	<p>The meeting was informed that we are preparing a submission to the government on what we believe to be the key priorities for the Irish Presidency of the EU in the 2nd half of 2026. These priorities will include:</p> <ul style="list-style-type: none"> ● Youth Participation ● Ambition about creating, providing and maintaining appropriate spaces for young people nationally ● Funding and Compliance ● Youth Work for All campaign
d.	DOEY Youth Night	The CEO reported that there was fantastic engagement from members with Youth Night and that many clubs, projects and centres are welcoming members of the public, public representatives and officials to their local events. This year's event is in preparation for a much bigger event next year as part of the Irish Presidency of the EU.

	<i>f.</i>	SIPTU let campaign on better T&C for Youth Workers	As agreed at the previous board meeting, there was agreement to support this campaign. The CEO has written to the boards of our MYSs to ask them to consider supporting this campaign. To date 10 out of the 20 MYSs are in support. Other boards have yet to meet to consider the campaign.
5	Operational		
	<i>a.</i>	Approval of 2024 operational plan for YSG Report	The meeting reviewed and approved the Work Plan 2024
6	Federal Governance		
	<i>a.</i>	Update on the new Constitution	The meeting was informed that
	<i>b.</i>	CEO Network	The meeting reviewed the minutes of the CEO residential and were informed that these groups will be replaced by a new group called the Federal Leadership Group which will be made up of the SMT and all CEOs. The new terms of reference will be brought to the board for approval once it is agreed by the new group in early 2026.
	<i>c.</i>	KCYS Recruitment of new CEO	The meeting was informed that the recruitment process is ongoing and that there was a number of really good candidates in the process. It is hoped that the Board of KCYS will be appointing a new CEO prior to the Christmas Break. The recruitment process is being managed by the National Office.
7	National Office Governance		
	<i>a.</i>	Youth Work Ireland Risk Management Policy	The meeting reviewed, discussed and approved the Youth Work Ireland Risk Management Policy.
	<i>b.</i>	Co-options	Two board co-options were considered and approved by the Board: Deirdre Bermingham is the current Head of Services in Youth Work Ireland Galway and was joint CEO of the organisation until recently. Jamie Mac Giolla Bháin is a sustainable development activist from County Monaghan. Jamie has spent the last number of years working as a student advocate for the SDGs and Climate Justice, sitting on numerous advisory groups on ESD and the SDGs at various government departments. He worked in the student movement for 7 years as well as the Houses of the Oireachtas and has just graduated from Dublin City University with a Degree in Economics, Politics, and Law. He also has been a member of the NYAG since 2023. Jamie now works in policy and advocacy for Parkinson's Ireland and is looking towards advancing his educational and professional career in the coming years.

	c.	Safeguarding Subgroup	Gearldine Hogarty updated the Board on the recent activities of the subgroup. She then led the board through the required Safe guarding Board Check list. Once complete it was formally adopted and approved:
	d.	Youth Justice Subgroup	Terms of Reference of the Youth Justice Sub-group were approved.
	e.	Advocacy Subgroup	Approval of Advocacy TOR Subgroup were approved:
	f.	National Youth Action Group	Terms of reference were approved:
	g.	Board Key Priorities 2024-2025	The board reviewed the Key Priorities for 2026. The CEO took notes of the suggested changes. The plan was then formally approved:
8	HR		
	HR		See finance section above her contract extension of one worker for 3 months
9	Any Other Business		
	Dominick street		The meeting was informed that the Conservation Management Plan for 20 Lower Dominick St was now available, and we would need to now commission a Feasibility Study for the building early in the new year.
	a.	2026 Meetings and Trainings	Meeting Schedule 2026 was approved. The meeting was then drawn to a close. The Chair thanked everybody for all their hard work.

Board Registration Record 2024 - 2025

11 current Members: Quorum is 50% +1 which is 6 Members present. Gender breakdown: 6 identify as male, 5 as female and 1 as non-binary

		Code of Conduct Signed	Trustee Register of Interest	Tablet Policy	8 th Feb 2025	10 th April 2025	10 th May	19 th July Cancelled	27 th Sept	22 nd Nov 2025
1	John Byrne	✓	✓	✓	✓	✓	✓			
2	Michael Connolly	✓	✓	✓	✓	Re signed				
3	Catherine Durkin	✓	✓	✓	✓	✓	✓		✓	✓
4	Deborah Fakeye	✓		✓	Apol	✓				
5	Caroline Flanagan	✓	✓	✓	✓	Apol	✓			
6	Danielle Gayson	✓	✓	✓	✓	✓	✓		Apol	✓
7	Geraldine Hogarty	✓	✓	✓	✓	✓	✓		Apol	✓
8	Eddie Darcy	✓		✓	Apol	Apol	Apol			
7	Sean Roche			No Tablet	✓	✓	Apol		✓	✓
10	Bernie Smith	✓	✓	✓	Apol	✓	✓			
11	Donal Kelly	✓	✓	✓	✓	✓	✓		✓	✓
12	Molly Hickey			✓	✓	✓	✓		Apol	✓
13	Leo Galvin	✓	N/A	✓	✓	✓	✓		✓	✓
14	Pat Hayes				✓	✓	✓		✓	Apol
15	Doireann Walsh	✓							✓	✓
16	Ger Conlon								✓	✓

17	Caolan Faux								Apol	Apol
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