

Company registration number: 419696

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST JANUARY 2020

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

OFFICERS AND PROFESSIONAL ADVISORS

Directors	Jim Ryan John Gerard O'Connor Noel Gerard Kehoe Diarmaid Ua Bruadair Brian Silke Leanne Kelly Eoin Mac Aodha Ronan Cunningham
Secretary	Noel Gerard Kehoe
Programmes and Administration Manger	Paula Quigley
Development Programme Manager	John McCarthy
Company number	419696
Registered office	Scala, Castle Road, Blackrock, Cork.
Principle Place of Business	Scala, Castle Road, Blackrock, Cork.
Auditor	Hayden Brown Grafton Buildings 34 Grafton Street Dublin 2
Bankers	Allied Irish Bank, 9, Terenure Road, Rathgar, Dublin 6.
Charity number	18154
Registered Charity Number	20069094
Website	www.serve.ie

**SERVE IN SOLIDARITY IRELAND
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**SERVE IN SOLIDARITY IRELAND
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**CHAIRPERSON'S STATEMENT
YEAR ENDED 31ST JANUARY 2020**

"Youth are more than victims of poverty and economic downturn-they can be agents of change. We need to do more to create jobs for young people and to support young entrepreneurs so they can create jobs for others". Ban Ki-Moon

This statement is being crafted at a time, when Covid-19, dominates lives, news bulletins, public health stakeholders, and economies. Young people, through their actions, are being judged as instrumental, in keeping the virus thriving. Like much public discourse, that focuses on young people, the commentators, don't recognise that youth voices matter, because young people are not the problem, but part of the solution.

SERVE is committed to youth engagement, and working to enhance the engagement of young people, in economic activity, political action and community endeavours. It is estimated that there are over 180 million employed youth living on less than US\$ 2 per day, and 290 million living on less than US\$ 4 day. The International Labour Organisation (ILO), estimate that there is a need to create 600 million jobs over the coming decade to absorb the current number of unemployed young people and provide job opportunities for the approximately 40 million new labour market entrants each year.

The SERVE Development Programme (SDP) 2018-2021, with funding from Irish Aid, and EU Erasmus + focuses on the provision of holistic and Technical Vocational Education and Training (TVET) to a total of 9,240 marginalised young people, over three years, in Mozambique and Zimbabwe. The ambitious objectives, of the programme, are achieved through a partnership model, with Young Africa (www.youngafrica.org). This programme is a thoughtful and impactful intervention, aimed at empowering young people, from disadvantaged communities, towards enterprise and employment. The programme is strongly aligned with goals set for Youth in the 2030 Agenda for Sustainable Development. Cyclone Idai, in March 2019, raged havoc in Mozambique and Zimbabwe. The Cyclone, damaged infrastructure pivotal to achieving the targeted SDP results. It also inflicted turmoil into the lives of the young people, integral to the SERVE programmes, and their families, and local communities. Our partner, Young Africa, and our principal beneficiaries, demonstrated remarkable resilience, in being able to navigate the Cyclone, and rebuild infrastructure, programmes, and results. The Directors Report on Pages, 9 and 10, outline, how this programme, successfully during 2019, boosted skills for Economic Resilience and Personal Development, while strengthening the capacity of our Partner Young Africa, to develop a sustainable, innovative and effective model.

SERVE supported development projects, in the Philippines and India during 2019. Aligned with SERVE's Strategic Plan, this support was focused on education and disability programmes, and our 2019 support, was principally in channelling capacity building support, rather than large grants. SERVE also during 2019, supported small scale development initiatives in Brazil, South Africa, Zambia and the Democratic Republic of Congo. The support delivered included capacity building (Brazil), Skills training, and youth Engagement (South Africa, and Zambia), Health infrastructure and programmes (Democratic Republic of Congo). Significant support was granted to the Emergency relief efforts, of Young Africa in Beira, Mozambique, arising from the disastrous impact, of Cyclone Idai. SERVE delivered immediate emergency support in terms of food, water, and shelter. SERVE also invested in the infrastructural rehabilitation, of buildings, central to Young Africa's programmes, damaged by the Cyclone in Beira, Mozambique.

I would like to thank our principal partners, the Redemptorists and Young Africa International. These two partners are dedicated to Africa.

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SERVE administer the project management cycle for the Redemptorists, for three development initiatives, one in South Africa, another in Zimbabwe and one in India.

This support includes programmes in the following sectors: Disability, Orphan and Vulnerable Children, HIV/AIDs. SERVE works closely with the Redemptorist Solidarity Office, and skilfully, completes fundamental components of the project cycle, at the design stage, and monitoring and evaluation phases, and reporting phase. In effect, SERVE is managing an annual development budget across these three sectors, valued at €300,000, annually. SERVE, also supports the capacity building of the Communications function of the Redemptorist Conference for Africa and Madagascar (COREAM).

Young Africa are pivotal to the SERVE Development Programme, in Zimbabwe and Mozambique. Young Africa are an excellent partner, and the SERVE/Young Africa partnership is central to impactful change in the lives of thousands of young people in Mozambique and Zimbabwe. In 2019, Young Africa across 9 training centres in 5 countries in Southern Africa, supported 2,343 Young People (2,414- 2018) to graduate from vocational training programmes. It is hugely encouraging, that 53% of the graduates, are female. 2019, represented the final year of the Erasmus + capacity building programme, championed by SERVE, with the assistance of EU funding, which delivered a dynamic capacity building initiative in support of Young Africa Campuses in Mozambique, Zimbabwe, Namibia, and Botswana. The capacity building programme has incorporated, modules and initiatives, in the areas of leadership and management, administration and finance, youth work and safeguarding. SERVE successfully reported to the EU, on the Erasmus + grant. The Young Africa website www.youngafrica.org attaches the Young Africa's 2019 annual report.

As SERVE enters its 18th year of international volunteering programmes, I want to say a huge thank you to the entire SERVE volunteering family. Ninety- Six, (96), participants were assigned to SERVE volunteer and immersion programmes during 2019. Thirty- Seven (37) (43-2018), volunteers were assigned to Mozambique, India and the Philippines and Vietnam. The volunteer programmes open opportunities for talented and motivated young Irish Adults to both contribute to and learn from the Development sector. Fifty-Nine (59), (65-2018), students and teachers from, four individual schools, were assigned to three immersion programmes in Zambia. The SERVE immersion programmes connect young people across international boundaries, and sow seeds of solidarity, partnership, and informed citizenship. Development education is mainstreamed into all the volunteering and immersion programmes.

SERVE's conviction that everyone has an opportunity to realise his or her potential and make a meaningful contribution to society comes together impressively in the bonds of friendship and solidarity established between Irish communities and communities in our priority countries. We are empowering young people to be at the forefront of development and global citizenships. Our development programmes invest in the potential of young talent in Mozambique and Zimbabwe and Zambia and propels them into employment and income generating contexts. Our volunteering and immersion programmes, facilitate young Irish students and professionals to be agents for development and change, and become informed global citizens.

2019 was a successful year for SERVE. The Directors are satisfied that SERVE is financially comfortable and operating within best practice in terms of Unrestricted Reserves. We welcome the marginal improvement in the Unrestricted Reserves, from 12.2 months of essential operational costs, at January 31st , 2019, to 12.5 months, at January 31st 2020.

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**CHAIRPERSON'S STATEMENT
YEAR ENDED 31ST JANUARY 2020**

The directors of SERVE In Solidarity Ireland, have prepared a very detailed report with accompanying financial statements that offers a comprehensive oversight of the achievements and challenges faced by SERVE during 2019. I would like to thank each of the board members for their dedication and commitment. I would like to express my admiration and warm respect for the SERVE team. SERVE is blessed to have a dedicated staff. I wish to thank, Eileen Hoffer, our CEO, who having completed, her fixed term contract, decided during 2019, to take on new challenges. Eileen, in her three years, with SERVE, successfully led the organisation, developed a new strategic plan, and consolidated and strengthened key relationships and partnerships. Paula Quigley, who has previously worked with SERVE, joined the SERVE team again, during 2019, to take on a new role, as Programmes and Administration Manager. I also commend the commitment of the Thirty-Seven international SERVE volunteers who during 2019 displayed admirable enthusiasm, energy and goodwill. I also express gratitude in abundance to the Fifty-Nine participants in the international immersion programme during 2019. Their service and voluntary spirit is deeply valued. Their fundraising efforts are applauded and sincerely appreciated.

I would like to express sincere gratitude to the following donors who have contributed to the work of SERVE during 2019:

Irish Aid
Redemptorists
Electric Aid
Edmund Rice Trust Fund
COREAM
EU
Redemptorist International Solidarity
Galway County Council

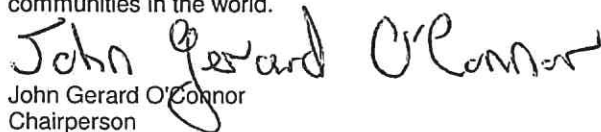
I would like to thank the students and staff and parents and families of :

CBC College, Cork City.
International School, Augsburg, Germany
St. Joseph Secondary School, Foxford, Co. Mayo
Davitt College, Castlebar, Co. Mayo

for their engagement, support, and, passion, for the SERVE supported projects in Zambia.

We are also indebted to our dedicated support base that supports SERVE through their generous donations. This solid support base of stakeholders is the backbone of the organisation.

It is a privilege to be part of a movement dedicated to authentic solidarity in support of some of the poorest communities in the world.



John Gerard O'Connor
Chairperson
SERVE IN SOLIDARITY IRELAND
Date: 1st December 2020

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT
YEAR ENDED 31ST JANUARY 2020**

The directors present their annual report and the audited financial statements for the year ended 31st January 2020. This report presents the information and disclosures required by a Directors Report under the Companies Act 2014, together with additional information required by the Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Status

The organisation is a company limited by guarantee not having a share capital. It is incorporated in the Republic of Ireland under the Companies Acts, 1963 to 2012. The objective of the company is to relieve third world poverty. It is a charity registered with the Charities Regulatory Authority and has been granted tax exemption by the Revenue Commissioners in Ireland, with registered charitable taxation No: CHY 18154. The Registered Charity Number is 20069094. SERVE's governing documents is its Memorandum and Articles of Association.

Structure

The company has seven registered members. The number of members may be increased from time to time by vote of the said members. The directors of the company are appointed by the members.

The organisation is also incorporated as a limited company since August 25th, 2009, under Companies (Northern Ireland) Order 1986. The company registration number is NI073601. It is registered as a charity in Northern Ireland with registration number XT 16752. The charity has three registered members. The directors are elected at Annual General Meeting by the members present.

Distinct and separate financial statements are prepared for both charities. The financial statements are not consolidated.

Board of Directors

There must be at least seven and not more than ten directors of the Company, and these are appointed to the Company by the members. Each director shall serve for a three-year period, unless the term of appointment ceases before said period for some reason. Efforts are made to ensure some degree of continuity, in regard to the Board. The directors who held office during the financial year are set out in the list of Officers and Professional Advisors highlighted at the beginning of this report.

The primary role of the Board of directors is to set the organisation's strategic aims, ensure that the necessary financial and human resources are in place for the organisation to meet its objectives and conduct oversight of management performance. It must do so within a framework of prudent and effective controls which enables risk to be assessed and managed.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

Board Appointments

Directors are recruited through a combination of both external and internal networking. Candidates for appointment to the Board are prioritised based on the Board's requirements for expertise from time to time: for example, in the areas of development, finance, marketing, law, fundraising or governance. It is intended that the Board should comprise of a balance of expertise and disciplines. Directors receive induction training upon selection and are subject to a six month, initial trial before formal appointment. The board's directors are drawn from diverse backgrounds including finance, development, legal, business, marketing, missionary, youth and community, who bring to the Board significant professional and decision-making skills achieved in their respective fields, together with a broad range of experience and views. There are no emoluments paid to directors.

SERVE In Solidarity Ireland has developed a template where the board receives timely information at appointed times across the agreed principal areas of activities and concern. This template is prepared in a calendar format which ensures that relevant issues are considered by the Board. The Board met four times during 2019. There was an 90% attendance record.

SERVE operates in accordance with the following codes and best practice:

- Comprehensively compliant status with the Comhlamh Code of Good Practice for Volunteer Sending Agencies. SERVE have achieved and maintained comprehensive compliance, which underpins all volunteer activity and is communicated to the public.
- Compliant with the Dochas Code of Conduct on Images and Messages;
- On the journey towards compliance with the Code of Governance for Type C Organisations. Currently compliant with its predecessor the Code of Practice for Good Governance of Community, Voluntary and Charitable (CVC) Organisations in Ireland (2012);
- Compliant with the 2008 Statement of Guiding Principles on Charitable Fundraising and are currently actioning necessary updates needed to be compliant with the Guidelines for Fundraising from the Public as laid down by the Charities Regulator.

Internal Controls

The directors acknowledge their overall responsibility for Serve In Solidarity Ireland's systems of internal control and for reviewing its effectiveness. The Board has established a process of compliance which addresses the Boards wider responsibility to maintain, review and report on all internal controls, including financial and operational. There are six key pillars that give assurances about internal controls. Key elements of the internal control systems include:

1. SERVE has clear policies and procedures in place for the receipt, recording and control of donations received from private individuals and through other modalities;
2. Procedures and control systems are formally documented in a series of partnership and project agreements. Internal control reviews of partners are completed and documented as well as internal audits; The agreements and reviews are appraised on a bi-annual basis;
3. There is a formal organisational structure in place with clearly defined lines of responsibility, division of duties and delegation of authority;

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**DIRECTOR'S REPORT (CONTINUED)
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4. A detailed budget is prepared annually which is in line with the strategic plan and approved by the Board. Actual results and service outcomes are compared regularly against budget and prior year to ensure alignment with budget, tight administration control and value for money;
5. A sub-committee focused on audit reports independently to the Board on all aspects of controls and risks;
6. The Board maintains a reserve policy that exceeds the minimum recommended for charities (three months reserves) to mitigate the increasing risks in a rapidly changing world and to ensure sustainability of our services. Our actual reserves would not have been less than seven months during 2019.

The board updated and approved a new Governance Manual in May 2014. The Governance policy proposes four sub-committees of the board, covering the following areas of responsibility: (1) Audit and risk; (2) Governance; (3) Solidarity Groups; (4) Child Safeguarding. The terms of references and membership of the sub-committees are outlined in the Governance Manual.

Decision Making and Management

The directors are responsible for the implementation of the strategic plan, ensuring the organisation is effective in the delivery of its activities and accountable for the resources under its control. The CEO from 2016-2019, left SERVE, in March 2019. The CEO's decision to leave the organisation, was taken after completing, a three- year fixed term contract. The directors made a strategic decision, to not reappoint, a CEO, but rather to appoint a Programmes and Administration Manager, with responsibility for all operational function, except the Development Programme. The Development Programme is managed, by an experienced Development practitioner. Both, the Programmes and Administration Manager, and the Development Programme Manager, report directly to the Board. There are clear distinctions between the roles of the Board and the Programmes and Development Programme Manager, to which the day to day management is delegated. Responsibility for the implementation of the internal control systems is delegated to management. Matters reserved to the Board and those delegated to the Programmes Manager, and the Development Manager, are outlined in the Organisation's Governance Manual.

Director's responsibilities in relation to the Financial Statements

The directors are responsible for preparing the Director's Report and the financial statements in accordance with the Companies Act 2014 and the applicable regulations.

Irish Company law requires the directors to prepare financial statements giving a true and fair view of the state-of- affairs of the company and the net income or expenditure of SERVE for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with FRS 102: the Financial Reporting Standard applicable to the UK and Republic of Ireland ('relevant financial reporting framework'). 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 as at the financial year end date and of the net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

In preparing these financial statements the directors are required to

- Select suitable accounting policies for the company financial statements and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Observe the methods and principles in the Charities SORP;
- State whether the financial statements have been prepared in accordance with the 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 keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2014. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the SERVE's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Risk management

The Directors confirm that the major risks to which the charity is exposed, as identified by them, have been reviewed. The Directors believe that by monitoring reserve levels, by ensuring the existence of controls over key financial systems, by taking regular professional advice, by having in place appropriate insurances, and by examining the operational and business risks faced by the Charity, by maintaining, updating and reviewing an Organisational Risk Register, as well Programme Risk Registers, and Country Risk Analysis, they have established routinely effective systems and procedures to mitigate those risks. The board updated SERVE's risk policy in January 2019, and the risk register in April 2019, and December 2019.

Transparency and Accountability

There was no instance of fraud during 2019. Partners are externally audited by registered in-country auditors; audit reports and management letters are examined by SERVE management and board members in line with our financial policy. It is the current opinion of our partner's independent auditors that their respective financial statements give a true and fair view of the state-of -affairs of each partner. SERVE also completes, a number, of financial monitoring reviews, of overseas partners. SERVE also reviews partner's financial policy and procedures and holds independent discussions with partner's financial managers as part of routine monitoring and evaluation processes. Review of partners other donor's reports and audits provide further security regarding financial management procedures. SERVE has also worked extensively with our primary partners to strengthen the capacity of partners around financial management and internal controls.

Networks and Consortia

SERVE has a strategic alliance with the Dublin Province of the Redemptorists. SERVE also works closely with Young Africa International. Strategic partnership with international partners and organisations is seen as a key vehicle for SERVE's macro level engagement and advocacy approach, in the countries where SERVE are operational. SERVE is also a member of Dochas- the Irish Association of Non-Governmental Organisations. SERVE is also as a member of COMHLAMH and IDEA, and the Cork Chamber of Commerce.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

2. OBJECTIVES OF THE CHARITY

SERVE is a development and volunteering organisation committed to tackling the root causes of poverty to achieve justice, equality and opportunities for all. Since 2003 SERVE has worked in solidarity with communities living in poverty, supporting initiatives in Southern Africa, South-East Asia and South America. Inspired by the belief that "Solidarity In Action" can improve the lives of the most vulnerable, SERVE works in partnership with local communities and organisations. Our work is rooted in strategic cooperation with Irish communities at home and abroad.

SERVE's vision is of a world where everyone has an opportunity to realise his or her potential and make a meaningful contribution to society. SERVE's mission is to work in partnership to strengthen the livelihoods of young people and communities living in poverty by providing high quality vocational and educational learning opportunities, helping young people gain employment or start and develop their own businesses.

SERVE'S Values include:

- The Principle of Solidarity- our determination is to work to the good of all in a spirit of mutual responsibility in participatory partnerships, ensuring local participation and ownership, shared values, collaborative spirit and mutual respect underpinned by transparency and accountability.
- A Commitment to Volunteering- SERVE volunteers are at the centre both of our development agenda and of our engagement with the Irish public;
- A focus on Development Education and public engagement- plays a role in increasing awareness and understanding of the changing, interdependent and unequal world in which we live and the ways in which our attitudes and actions can make a difference to disadvantaged people and vulnerable communities.

3. REVIEW OF THE ACTIVITIES OF THE CHARITY

The Directors set five main objectives for 2019:

1. To implement the second year of the 3 year Irish Aid funded SDP programme focused on youth unemployment in Zimbabwe and Mozambique;
2. To strengthen and develop SERVE volunteering and immersion programmes;
3. The implementation of a detailed Fundraising Strategy focused on raising Unrestricted Funds, with an emphasis on sustainability;
4. To strengthen the governance framework;
5. The implement new initiatives highlighted at the Strategic Plan Review in 2018;

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The progress made in 2019 in respect of the key objectives is detailed as follows:

Objective 1: To implement the second year of the 3 year Irish Aid funded SDP programme focused on youth unemployment in Zimbabwe and Mozambique.

This section, outlines the development outputs, achieved during, the second year of the programme (1). As explained below, Year two, of the programme, in the Irish Aid reporting schedule, refers to September 2019 to August 2020. Therefore, Covid-19, has had a major impact, on the ability to achieve results, as much, of the training programmes, integral to the SDP programme, are centre based, and the centres, had to close in both Mozambique and Zimbabwe, from March 2020 to September 2020. Despite the Covid-19 imposed constraints, the following was achieved:

- 2,612 Young People benefited from holistic training programmes. 1,179 completed their technical training, ILO Start Your Business training programmes and the Young Africa (YA) Life Skills Programme. A further 1,433 will complete their training within 3 months once centres reopen;
- 70 Young People in Zimbabwe, studying with external organisations, benefitted from YA led Life Skills training and Entrepreneurship training, through a strengthened outreach model. Another 430 will complete the programme, once the Vocational Training Centres reopen;
- 21 very hard to reach Young People, in Zimbabwe continued to benefit from their experience at YA thanks to the Achieve programme initiated in 2018-35% are economically active; 20% have returned to education; and 45% are actively looking for employment with greater levels of confidence;
- 30 Young Africa staff members benefited from capacity building initiatives, focusing on Pedagogy Training;
- 6 training departments received capital investment(2);
- SDP funding contributed to 9 key HR roles at YA Zimbabwe and YA Mozambique, including the addition of a dedicated ME Officer at YA Mozambique;
- Students and 5 franchise holders at YA Mozambique had access to a micro-credit fund to support business establishment and investment;
- 301 scholarships were granted between Zimbabwe and Mozambique for TVET, prioritizing young women;
- 4 key value-added staff were retained at YA Hub were retained to support improvement, expansion and oversight of the YA model;
- YA HUB hosted a one -week training seminar on Governance. The Centre Directors from YA Zimbabwe and YA Mozambique, and two Board members from each organisation attended.

(Note 1) The contract period for the Irish Civil Society Fund grant is September to August while SERVE reports to a January 31st year-ending. The Irish Aid funds were received on December 3rd, 2019. The outputs, referenced under objective (1), are for the period September 2019- August 2020.

(Note 2) Capital grants were allocated to: (1) YA Zimbabwe-Motor Vehicle Mechanics, Cosmetology Department, Electronics Department; (2) YA Mozambique (Manga)-Refrigeration Department Mechanics Department; (3) YA Mozambique (Dondo) - Expanded Egg Laying Project

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The following development outcomes were achieved during 2019(3). All results are affected by the COVID-19 pandemic and associated lockdown:

- In Zimbabwe, 42% of graduates are economically active compared with a baseline figure of 19%. 30% of graduates are in full time employment; 10% are in part time employment and 2% are self-employed.
- In Mozambique, 79% of graduates are engaged in productive work, compared with a baseline figure of 42%
- 33% are in formal paid employment and 46% are self-employed.
- In Zimbabwe, the percentage of graduates with no income fell from 75% to 62%; the percentage of graduates earning between \$1-\$20 per week increased from 23% to 33% and the percentage of graduates earning \$20+ increased from 2% to 5%.
- In Mozambique, the percentage of graduates with no weekly income fell significantly from 70% to 20%; the percentage earning between \$1-\$20 increased from 20% to 49% and the percentage earning over \$20 increased from 10% to 31%.
- With regard to attribution, 69% of all graduates said their training programmes was 'helpful' or 'very helpful' in finding work; 60% said it directly led to increased income; when assessing their technical training, 85% said that the training contributed 'somewhat' or 'a lot' to improved income.
- The provision of best practice information and strategies to prevent HIV/AIDS are crucial for YA's target group. Graduates reported adequate knowledge and responsible decision making (Mozambique: 91%, Zimbabwe: 94%).
- Feeling empowered, confident, being able to resolve problems and having clear plans, for the future, are important components of resilience and wellbeing. The vast majority, of graduates (Mozambique: 93%, Zimbabwe: 94%) reported that they felt significantly more empowered, more confident, better able to resolve personal problems and had clear plans, for the future, after completing YA training. 70% of graduates spend their day working or looking for work and 5% spend their day studying- Authority for Professional (ANEP) accreditation;
- Improved SRHR and improved decision making, as well as improved personal resilience, are clearly, evident, in the results framework amongst students;
- YA Mozambique, assisted by the SERVE continued to champion Capacity Building Programme to sustain National Authority for Professional (ANEP) accreditation;
- As part of the formal Young Africa Quality Improvement Programme known as 'YAQIP', YA HUB completed its formal Internal Audit Process with YA Zimbabwe during the Year 2 period. This focussed on areas of financial management, governance, HR and compliance with cores aspects of YA's model, and YA HUB were able to provide technical support for implementation based on the recommendations.
- YA HUB has also worked to raise the profile of YA and YA Zimbabwe has been invited by the ILO to be a stakeholder on developing a 'green training curricula' for Zimbabwe.

These outputs and outcomes are remarkable, given the reporting period covers the extreme economic volatility in Zimbabwe, the ongoing impact of Cyclone Idai in Mozambique and the COVID-19 pandemic.

SERVE's Results Based Management (RBM) system worked well during the project period and relevant and robust data was gathered.

Irish Aid approved funding in May 2018 for the SERVE SDP for the three-year period 2018-2020, to the value of €280,000 per year.

(Note 3) Irish Aid funding was received in December 2019. These outcomes relate to Aug 2019-September 2020.

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YEAR ENDED 31ST JANUARY 2020**

Objective 2: To strengthen and develop SERVE volunteering and immersion programmes.

SERVE implement Volunteering Programmes, and Immersion Programmes. In 2019, 96 (2018 108) people participated in overseas programmes. 37 people (43 2018) were assigned to international volunteering programmes and 59 (65 2018) immersion programmes. The volunteering programmes were in India, the Philippines, and Mozambique, and Vietnam. The immersion programmes were in Zambia. Evaluations of each of the programmes were very positive. Volunteers were assigned to Young Africa Mozambique, Badjao, Tribal Education project, Philippines, in India with (APD, Sumanhalli, Joythi Seva, and Morning Star), and with the Centre for Sustainable Development (Vietnam). Immersion programmes engaged four schools (three from Ireland, and one from Germany) and partnered with, our partner, Assumption parish-St. Bakita's Association, Monze Diocese, Zambia.

As per the Comhlamh Code of Good Practice, evaluations were undertaken with volunteers and immersion programme students to assess their satisfaction with the programme and identify improvements for the future. These were largely positive.

SERVE assigned and funded a Monitoring and Evaluation (M+E) Officer, based in Zimbabwe during 2019. This Officer was based at the Young Africa (YA) Hub and worked to strengthen the M+E function of Young Africa, as well as playing a pivotal role, in monitoring, the SERVE impact on the SDP programme, in Mozambique and Zimbabwe. This officer, also completed, monitoring assignments, related to SERVE's management of component dimensions of the Redemptorist Development programme in Africa. This included regular, monitoring assignments, at the Mavambo Trust Orphan and Vulnerable Children Programme, which is a Redemptorist project, serving township communities, in Harare, Zimbabwe. The officer undertook monthly visits to YA Zimbabwe, and three visits to YA, Mozambique during 2019. The M+E officer, played a critical role, in steering a very rapid response from SERVE, to deliver emergency relief, to Beira, in the immediate aftermath of Cyclone Idai, and in focusing, SERVE's contribution, to the rebuilding of infrastructure damaged by the Cyclone, at the YA campus, in Beira, Mozambique.

In December 2019, SERVE assigned an experienced Irish Youth Worker, to take a leadership role, with SERVE's partner, the Assumption Parish- St. Bakita Association, in Mazambuka, Zambia. This assignment, is aimed at enhancing Youth Capacity, developing Strategies for Youth Engagement, and monitoring the progress of Young Africa, Zambia.

Objective 3: The implementation of a detailed Fundraising Strategy focused on raising Unrestricted Funds, with an emphasis on sustainability.

The following comparative information offers some salient information about SERVE's funding base in the Republic of Ireland:

	31/01/2020	31/01/2019
	€	€
Total Income	739,873	734,081
Total Restricted Income	455,631	393,108
Total Unrestricted Income	284,242	340,973
Grant Income	280,000	280,000
Voluntary Income	459,873	454,081
From the Irish Public	435,682	396,726
Unrestricted Reserves	127,932	129,428

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

The following comparative information offers some salient information about SERVE's funding base in the Republic of Ireland:

- The SERVE/Irish Aid ratio is 62: 38 (2018 62/38) (2017 61/39) (2016 59/41);
- Unrestricted Income is 38% (2018 46%) (2017 33%) (2016 34%) of total incoming resources;

When SERVE income in the North of Ireland is included, these ratios change and improve as follows:

- The SERVE/Irish Aid ratio is 64: 36 (2018 64/ 36) (2017 63/37) (2016 62/38);
- Unrestricted Income is 41% (2018 49%) (2017 35%)

Total Unrestricted Reserves at year end between North and South is €216,454 (2018 €204,320) (2017 €128,944) which is in excess of the minimum required.

The directors note the small increase in overall income as compared to 2018. Grant income remained at the 2018 level, and voluntary income, increased marginally.

The Board is committed to the continued prioritisation of, raising unrestricted income, in 2020.

Objective 4: To strengthen the governance framework.

The, SERVE Board, agreed a change in operational structure, as the board navigated, the completion, of the fixed term contract, for the SERVE CEO, and the decision of the CEO, to move to a new appointment outside of SERVE. The, board, decided not to appoint a CEO, but to create a new role, namely, Programmes and Administration Manager, who would report to the Board, on the volunteer and immersion and development education programmes, and the administration and finance and communications functions. The, board, changed the reporting relationship of the Development Programme manager, from that of reporting to the CEO, to one of reporting to the board. A new Programmes and Administration manager was recruited in April 2019. This, new operational structure, functioned very well during 2019.

The following policies were developed, updated and approved in 2019- (1) Health and Safety; (2) Risk Policy; (3) Risk Register; (4) Volunteer and Immersion policies. A draft GDPR policy was prepared, and subject to committee work, and discussion.

The, board worked on a draft, 'New Constitution' for SERVE, and disseminated the document for extensive consultation and consideration. There were no changes, to board membership in 2019. The, board, is a strong board, and in a transition period, it was through a discerned process, decided, that board renewal would take place in 2020. The, board, engaged with the operational team, in reviewing and monitoring carefully, trends and developments, in international volunteering, given some apparent shifts, in attitudes and interest, and sectoral reflection.

The board, supported, strong efforts, by the operational team, to create a SERVE@HOME, structure, to galvanise the potential of the SERVE alumni.

The board, prioritised, the strengthening of the Organisations approach to risk management, during 2019.

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

Objective 5: To implement new initiatives highlighted at the Strategic Plan Review 2018.

The Strategic Review, held in November 2018, proposed action, centred on: (1) Consolidating SERVE NI; (2) Developing a Campus approach at Scala, Cork; (3) Appraising volunteering models; (4) Researching new partners; (5) Prioritizing the SERVE@HOME structure; (6) Preparing Country strategy papers; (6) Communicating the results of SERVE's Development Programme; (7) Expanding the Institutional Donor Base; (8) Developing the SERVE consultancy services; (9) Exploring Ideas, that are outside the box.

Through-out, 2019, important steps were taken, towards achieving the goals, integral to each of the nine operational areas, highlighted above. All, are a work-in-progress, with each area of interest, continuing to receive attention and consideration, into 2020.

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

4. OPERATIONAL SUMMARY

Development Programme

Expenditure on development programmes amounted to €466,047 which compares to the €399,409, spent in 2018. 60% (2018 66%) of this expenditure was on the SDP programme in Mozambique, and Zimbabwe. The SDP is a response to the challenges of youth unemployment and risks to the wellbeing of youth, in targeted communities, in Mozambique and Zimbabwe.

SERVE also during 2019 contributed €36,000 towards Cyclone Idai rehabilitation projects, in Beira, Mozambique. A grant of €21,363 was allocated to support the Kimpese Health Zone, maternity programme, in rural Democratic Republic of Congo. The Tsholofelo skills training programme working in the squatter camps close to Rustenburg city in South Africa were granted €6,810 in support of skills training programmes. Capacity building expenditure, and monitoring expenditure, of €200, €1,583, and €1,358, €1,987, were incurred in support of established partners in Brazil, India, the Philippines and South Africa. €14,805 and €47,524 were incurred in support of Youth Development programmes, in South Africa and Zambia.

Volunteer Programme

Expenditure on the Volunteer Programme amounted to €154,942 (2018 €139,667). The expenditure referenced here, includes expenditure on recruitment, training and assignment of volunteers and immersion candidates. It also, includes, debriefing and education work with the volunteering and immersion participants. It also includes expenditure incurred in project work and shared agendas with peer agencies and Comhlamh. The increase in expenditure of 10%, on the Volunteer Programme, is due to, two programmes to the Philippines. During 2019, the Volunteer to Build Capacity Programme assigned groups of volunteers to Mozambique, India, the Philippines and Vietnam. There was also, a Solidarity Programme, involving youth workers, from the four provinces of Ireland, who completed a Solidarity Programme, in the Philippines. These volunteers work in a variety of sectors including education, childcare, skills training, construction, healthcare and youth work. Since 2005, SERVE has placed a total of 1,276 volunteers with partners in the developing world. Three immersion programmes, during 2019, involving four schools, took place in Zambia, with costs, comparable to 2018.

All SERVE volunteers take part in a rigorous recruitment and training process, involving, attendance, at an open evening, completion of an application form, attendance at an interview and compulsory attendance at 3 pre-departure training days. A final evaluation of the programme takes place each October and is known as the SERVE Next Step Conference. This conference took place in Kilfinane, in County Limerick, on the weekend of October 12th and 13th, 2019.

Development Education

SERVE remain committed to Development Education and ensure that it is an integral part of all SERVE operations.

This commitment is most in evidence in SERVE's volunteering programmes, both summer volunteering programmes and immersion programmes. Volunteering related development education initiatives, is mainstreamed into the following, activities:

Recruitment- Inclusion of a development education element in all aspects of volunteer recruitment including at information sessions, in all promotional literature and at volunteer interviews.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

Training- Summer Programme Volunteers undertake 3 pre-departure training days, there are two development education sessions included in each day. Immersion volunteers also undertake 3 pre-departure sessions. Given that most immersion participants are aged 16-18 there is a strong development education emphasis with linkages where possible to the senior cycle syllabi.

In-Country- Both types of volunteer programmes have formal and informal development education sessions built in. In country development education is often topic based and is specific to the country in question. There is, a particular emphasis, on the work of the host partner and to the development challenges unique to their thematic and geographical area of work. The approach taken to development education on immersion programmes is truly immersive and involves peppering development education insights and questions into the daily activities. Development education action projects, such as living for a day on the local daily income, prove highly effective in country. The requirement to create blogs and to record a group video in line with the chosen theme is further evidence of development education in action.

Next Steps Debriefing- The summer volunteers take part in a weekend debriefing session that involves both an organisational and personal debriefing. This is achieved through a combination of individual and group debriefing sessions. There are also several development education aspects to this weekend including a country specific presentation incorporating the completed video. Equally a debriefing session is held with all immersion students as well as a further session with the parents of students. This presentation includes the premiering of the groups video, an explanation of the work undertaken, a discussion of the impact of the experience as well as the identification of the opportunities to remain involved in international justice issues. The opportunity is also taken to discuss motivations and views pre-departure and on return.

Public Engagement- On return SERVE volunteers undertake visits to local schools and interested groups to speak of their experience as well as the challenges faced by their host communities. Sometimes such public engagement is delivered as part of the Global Citizens Award which SERVE encourage and support our adult volunteers to undertake. SERVE are also members of the Global Citizen Awards Conferring, Standards and Awarding Committee.

New Development Education Initiatives

In 2019, the SERVE team, continued to strengthen all existing development education resources including those used in information sessions, pre-departure training for the summer volunteer and immersion programmes, debriefing sessions as well as stand-alone school development education modules.

Preliminary work, began in 2019, to develop, Scala, in Cork, which is where the SERVE offices are based, into a Sustainable Development Goals Campus. Further progress, is expected in 2020.

Fair Trade

Flip flop Friday in 2019 achieved again the double dividend impact of supporting the income generation capacity of our partners in Thailand while also raising funds for SERVE. We remain convinced that this is a genuinely pro-poor initiative worthy of support.

Fundraising

Fundraising is the responsibility of the whole Board who oversee all aspects of SERVE's operation and performance to ensure short-term and long-term viability and adhere to the Statement of Guiding Principles for Fundraising

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

In 2019 our volunteers played a vital role in telling the SERVE story and attracting donations. While, the overall income performance is satisfactory, with income increasing by 1%, there is still a very high dependency, on significant gifts, from individuals, which is unpredictable. The contributions from volunteers, and the immersion programmes, and the Standing Orders, all recorded increases, but there was a fall-off in large individual donations, and Church Gate Collection Income was also down. The Events based fundraising are valuable and remained steady. The Cyclone Idai, emergency, also attracted unexpected donations, given the strong SERVE alumni connect, with Beira, Mozambique.

The board will continue, to monitor strategies, that improve fundraising capacity, during 2020.

5. FINANCIAL REVIEW

Income and Expenditure

The results of the year are set out in the audited statement of financial activities of the organisation on page 23 which shows a surplus for the year amounting to €53,742 (2018 €24,767).

SERVE is a registered charity both in the Republic of Ireland (CHY 18154) and in the North of Ireland (XT 16752). The combined income between South and North for the year ended 31st January 2020 reached €782,602 (2018 €778,802) of which, €739,873 (2018 €734,081), was raised in the Republic of Ireland. Income Resources from Generated funds was 64% (2018 62%). Income Resources from Charitable Activities was 36% (2018 38%). Grant income and Voluntary income remained constant.

The result from Third World Groups during 2018 saw a 40% (2018 23%) decrease due primarily to smaller grants being received from Electric Aid, and a less assertive approach by SERVE, to applying to other smaller, funding agencies.

Direct Charitable Expenditure was 98% (2018 98%) of total expenditure. The costs of generating funds was .09% (2018 .09%) of total expenditure. The governance costs were 0.068% (2018 .066%). €316,186 or 46% during 2018 (2018 41%) of total expenditure was on granted to 8 partners.

The surplus of €53,742 (2018 €24,767) for the year referenced on page 23 is comprised of a surplus on Restricted Income and Expenditure of €55,238, and a deficit on Unrestricted Income and Expenditure of €1,496.

Many of the Expenditure patterns in 2019 resemble closely expenditure outcomes in 2018 with strident efforts made to stay within budget for all cost centres. The, expenditure, on the Volunteering Programme was higher, by 10% due, to the implementation of a second programme to the Philippines, during 2019. The increase in expenditure on Development Projects by €64,420, is a function, of an increase, in expenditure in Mozambique due to the Cyclone, and an increase in Zimbabwe, and a fall in expenditure in South Africa. Immersion, expenditure, is included under Volunteering expenditure in 2018, but under development expenditure in 2019. The 4% reduction in salary costs is a combination of savings, in salary rates between that of CEO and Programmes and Administration Manager, and one staff member, moving from part-time to full-time.

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

Reserves Policy

Unrestricted Income is treated as income apart from restricted income. It is income where the donor has not designated the income for a specific purpose. It is used by SERVE in the furtherance of its work and objectives. Such funds may be held in order to finance working capital or may be used at the discretion of the organisation for specified purposes that are within the aims of the organisation. The board appraising the administrative and operational costs of the organisation, allocates income from unrestricted income to cover these costs and may allocate also to programme costs, and, also carefully, reviews the amount required to be held for emergencies and to cover running costs for a certain period, of time due to unforeseen events etc.

There are cash reserves of €849,151 (2018 €721,098) along with debtors of €30,222 and creditors of €8,555 and Deferred Income of €100,000 at the year-end January 31st 2020 held by SERVE in the Republic of Ireland. The net reserves are €770,818 (2018 €717,076). There are five important factors relevant to an analysis of these reserves : (1) €127,932 represents a prudent unrestricted reserve balance; (2) There is €97,655 that relates to a long term school development project in Haiti; (3) There are significant reserves of €295,903 held for long term development programmes in the Philippine (4) €29,250 of third world group funding unspent, €11,170 of EU Erasmus+ funding unspent, €96,826 of Irish Aid funding unspent and (5) a prudent reserve of restricted funding of €112,082 spread between and in support of the projects in our priority countries.

SERVE reviewed its Reserve Policy in March 2018, and December 2019. In the new policy, SERVE is committed to maintaining a minimum of unrestricted reserves to cover at least five months of organisational running costs. The Organisational Reserve is calculated by adding the Unrestricted Reserve in SERVE ROI and SERVE NI. The new reserve is set at €83,916. The minimum reserve will increase proportionally if running costs increase. Amounts over and beyond the minimum amount will be carefully stewarded in the interests of the organisation and the beneficiaries we serve. Reserves, will, at all, times, be maintained in accordance with charity regulations and best practice. The unrestricted reserves of €127,932 at 31st January 2020, represents, a, small decrease in comparison with (2018 €129,428), and when taken with the unrestricted reserves in the North of Ireland, the total unrestricted reserves are €216,454 (2018 €204,320) and this is the equivalent of approximately 12.5 months (2018 12.2 months) of the running costs of the organisation.

Grant Awarding Policy

The SERVE partnership approach is based on accountability and acknowledges the potential for power imbalanced and is rooted in a set of core values. SERVE approved and updated its partnership policy in 2015. We engage with partners who are committed to working with the most vulnerable and marginalised and who share both a passion and competency for delivering positive development outcomes for children, young people and women. Contact with partners emerges from referrals from older and existing partners, direct applications, and through proactive initiatives by SERVE to work with partners who share our convictions and aims. Any initial assessment about advancing to a partnership arrangement focuses on (a) Matching values and ethos; (b) Considering the geographical focus, development themes, scale of activities etc.; (c) Agreement on the building blocks and possible intervention strategies for supporting children, young people and women; (d) Suitability to engage in long term capacity building work and partnership arrangements.

Our programmatic partners are at the partnership management and implementation phase of our partnership time-line framework. This means that partners have passed through: (1) The partners identification phase; (2) The partnership development phase; (3) The project planning phase. Our partners work in extremely poor communities and SERVE is committed to working with them on a long term, basis, understanding that development is only achieved over lengthy time periods. SERVE provides input, advice and shared experience around governance, financial planning, organisational development, programme quality and child protection.

SERVE IN SOLIDARITY IRELAND
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DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020

Project grants are central to all grant allocations. There are stringent reporting requirements, monitoring and audit demands relevant to all grants awarded.

Pay policy for senior staff

The Directors consider that the Board of Directors and the Programmes and Administration Manager, and the Development Programme Manager, who are not members of the Board, comprise the key management personnel of SERVE in charge of directing and controlling, running and operating the company on a day to day basis.

With the exception, of the Programmes and Administration Manager, and the Development Programme Manager, all Directors give of their time freely and no director received remuneration in the year. While the Directors are entitled to reimbursement for vouched expenditure incurred in the performance of their duties, no such amount was claimed in 2019 or 2018.

The pay of Managers is reviewed annually by the Board while the pay of the other staff is reviewed by the Programmes and Administration Manager. Given the nature of the company, the Directors benchmark against pay levels in other non-profit organisations.

Accounting Records

The Directors acknowledge their responsibilities under Section 281 to 285 of the Companies Act 2014 to keep adequate accounting records for the company.

In order to comply with the requirements of the Act, appropriate personnel are employed. The accounting records of the company are kept at the principal place of business, Scala, Castle Road, Blackrock, Cork.

Going Concern

Given the level of reserves at the year end, the Directors have concluded that there are no material uncertainties about SERVE's ability to continue as a going concern.

Statement On Relevant Audit Information

In accordance with Section 330 of the Companies Act 2014, so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow directors, each director has taken all the steps he/she is obliged to take as a director in order to make himself/herself aware of any relevant audit information and to establish that the auditor is aware of the information.

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

Auditors

The auditors, Hayden Brown, have indicated their willingness to continue in office in accordance with the provisions of Section 383(2) of the Companies Act, 2014.

Taxation Status

The company, as a charity (CHY no. 18154), is not liable to corporation tax under section 207 (as applied to companies by section 76) of the Taxes Consolidation Act, 1997.

Political Donations

The company made no significant donations.

6. EVENTS SINCE THE YEAR END

Covid-19, began its trajectory in Ireland, in March 2020. The all, encompassing impact, of Covid-19, led to the cancellation, of all SERVE international volunteering and immersion programmes, during 2020.

7. PLANS FOR FUTURE PERIODS

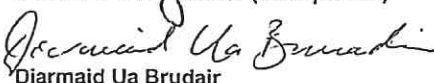
Future Developments

Securing and retaining reliable sources of funding remains the key challenge for SERVE over the next number of years. SERVE IN SOLIDARITY IRELAND Plan for 2020 is based on seven key objectives:

1. To implement the third year of the 3 year Irish Aid funded SDP programme focused on youth unemployment in Zimbabwe and Mozambique;
2. To commission an external evaluation of the SERVE SDP programme, and achieve a new three- year contract, with Irish Aid;
3. To strengthen and develop SERVE volunteering and immersion programmes;
4. The strengthening of SERVE's Fundraising Strategy, focused on raising Unrestricted Funds, with an emphasis on sustainability;
5. Adoption of New Governance Codes, Updating of SERVE Governance documents, and Board renewal;
6. To develop operational plans, focused on EU funding, Scala as a SDG Campus, project expansion in Zambia;
7. To commence the process towards an updated Strategic Plan.

On behalf of the Board


John Gerard O'Connor (Chairperson)


Diarmaid Ua Brudair

Date: 1st December 2020

**SERVE IN SOLIDARITY IRELAND
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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SERVE IN SOLIDARITY IRELAND (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Serve In Solidarity Ireland for the year ended 31st January 2020 which comprise the statement of financial activities, balance sheet, statement of changes in reserves, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies set out in note 2. 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 January 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 responsibilities 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 18 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 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.

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SERVE IN SOLIDARITY IRELAND (CONTINUED)
YEAR ENDED 31ST JANUARY 2020

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.

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.

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SERVE IN SOLIDARITY IRELAND (CONTINUED)
YEAR ENDED 31ST JANUARY 2020

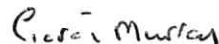
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- 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

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

1st December 2020

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2020


		Restricted Funds 2020	Unrestricted Funds 2020	Total Funds 2020	Total Funds Funds 2019
	Notes 1 & 2	€	€	€	€
Incoming Resources					
Income Resources From Generated Funds		201,731	258,127	459,858	454,066
Income Resources From Charitable Activities		280,000	-	280,000	280,000
Interest Income		-	15	15	15
Total Incoming Resources		481,731	258,142	739,873	734,081
Resources Expended					
Charitable Activities	6	(415,455)	(259,787)	(675,242)	(698,753)
Cost of Generating Funds	4		(6,243)	(6,243)	(5,836)
Governance Costs	5		(4,646)	(4,646)	(4,725)
Total Resources Expended		(415,455)	(270,676)	(686,131)	(709,314)
Net Outgoing Resources Before Transfers		66,276	(12,534)	53,742	24,767
Transfers					
Transfers Between Funds	8	(12,344)	12,344	-	-
(Deficit) / Surplus for the year		53,932	(190)	53,742	24,767

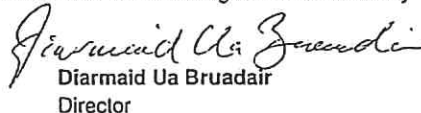
The statement of financial activities has been prepared on the basis that all operations are continuing operations.

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 supplementary information part of the notes to the financial statements.

The financial statements were approved by the board on 1st December 2020 and signed on its behalf by


John Gerard O'Connor
Director


Diarmaid Ua Bruadair
Director

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

BALANCE SHEET
31ST JANUARY 2020

	Note	2020 €	€	2019 €	€
Current assets					
Debtors	10	30,222		35,393	
Cash at bank and in hand		849,151		721,098	
		<u>879,373</u>		<u>756,491</u>	
Creditors: amounts falling due within one year	11	<u>(108,555)</u>		<u>(39,415)</u>	
Net current assets			<u>770,818</u>		<u>717,076</u>
Total assets less current liabilities			<u>770,818</u>		<u>717,076</u>
Net assets			<u><u>770,818</u></u>		<u><u>717,076</u></u>
Contingency Reserve Fund					
Restricted Funds			641,580		587,648
Unrestricted Funds			129,238		129,428
Funds of the Charity			<u><u>770,818</u></u>		<u><u>717,076</u></u>

These financial statements were approved by the board of directors on 1st December 2020 and signed on behalf of the board by:


John Gerard O'Connor
Director


Diarmaid Ua Bruadair
Director

The notes on pages 27 to 37 form part of these financial statements.

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CHANGES IN RESERVES
YEAR ENDED 31ST JANUARY 2020**

	Funds of the Charity	Total
	€	€
At 1st February 2018	692,309	692,309
Surplus for the year	<u>24,767</u>	<u>24,767</u>
Total comprehensive income for the year	<u>24,767</u>	<u>24,767</u>
At 31st January 2019	<u>717,076</u>	<u>717,076</u>
Surplus for the year	<u>53,742</u>	<u>53,742</u>
Total comprehensive income for the year	<u>53,742</u>	<u>53,742</u>
At 31st January 2020	<u><u>770,818</u></u>	<u><u>770,818</u></u>

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS
YEAR ENDED 31ST JANUARY 2020**

	2020 €	2019 €
Cash flows from operating activities		
Surplus for the financial year	53,742	24,767
<i>Adjustments for:</i>		
Accrued expenses/(income)	-	(8,945)
<i>Changes in:</i>		
Trade and other debtors	5,171	(5,393)
Trade and other creditors	69,140	34,940
Cash generated from operations	<u>128,053</u>	<u>45,369</u>
Net cash from operating activities	<u>128,053</u>	<u>45,369</u>
Net increase/(decrease) in cash and cash equivalents	128,053	45,369
Cash and cash equivalents at beginning of year	<u>721,098</u>	<u>675,729</u>
Cash and cash equivalents at end of year	<u>849,151</u>	<u>721,098</u>

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31ST JANUARY 2020**

1. Statement of compliance

SERVE In Solidarity Ireland is constituted under Irish company law, being a company limited by guarantee and not having a share capital. Prior to the enactment of the Companies Act 2014, companies not trading for gain by the members were not within the scope of certain company law requirements that applies to for-profit companies. In particular, companies not trading for gain were exempt from applying specific requirements in respect of formats and content of financial statements thus permitting charities to adopt a financial statement format appropriate to the sector.

Accordingly, SERVE In Solidarity Ireland adopted and reported its performance in accordance with the format recommended by "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland" (Charities SORP (FRS 102)) developed jointly by the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator. Specifically, SERVE In Solidarity Ireland 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 Office of the Scottish Charity Regulator as the SORP-making bodies for the charity sector. Heretofore, the SORP has been recognised as best practice for financial reporting by charities in Ireland.

The Companies Act 2014 became effective in law on 1 June 2015 and from that date its provisions in respect of the format and content of financial statements became applicable to companies not trading for gain such as SERVE In Solidarity Ireland. This would require SERVE In Solidarity Ireland, 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 view of the Directors, this is neither an appropriate presentation nor terminology for a not-for-profit organisation.

In order to provide information relevant to understanding the stewardship of the Directors and the financial activities and position of the company, SERVE In Solidarity Ireland has prepared its financial statements in accordance with the formats provided for in the SORP consistent with the prior year.

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

2. Accounting policies

Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with:

- Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with 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) developed by the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator who are the joint SORP-making bodies recognised by the UK Accounting Standards Board as the appropriate parties to develop SORPS for the charity sector.

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

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

At the date of transition, there were no material items that would give rise to a restatement.

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

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 and from corporate and major donors together with related tax refunds, is recognised in the period in which the organisation is entitled to the resource, receipt is virtually certain and when the amount can be measured with sufficient reliability. In the case of monetary donations from the public this income is generally recognised when the donations 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.

Investment

Investment income is accounted for on a receipts basis.

Restricted Income

Income received by the company, 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

Other income, apart from restricted income, is used by the company in the furtherance of its work and objectives. Such funds may be held in order to finance working capital or may be used at the discretion of the organisation for specified purposes that are within the aims of the organisation.

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.

Raising Funds

Expenditure on raising funds includes all expenditure incurred by SERVE In Solidarity for its charitable activities;

Charitable Activities

Expenditure on charitable activities includes all costs incurred by SERVE In Solidarity in undertaking activities that further its charitable aims, including those support costs and costs relating to governance of the company.

Support Costs

Support costs are directly allocated to the related activity where possible. Otherwise support costs are allocated on the basis of staff time.

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

Contingency Reserve Fund

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

Fund Accounting

Unrestricted funds are general funds that are available for use at the boards discretion in furtherance of any objects of the organisation.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose and the restriction means that the funds can only be used for specific projects or activities.

Foreign currencies

Revenues and costs arising from transactions denominated in foreign currencies are translated into Euro at the rates of exchange ruling 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.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks with less than 24 hours' notice of withdrawal.

Tangible assets

Fixed Assets are recorded at cost.

Depreciation

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

Office equipment	- 10%	straight line
Computer equipment	- 20%	straight line

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

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020

Operating leases

Annual operating leases are charged to the statement of financial activities in the year that they are paid.

Going concern

The company's activities, together with the factors likely to affect its future plans are set out in the director's report. SERVE In Solidarity Ireland meets its day to day working capital requirements through accumulated unrestricted reserves. The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparation the annual financial statements.

Financial instruments

SERVE In Solidarity Ireland 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 measures at their settlement value.

Judgements and key sources of estimation uncertainty

In the application of SERVE In Solidarity Ireland accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. Given the scale of the company's activities and the quantum of the individual items contained within assets and liabilities, these judgements, estimates and assumptions are generally immaterial to the financial statement. Where such a judgement, estimation or assumption is material, it is disclosed in the notes to the financial statements.

3. Operating profit

Operating profit is stated after charging:

	2020	2019
	€	€
Fees payable for the audit of the financial statements	1,619	1,619
	<u> </u>	<u> </u>

and after (crediting):

Government Grants		
Irish Aid	280,000	280,000
	<u> </u>	<u> </u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020

4. Cost of Generating Funds	2020	2019
	€	€
Fundraising Costs	5,163	4,472
Printing and Promotion	1,080	1,364
	<u>6,243</u>	<u>5,836</u>

These expenses are funded from unrestricted funds.

5. Governance Costs	2020	2019
	€	€
Direct Governance Costs	-	686
Motor expenses	90	891
Staff Training	2,937	1,529
Auditors remuneration	1,619	1,619
	<u>4,646</u>	<u>4,725</u>

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

6. Direct Charitable Expenditure	2020	2019
	€	€
Direct Costs	637,405	660,480
Support Costs		
Staff Costs	13,147	13,615
Computer bureau costs	4,463	3,453
Rent payable	4,800	4,800
Insurance	4,997	5,015
Capacity Building Costs	187	-
Telephone	320	131
Printing, Postage & Stationery	1,171	2,330
Subscriptions	6,048	6,210
Office Expenses	279	-
Bank charges	2,420	1,712
Audit	-	-
Miscellaneous Administrative Expenditure	5	1,006
	<u>675,242</u>	<u>698,753</u>

Direct costs are those incurred wholly and exclusively for the primary objectives of the charity. 40% of total salary costs relates to development programmes and is regarded as a direct cost. 40% of total salary costs relates to volunteering programmes and is regarded as direct cost. 10% of total salary costs relates to development education programmes and is regarded as a direct cost.

Support costs represent general expenditure which cannot be exactly split between the primary functions of the organisation at the time at which they are incurred but can be allocated on a reasonable basis after the event.

The breakdown of Charitable Expenditure was funded between restricted funding and unrestricted funding and is outlined on page 40.

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

7. Staff costs

The average number of persons employed by the company during the year, including the directors, was as follows:

	2020	2019
	Number	Number
Operational	2	2
Administrative	1	1
	<u>3</u>	<u>3</u>

The aggregate payroll costs incurred during the year were:

	2020	2019
	€	€
Wages and salaries	118,688	123,113
Social insurance costs	12,790	13,042
	<u>131,478</u>	<u>136,155</u>

There were no employees in the year ended 31/01/2020 (31/01/2019 - €Nil) whose total employees benefits fall within the band €60,000 to €70,000.

8. Transfer

In 2019 / 2020 an amount of €26,100 from Irish Aid was transferred from restricted income to unrestricted income. In 2018 / 2019 there was no transfer.

In 2019 / 2020 an amount €13,756 of unrestricted income was transferred the Erasmus EU project. which is restricted income. In 2018 / 2019 this transfer was €NIL.

9. Taxation

The company is exempt from corporation tax due to its charitable status.

10. Debtors

	2020	2019
	€	€
Other debtors	<u>30,222</u>	<u>35,393</u>

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

11. Creditors: amounts falling due within one year

	2020	2019
	€	€
Tax and social insurance:		
PAYE and social welfare	6,936	-
Accruals	1,619	1,619
Deferred income	100,000	37,796
	<u>108,555</u>	<u>39,415</u>

12. Company Status

The company is limited by guarantee not having a share capital. The liability of each member in the event of the company being wound up is €1.

13. Statement of movements on statement of financial activities

	Statement of Financial Activities €
At 1st February 2019	717,076
Profit for the year	53,742
At 31st January 2020	<u>770,818</u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020

14. Reconciliation of movements in funds of the charity

	2020 €	2019 €
Restricted Funds		
Opening Balance	587,648	624,799
Net Movement After Taxation	53,932	(37,151)
	<u>641,580</u>	<u>587,648</u>
Unrestricted Funds		
Opening Balance	129,428	67,510
Net Movement After Taxation	(190)	61,918
	<u>129,238</u>	<u>129,428</u>
Balance at year end	<u><u>770,818</u></u>	<u><u>717,076</u></u>

15. Capital commitments

The company had no capital commitments at the 31st January 2020.

16. Contingent liabilities

The company had no contingent liabilities at the 31st January 2020.

17. Financial instruments

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

	2020 €	2019 €
Financial assets that are debt instruments measured at amortised cost		
Other debtors	30,222	35,393
Cash at bank and in hand	849,151	721,098
	<u>879,373</u>	<u>756,491</u>

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2020**

18. Ethical standard - provisions 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 the tax authorities and assist with the preparation of the financial statements. We also use our auditors to provide tax advice and to represent us, as necessary, at tax tribunals.

19. Controlling party

The Directors control the Accounts.

20. Comparative Figures

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

21. Approval of financial statements

The board of directors approved these financial statements for issue on 1st December 2020.

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

THE FOLLOWING PAGES DO NOT FORM PART OF THE STATUTORY ACCOUNTS.

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**RESTRICTED AND UNRESTRICTED FUNDS
YEAR ENDED 31ST JANUARY 2020**

	2020 €	2019 €
INCOME		
Restricted Funds		
Irish Aid	280,000	280,000
Brazil	200	-
Philippines	-	48
India	6,317	17,475
South Africa	14,230	49,722
Zimbabwe	11,610	-
Zambia	76,222	27,719
DR Congo	12,595	-
Mozambique	54,867	-
Third World Groups	24,191	40,005
Haiti	1,499	3,887
Solidarity Gifts - Restricted	-	67
Philippines - Solidarity Gift	-	190
India - Solidarity Gift	-	96
	<u>481,731</u>	<u>419,209</u>
Unrestricted Funds		
Donations and Standing Order	71,270	145,635
Comhlamh	-	1,500
Volunteer Contribution	121,404	105,352
Redemptorists Ireland	30,000	30,000
Redemptorist International Solidarity	21,800	17,350
Flip Flop Friday	3,653	3,747
Coream	10,000	10,000
Other Income	15	1,288
	<u>258,142</u>	<u>314,872</u>
Total Income	739,873	734,081

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**RESTRICTED AND UNRESTRICTED FUNDS
YEAR ENDED 31ST JANUARY 2020**

	2020 €	2019 €
EXPENDITURE		
From Restricted Funds		
Irish Aid	246,386	167,392
Misean Cara	-	-
Third World Groups	21,954	43,463
Development Appeal	137,206	155,558
EU Erasmus+	9,909	63,675
	<u>415,455</u>	<u>430,088</u>
From Unrestricted Funds		
Development Programme Salaries	52,592	54,462
Serve Funded Development Projects	-	19,008
Volunteering Programmes	152,942	139,677
Development Education	13,430	13,893
Global Citizenship	235	-
Fair Trade	2,700	3,352
Shared Advocacy	51	-
	<u>221,950</u>	<u>230,392</u>
Total Project Assistance	637,405	660,480
(Deficit) / Surplus Funds before Administration Expenditure	102,468	73,601

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2020

	2020 €	2019 €
Income		
Donations and Standing Orders		
Serve	57,881	132,996
Fundraising Events	13,389	14,139
	<u>71,270</u>	<u>147,135</u>
Volunteers Contribution	121,404	105,352
Flip Flop Friday	3,653	3,747
Development Appeal		
Brazil	200	-
Philippines	-	48
India	6,317	17,475
South Africa	14,230	49,722
Zimbabwe	11,610	-
Zambia	76,222	27,719
DR Congo	12,595	-
Mozambique	54,867	-
Haiti	1,499	3,887
	<u>177,540</u>	<u>98,851</u>
Solidarity Gifts		
Solidarity Gifts - Restricted	-	67
Philippines - Solidarity Gift	-	190
India - Solidarity Gift	-	96
	<u>-</u>	<u>353</u>
Other Income	15	1,288
Irish Aid	280,000	280,000
Misean Cara	-	-
Third World Groups	34,191	50,005
EU Income	-	-
Redemptorists Ireland	30,000	30,000
Redemptorist International Solidarity	21,800	17,350
Total Income	<u><u>739,873</u></u>	<u><u>734,081</u></u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2020

2020
€

2019
€

**SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)**

**DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2020**

	2020 €	2019 €
Expenditure		
Volunteering Programme		
Wages and salaries	47,476	49,245
Employers PRSI contributions	5,116	5,217
Overseas Programmes	93,888	75,603
Immersion Programme	-	104,151
Training	6,693	8,571
Recruitment and Promotion	1,769	1,041
	<hr/> 154,942	<hr/> 243,828
Development Projects		
Wages and salaries	47,476	49,245
Employer's PRSI contributions	5,116	5,217
Brazil	200	3,715
India	1,584	30,713
Philippines	1,358	34
South Africa / Muvamba	23,630	7,433
Mozambique	152,403	133,561
Zimbabwe	163,772	147,416
Zambia	47,525	485
Haiti	1,619	755
Congo	21,364	20,000
Burkina Faso	-	835
	<hr/> 466,047	<hr/> 399,409
Development Education		
Wages and Salaries	11,868	12,312
Employer's PRSI Contributions	1,279	1,304
Development Ed / Global Citizenship	283	278
	<hr/> 13,430	<hr/> 13,894
Shared Advocacy		
Shared Advocacy	51	-
	<hr/> 51	<hr/> -
Global Citizenship		
Global Citizenship	235	-
	<hr/> 235	<hr/> -

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2020

		2020 €		2019 €
Fair Trade				
Fair Trade	2,700		3,352	
		2,700		3,352
Administration				
Admin Wage	11,868		12,311	
Admin Prsi	1,279		1,304	
<u>Office Administration Expenses</u>				
Rent payable	4,800	4,800		
Computer bureau costs	4,463	3,453		
Insurance	4,997	5,015		
Capacity Building Costs	187	-		
Telephone	320	131		
Printing, Postage & Stationery	1,171	2,330		
Motor expenses	90	891		
Subscriptions	6,048	6,210		
Office Expenses	279	-		
	22,355	22,830		
<u>Fundraising</u>				
Fundraising Costs	5,163	4,472		
Printing and Promotion	1,080	1,364		
	6,243	5,836		
<u>Capacity Building</u>				
Direct Governance Costs	-	686		
Staff Training	2,937	1,529		
	2,937	2,215		
Audit	1,619	1,619		
Bank Charges	2,420	1,712		
Miscellaneous Administration Expenses	5	1,004		
		48,726		48,831
Total Expenditure		686,131		709,314
Operating profit		53,742		24,767

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

CHARITABLE ACTIVITIES - IRISH AID
FOR THE YEAR ENDED 31ST JANUARY 2020

	Restricted Funds 2020	Unrestricted Funds 2020	Total Funds 2020	Total Funds 2019
	€	€	€	€
The grant from Irish Aid has been allocated to the following				
Irish Aid				
South Africa - Health	-	-	-	-
South Africa - OVC	-	-	-	-
South Africa - Skills Training	-	-	-	-
South Africa - Capacity Building	-	-	-	-
Mozambique - HIV / AIDS	-	-	-	-
Mozambique - TVET	108,250	-	108,250	90,149
Mozambique - Capacity Building	-	-	-	-
Zimbabwe - TVET	138,136	-	138,136	77,243
Zimbabwe - Capacity Building	-	-	-	-
Programme Quality	-	-	-	-
Programme Administration	12,900	-	12,900	12,900
Programme Support	13,200	-	13,200	13,200
Zambia - TVET	-	-	-	-
	<u>272,486</u>	<u>-</u>	<u>272,486</u>	<u>193,492</u>

The grant from Irish Aid has been allocated to the following partners

Tapologo (South Africa)	-	-	-	-
Tsholofelo (South Africa)	-	-	-	-
Young Africa (Mozambique)	106,250	-	106,250	90,149
Young Africa (Zimbabwe)	138,136	-	138,136	77,243
Volunteer Programme	2,000	-	2,000	-
Young Africa (Zambia)	-	-	-	-
Programme Quality	-	-	-	-
Programme Support	12,900	-	12,900	12,900
Programme Administration	13,200	-	13,200	13,200
	<u>272,486</u>	<u>-</u>	<u>272,486</u>	<u>193,492</u>

The allocations from the Irish Aid grant, includes funding from Irish Aid funding €86,508, unspent at January 31st 2019. €96,826 of Irish Aid funds were not yet transferred overseas at year end January 31st 2020. 2019 Funds from Irish Aid were not received until December 3rd 2019.

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

INCOME RESOURCES FROM GENERATED FUNDS
FOR THE YEAR ENDED 31ST JANUARY 2020

	Restricted Funds 2020	Unrestricted Funds 2020	Total Funds 2020	Total Funds 2019
	€	€	€	€
Restricted Income from Generated Funds				
Grants below represent income from groups and agencies and appeals				
Electric Aid	21,591	-	21,591	35,905
Galway County Council	600	-	600	600
COREAM	10,000	-	10,000	10,000
Eli Lilly	-	-	-	-
Congregation Jesus M	-	-	-	-
EU	-	-	-	-
TUI	-	-	-	1,500
Sharp	-	-	-	-
INTO	-	-	-	-
Edmund Rice Trust Fund	2,000	-	2,000	2,000
Solidarity Gifts	-	-	-	-
Development Appeal	177,511	-	177,511	94,963
	<u>211,702</u>	<u>-</u>	<u>211,702</u>	<u>144,968</u>

Grants noted above have been allocated to the following partners

Young Africa Capacity Development (Zimbabwe)	2,664	-	2,664	5,430
Young Africa TVET (Zimbabwe)	13,063	-	13,063	-
Kimpese Health Zone (Congo)	21,364	-	21,364	-
Caritas Brazil Capacity Building Programme	200	-	200	3,715
Capacity Building Programme (Brazil)	1,584	-	1,584	-
RIS Communication Project	10,000	-	10,000	10,000
Young Africa Beira Cyclone Emergency (Mozambique)	37,262	-	37,262	-
Young Africa Refrigeration TVET (Mozambique)	8,891	-	8,891	-
Capacity Building Programme (Philippines)	1,358	-	1,358	-
Capacity Building Programme (South Africa)	2,045	-	2,045	-
Capacity Building Programme (Zambia)	5,266	-	5,266	-
Young Africa Mozambique Generator Project	-	-	-	-
Young Africa Mozambique Catering Project	-	-	-	8,026
Young Africa Mozambique TVET Project	-	-	-	17,215
Kerala & India Emergency Flood Programme	-	-	-	11,660
Kerala & India's Life Plus Programme	-	-	-	18,623
Association for People with Disabilities, India	-	-	-	-
Sumanhalli (India)	-	-	-	-

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Muvamba Water for All Project, Mozambique	-	-	-	16,814
Mbanza Ngungu Health Programme for Congo	-	-	-	20,000
Jyothi Seva School for Blind, India	-	-	-	-
Tibiga Girls Education Programme, Burkina Faso	-	-	-	835
Iruma Education Project, Kenya	-	-	-	-
COREAM capacity building	-	-	-	-
Haiti Capacity Building Programme	-	-	-	755
Young Africa Capacity Building Programme	-	-	-	-
Tsholofelo Skills Training (South Africa)	6,810	-	6,810	4,622
Development Appeal Fund - Immersion and Monitoring	57,035	-	57,035	110,336
Solidarity Gift Fund	-	-	-	-
	<u>167,542</u>	<u>-</u>	<u>167,542</u>	<u>228,031</u>

The total amounts allocated includes funds from earlier years and also from Unrestricted Funds.

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INCOME RESOURCES FROM GENERATED FUNDS
FOR THE YEAR ENDED 31ST JANUARY 2020

	Restricted Funds 2020	Unrestricted Funds 2020	Total Funds 2020	Total Funds 2019
	€	€	€	€
Charitable Activities - EU Erasmus +				
The grant of €90,551 received from the EU in late 2016, was augmented with €13,770 of Serve funds during the year ending January 31st 2020.				
The grant has been allocated as follows:				
Child Safeguarding Capacity Building, Young Africa	-	-	-	1,199
ICT Development, Young Africa	-	-	-	1,974
Monitoring and Evaluation Capacity Building, Young Africa	-	-	-	-
Administration and Finance Capacity Building, Young Africa	-	-	-	3,239
ToolKit Resource Development	4,588	-	4,588	1,050
Achieve Programme	-	-	-	15,375
Youth Work Programme	-	-	-	20,691
External Evaluation	2,240	-	2,240	-
External Audit	3,075	-	3,075	-
Bank Charges	6	-	6	269
Leadership and Management Programme	-	-	-	19,929
Other Expenditure	-	-	-	-
	<u>9,909</u>	<u>-</u>	<u>9,909</u>	<u>63,726</u>

There is a balance of €11,170 of the EU Erasmus + Grant Unspent at January 31st 2020.

