

Company registration number: 419696

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

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST JANUARY 2018

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

OFFICERS AND PROFESSIONAL ADVISORS

Directors	Jim Ryan John Gerard O'Connor Noel Gerard Kehoe Diarmuid Ua Bruadair Brian Silke Leanne Kelly Eoin Mac Aodha
Secretary	Noel Gerard Kehoe
Chief Executive Officer	Eileen Hoffler
Company number	419696
Registered office	Scala, Castle Road, Blackrock, Cork.
Principle Place of Business	Scala, Castle Rock, 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 2018**

"Young people should be at the forefront of global change and innovation. Empowered, they can be key agents for development and peace. If however, they are left on society's margins, all of us will be impoverished. Let us ensure that all young people have every opportunity to participate fully in the lives of their societies"- Kofi Annan

2017 was a year dedicated to tackling the challenge of youth poverty through supporting innovative and effective Technical Vocational Education and Training (TVET) Programmes. Standing between Africa and the promise of the Sustainable Development Goals (SDGs) is the barrier of youth unemployment. Without affordable, practical and innovative solutions, actualising the SDGs will remain elusive. If African youth are enabled to start their own businesses, they will. If agriculture is made more attractive to them, they will drive this untapped cash cow. If their tech skills are harnessed, they will use these for the good of their people, and if the curriculums are made more relevant to the job market, they will be a force to be reckoned with.

During 2017, through the SERVE Development Programme (SDP), young people' lives were transformed. Some of the achievements include:

- 241 marginalised youth in rural Makoni, Zimbabwe benefiting from a novel rural outreach skills training initiative;
- 41 young people in urban Bauleni, Lusaka, Zambia completing an ICT Life and Work Programme;
- 1,672 young people graduating from Young Africa TVET courses between urban Harare, urban Beira, and rural Beira;
- 47 students with disabilities graduated from TVET courses in Beira, Mozambique;
- 162 students benefitted from scholarships for TVET programmes;
- Capital investment in the Motor Vehicle Mechanics workshop in Chitungwiza, Harare;
- Capital investment in the Carpentry, Electrical and Mechanics workshops of Young Africa in Beira;

In total, 1,957 graduates completed TVET courses, and 73% of these graduates are economically active. 68% of graduates, in a detailed monitoring exercise, reported an increase in income levels as a result of their training programme. 73% of graduates are supporting one or more dependent with their own income.

- 1,158 students completed the ILO (Start your own Business) programme at Young Africa, Mozambique;
- 27 microcredit loans were given to Young Africa Mozambique graduates, and 74% of these beneficiaries were female;
- 74% repayment rate of micro-credit loans was achieved;
- 3,340 young people completed Life Skills training programmes across Zambia, Mozambique and Zimbabwe;
- 85% of the 3,340 students recorded improved knowledge about Life Skills and Sexual and Reproductive Health;
- 62 young Irish assignees were placed on programmes between Mozambique and Zambia;
- 61 Young Africa staff from four different countries participated in intensive capacity building programmes in the areas of Child Safeguarding, Financial Management and Administration;
- 5 franchise holders benefitted from micro-credit grants. Franchise holders used the loans to support working capital, purchase of small machines and equipment, marketing and advertising costs;
- SERVE assigned one long term volunteer to the Young Africa Hub in Harare, to help build capacity and develop a monitoring and evaluation function;
- 22 Young Africa staff were facilitated to completed a tailor made course in Pedagogy;
- SERVE supported policy development in the area of Child Safeguarding, Internal Controls and Finance Policy at Young Africa campuses;

The SDP programme was funded by Irish Aid, EU Erasmus+ and SERVE.

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SERVE also supported a small number of other SERVE development programmes, outlined in the Directors report, namely, in the Philippines and India, supporting tribal children access primary and secondary education, and supporting disabled young people to enhanced educational and health outcomes in India. SERVE also delivered grant income for development projects in Kenya, Democratic Republic of Congo and Angola.

I would like to thank our principal partners, the Redemptorists and Young Africa International. These two partners are dedicated to Africa. The SERVE model is rooted in partnership. SERVE's role in helping to build the capacity of the Redemptorist Conference for Africa and Madagascar and in particular it's development and communications functions continues to be an important and potentially pivotal role, in achieving change and greater impact for beneficiaries across twelve countries. An example of the value added that SERVE brings to this relationship, is the funding and capacity building support that SERVE harvests for the Mavambo Trust in Zimbabwe, and Tapologo in South Africa. SERVE completes the project cycle management process for these two pillar programmes focused on Orphan and Vulnerable Children and HIV/AIDs respectively.

Our partners Young Africa, overcame obstacles in 2017, to continue in an expansion traction. SERVE helped Young Africa navigate difficulties faced in Zimbabwe, and Mozambique. The difficulties centred on issues of bad management, and political interference. The Capacity Building programme being led by SERVE, is helping Young Africa to develop policies, procedures, controls and strategy. We rejoice with Young Africa, in achieving a 55% female participation rate, and in the recognition by UNESCO-UNEVOC, that Young Africa displays all the characteristics of Promising Practice in TVET. We delighted in the acclaim that Young Africa has achieved for Best Practice for disability accessibility. SERVE shares in this acclamation, having partnered, leveraged and invested in new initiatives in TVET and disability access.

As SERVE enters its 16th year of volunteering programmes, I want to say a huge thank you to the entire SERVE volunteering family. A total of 100 participants were assigned to SERVE volunteer and immersion programmes during 2017. Twenty nine volunteers were assigned to Mozambique, India and the Philippines. The volunteer programmes, opens opportunities for talented and motivated young Irish Adults to both contribute and learn from the Development sector. A total of Seventy One students and teachers from six different schools, across five immersion programmes were assigned to Zambia and South Africa. We had schools from each of the four provinces of Ireland and one school from Germany. The SERVE immersion programmes connect young people across international boundaries, and sows seeds of solidarity, partnership, and informed citizenship. Development education is mainstreamed into all of these activities.

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, facilitates young Irish students and professionals to be agents for development and peace.

The Directors are satisfied that the sharpened SERVE focus developed in 2015 and 2016 is well rooted, and bursting with potential. The Directors are satisfied that SERVE is financially comfortable and operating within best practice in terms of reserves etc. We welcome the improvement in the unrestricted reserves from the level of 6.9 months in 2016 to 7.7 months in 2017. The organisation is smaller than in 2016 but very focused. We are in some ways challenged by the slow pace of momentum to conceive and deliver new sources of income, so as to allow expansion and innovation.

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**CHAIRPERSON'S STATEMENT
YEAR ENDED 31ST JANUARY 2018**

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 2017. 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 staff. In particular, I thank, Eileen Hoffer, our CEO. We said farewell to two staff members during 2017, David Nolan and Sue Hargrove. It would be remiss from me, not to express particular appreciation for David, who was with SERVE from its inception, and served our cause with dedication and generosity. I also commend the commitment of the 29 international SERVE volunteers who during 2017 displayed admirable enthusiasm, energy and goodwill. I also express gratitude in abundance to the 71 participants in the international immersion programme during 2017. 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 2017:

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

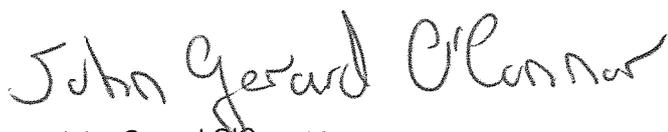
I would like to thank the students and staff and parents and families of :

St. Josephs Secondary School, Foxford, Co. Mayo
Davitt College, Castlebar, Co. Mayo
Christian Brothers College, Cork
International School Augsburg, Germany
Colaiste Pobail Setanta, Clonee, Co. Dublin
Lagan College, Belfast

for their engagement, support, and passion for the SERVE supported projects in South Africa and 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: 14th September 2018

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT
YEAR ENDED 31ST JANUARY 2018**

The directors present their annual report and the audited financial statements for the year ended 31st January 2018. 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 Act 2014. 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 167512. 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. Directors serve a maximum of three terms of three years. 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 2018**

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 2017.

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

- Comprehensively compliant status with the Comhlámh 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. SERVE 's CEO sits on the Comhlámh committee charged with reviewing development of the code;
- 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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YEAR ENDED 31ST JANUARY 2018**

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 2017.

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 manages the day to day operation of the company. There are clear distinctions between the roles of the Board and the CEO 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 CEO 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.

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;

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

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 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 May 2015 and the risk register in June 2017. It is planned that all existing risk registers will be reviewed in 2018, and the risk assessment process in relation to the Volunteer Programme will be upgraded using a new risk register format.

Transparency and Accountability

In 2015, SERVE reported in its annual directors report, an incidence of fraud at a partner organisation, involving funds transferred by SERVE. We are satisfied that there were no such incidences of fraud or gross financial management during 2017. 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 internal audits each year. 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. 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 CADA in the North of Ireland.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

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 six main objectives for 2017:

1. To implement the Irish Aid sponsored transitional programme whilst securing Civil Society Funding from Irish Aid for future years;
2. To successfully implement the EU Erasmus + Programme;
3. To strengthen and develop SERVE volunteering and immersion programmes;
4. The elaboration of a detailed Fundraising Strategy focused on raising Unrestricted Funds, with an emphasis on sustainability;
5. To successfully implement the second year of the new partnership with the Dublin Province of the Redemptorists;
6. To review the Strategic Plan and Governance structures;

The progress made in 2017 in respect of the key objectives is detailed as follows:

Objective 1: To implement the Irish Aid sponsored transitional programme whilst securing Civil Society Funding from Irish Aid for future years:

The SERVE Development Programme (SDP) 2017 was a response to the challenges of youth unemployment and risks to the wellbeing of youth in targeted communities in Zimbabwe, Mozambique and Zambia.

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The programme goal was for young people in vulnerable communities to have greater resilience and to be better able to reach their potential and contribute to society. Irish Aid, SERVE and the EU Erasmus+ grant, funded this development programme. There were four objectives:

1. Increase employment levels (formal and informal) and income levels for TVET graduates;
2. Increase self-employment levels and incomes for TVET graduates;
3. Increase youth empowerment in the areas of Sexual and Reproductive Health and Rights;
4. Strengthen the Young Africa TVET model through capacity building;

The key target groups were marginalised out of school young people in (i) the urban communities of Chitungwiza, Mashonaland East Province and Epworth, Harare Province and the rural community of Makoni, Manicaland Province in Zimbabwe; (ii) the peri-urban community of Manga, Sofala Province and the rural community of Dondo, Sofala Province, Mozambique; and (iii) urban communities in Lusaka, in Zambia. In all locations, SERVE worked with our partner Young Africa. The SDP model integrated funding, capacity development and volunteering.

The significant achievements of the programme are outlined in the Chairperson's statement attached to this annual report. The achievements speak for themselves, with 1,957 young people directly benefiting from SERVE's support. Despite this excellent achievement, some other ambitious targets were not met. Irish Aid in its response to the annual report on the SDP programme, noted "that with hindsight, one suspects that a certain 'optimism bias' (Hirschman, 1967)" influenced the targets set for beneficiaries. There were exogenous emergent factors in Mozambique around violence and political issues that closed one of the Young Africa centres, impacting negatively on beneficiary outcomes. There were organisational issues in Zambia, and economic issues in Zimbabwe, that are closely associated with the fact that some of the targets were not met. Yet, it is important to note, that of the intended 20 outcomes, 11 (55%) were achieved, a further 7 (35%) were partially achieved, and only 2 (10%) were not achieved at all.

Irish Aid's review commended SERVE's approach to mainstreaming students with physical disabilities, sight impairment and hearing impairment into Young Africa's training programmes. It also noted that SERVE /Young Africa social enterprise model, which envisages graduates going onto practice their skills and sell services, in business' co-located on the training campus, that this model, is creative and full of potential, but that despite great strides towards self-sustainability, that there is likely to be an ongoing dependency on external support. Irish Aid recommends strengthened partnerships between Young Africa centres and government departments.

The annual progress reports for each year of the SDP are available on the SERVE website www.serve.ie under the section Our Work- SERVE Dev Programme 2012-2016 and the 2017 report is at <http://www.serve.ie/our-work/serve-development-programme-reports/>.

SERVE's Results Based Management (RBM) system worked well during the project period and relevant and robust data was gathered. The RBM monitoring approach undertaken on the SDP since 2012 has set the standard for monitoring across SERVE's wider development portfolio. SERVE uses a standardised RBF template for all development projects. Strengthening our ability to manage for results is a key part of our plans for the period 2018-2020.

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.

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Objective 2: To successfully implement the EU Erasmus + Programme;

The 2016 annual report celebrated the successful receipt of a capacity building grant from the EU, to support the capacity building of Young Africa campuses in Zimbabwe, Mozambique, Zambia, Botswana and Namibia. During 2017, capacity building initiatives in the areas of Financial Management and Administration, and Child Safeguarding were driven by SERVE. New policies on Financial Procedures, Internal Controls and Child Safeguarding were developed for Young Africa and these are being rolled out in 2018. A total of 15 Senior Managers from Young Africa campuses and 55 staff in pivotal roles in Young Africa Centres participated in this high quality, positively evaluated capacity building training. These capacity building initiatives are seen as central to enhancing sustainability and improving development outcomes.

Objective 3: To strengthen and develop SERVE volunteering and immersion programmes:

SERVE implement Volunteering Programmes, and Immersion Programmes. In 2017, 100 (2016:75) people participated in overseas programmes. 29 people (2016:37) were assigned to international volunteering programmes and 71 (2016:38) immersion programmes. The volunteering programmes were in India, the Philippines, and Mozambique. The immersion programmes were in South Africa and 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). Immersion programmes partnered with Young Africa, Zambia, Diocese of Monze, Zambia and Tapologo and Tsholofelo in South Africa.

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. Young Africa, Mozambique strongly support the SERVE Volunteer Programme and appreciate the benefits it brings, including the development of links between Mozambican youth and Irish youth. Young Africa Zimbabwe are keen for SERVE to send volunteering groups to Zimbabwe, and SERVE is considering this for 2019 when the political situation will hopefully be clearer.

SERVE volunteers told their story through blogs and these are available on www.serve.ie under Volunteer Blogs. Videos and Blogs documenting some of SERVE's 2017 summer and immersion volunteering programmes are also available on SERVE's You Tube Channel SERVEInSOLIDARITY, these include videos specifically related to SERVE's chosen development education theme for 2017 which was Sustainable Development Goal 5- Gender Equality. SERVE has 3,830 followers on Facebook and 1,489 on Twitter and Instagram 133 and Snapchat 155 and 8,415 visitors during 2017 to the SERVE website.

SERVE's Monitoring and Evaluation Officer was based in Zimbabwe during 2017. This Officer was based at the Young Africa (YA) Hub and worked to strengthen the M+E function of Young Africa, as well as completing monitoring work for SERVE. The officer undertook monthly visits to YA Zimbabwe, five visits to YA Mozambique and one visit to YA Zambia during 2017.

Objective 4: The elaboration of a detailed Fundraising Strategy focused on raising Unrestricted Funds, with an emphasis on sustainability.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

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

	31/01/2018	31/01/2017
	€	€
Total Income	643,336	675,903
Total Restricted Income	429,838	464,490
Total Unrestricted Income	213,498	211,413
Grant Income	253,568	369,197
Voluntary Income	389,768	306,706
From the Irish Public	322,194	278,591
Unrestricted Reserves	67,510	55,211

The following ratios provide insightful content with regard to objective 4 :

- The SERVE/ Irish Aid ratio is 61: 39 (2016 59/41) (2015 66/34) (2014 37/63) ;
 - Unrestricted Income is 33% (2016 34%) (2015 37%) (2014 17.5%) 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 63: 37 (2016 62/ 38) (2015 69/31) (2014 46/54);
- Unrestricted Income is 35% (2015 40%) (2014 22.5%) of total incoming resources (2013 12.7%) (2012 20.6%);

Total Unrestricted Reserves at year end between North and South is €128,944 (2016 €127,693) (2015 €135, 303) which is in excess of the minimum required.

The directors note the fall in overall income of 4.8% as compared to 2016. While grant income fell by 31%, voluntary income (net of transfer from Serve NI) rose by 17%. The grant income fall is caused by two factors: (i) The lack of a EU grant; (ii) the reduced grant in 2017 from Irish Aid. The increase in voluntary income is due to the very vibrant immersion programmes during 2017.

The Board is committed to the continued prioritisation of unrestricted income in 2018.

Objective 5: To successfully implement the second year of the new partnership with the Dublin Province of the Redemptorists.

2017 represented the second year of a partnership relationship with the Dublin Province of the Redemptorists. SERVE is committed to delivering professional services in targeted areas to support international development work implemented and led by Redemptorist Units. The targeted capacity building is focused on project cycle management of significant projects, results based management and helping the Redemptorist Conference for Africa and Madagascar to develop a strengthened communications function. Like all good partnerships, it involves a pooling of talent, resources and value added to achieve improved outcomes in monitoring, internal audit, development results and communication about international solidarity.

SERVE led the project cycle management process for significant Redemptorist projects in Zimbabwe and South Africa and India. It also supports the development of strategic planning and capacity building in the Philippines. The Redemptorists pay a management fee to SERVE for these services. In 2017, this amount was €30,000. The Redemptorist Conference for Africa and Madagascar pay €10,000 to SERVE towards the communications resource.

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

The partnership relationship with the Dublin Province was reviewed in February 2018 and renewed for a further two years until January 31st 2020. The partnership with COREAM will be renewed in July 2018.

There was an excellent working relationship between SERVE and the Dublin Province of the Redemptorists during 2017, and satisfaction expressed between both parties about progress, interaction and outcomes.

Objective 6: To review the Strategic Plan and Governance Structures.

SERVE continued to monitor progress towards the Strategic Goals outlined in the SERVE Strategic Plan 2017-2021. The current staffing levels in Ireland include: (1) CEO; (2) Development Programme Manager; (3) Youth Development Officer; (4) Volunteering and Communications Manager. The SERVE ME officer was based in Zimbabwe during 2017.

Throughout 2017, SERVE adhered to the following standards- (1) SORP standards for financial reporting; (2) Comhlamh Code of Good Practice for Volunteer Sending Organisations- SERVE maintained the Comprehensive Compliance standard first achieved in 2016; (3) Dochas Code of Conduct in Images and Messages; (4) High MEL standards including robust results based management approaches; (5) Best practice child protection standards based on training in Ireland and Keeping Children Safe standards; (6) Financial monitoring systems were strengthened by completing the extensive Internal Audit and Financial Controls review process with YA Zimbabwe 2017; (8) The SERVE Development Programme Manager completed studies in the Mango Budget Monitoring Essentials training programme.

The following policies were developed, updated and approved in 2017- (1) SERVE's Immersion Programme Policy; (2) SERVE's Volunteer Policy; and (3) SERVE's Equality and Inclusivity Policy. Policies and key documents due for review in 2018 were also identified- namely, Governance Manual Advocacy Policy, Exit Strategy Policy and M and E Policy. The need to develop a Data Protection Policy in line with the new General Data Protection Regulations (GDPR) was also identified.

In 2017 the task of board renewal was instigated. Renewal of the board is intended to achieve three objectives- board rotation, better gender balance and the recruitment of individuals with specific skills to meet identified skills gaps. Conversations are ongoing with a number of individuals and we have been successful in the recruitment of a female board member with specific skills in PR and digital media.

Risk management is a standing item on the SERVE board meeting agenda. In 2017 existing risk registers were reviewed and areas for improvement were identified. SERVE's CEO took part in a series of risk related webinars facilitated by COMHLAMH and delivered by Red R. The SERVE Audit and Risk sub-committee maintained oversight responsibility of the area of risk management. It was agreed that all existing risk registers would be reviewed in 2018 and that the risk assessment process in relation to the Volunteer Programme would be upgraded using a new risk register format. The membership of the Audit and Risk Sub-Committee has also been augmented with the recruitment of a female committee member with experience in auditing and who has international volunteering experience.

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YEAR ENDED 31ST JANUARY 2018**

4. OPERATIONAL SUMMARY

Development Programme

Expenditure on development programmes amounted to €488,918 which compares to the €496,930 spent in 2016. 59% (59% 2016) of this expenditure was on the SDP programme in Mozambique, Zimbabwe and Zambia. The SDP was a response to the challenges of youth unemployment and risks to the wellbeing of youth in targeted communities in the aforementioned countries.

SERVE also during 2017 supported the Association of People with Disabilities (APD) with a grant of €10,538 to help build facilities for people with disabilities, in Bangalore, India. The Badjao Integrated Education programme in the Philippines, were allocated €20,894 to boost educational outcomes for seriously disadvantaged tribal children. SERVE allocated €7,772 to emergency food and shelter during the emergency flooding in Marawi in the South of the Philippines in December 2017. The Tsholofelo skills training programme working in the squatter camps close to Rustenburg city in South Africa were granted €4807. Iruma education project in Kenya were granted €8,000. The Diocese of Monze development programmes in Zambia benefitted from grants of €7,094. The Kimpese Health programme in the Democratic Republic of Congo was allocated a grant of €11,715 towards the renovation of a maternity clinic in the rural community of Songa. Small capacity building initiatives in Thailand, Brazil, South Africa were supported. A very detailed monitoring visit was completed by an external agency to evaluate the completed urban development programme in Parnaiba, Brazil, and a very positive monitoring report was issued. Capacity building initiatives were supported in the Philippines and Zambia and Haiti. Funding of €31,090 for the Menongue Resource centre in Angola were transferred. €17,049 was transferred to SERVE NI for funding previously transferred to Tibiga literacy programme in Burkina Faso. Monitoring visits were also completed by an external agency to the SERVE supported APD and Sumanhalli programmes in India. Positive reports were issued.

Volunteer Programme

Expenditure on the Volunteer Programme amounted to €229,117 (2016 €193,248). 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 Comhlámh. The increase in expenditure of 18.5% is due to the additional immersion programmes as compared to 2016. During 2017, the Volunteer to Build Capacity Programme assigned groups of volunteers to Mozambique, India, 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 1,206 volunteers with partners in the developing world. Five immersion programmes took place in South Africa and Zambia during 2017.

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 in 2017.

In 2017 SERVE's CEO completed a MA in Leadership and Management in the Public and Community Sector at NUIG. Eileen's dissertation was entitled "Ongoing Connection: How it is experienced and expressed. A Study of Identification and Engagement Modalities of Returned Volunteer and Alumni". Primary research in the form of one on one semi structured interviews with a number of returned SERVE volunteers was undertaken as part of this dissertation.

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

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 undertaken by SERVE staff and volunteers include:

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.

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

2017 saw the review and updating of 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.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

Two new development education initiatives were conceived in 2017 for roll out in 2018. The first is a joint initiative between SERVE and the Redemptorist Youth Ministry based at Scala, Cork involving the delivery of an SDG based development education programme to primary school children. The second programme is the SERVE Global Ambassador Programme which is based on the Global Citizen Award but whereas the Global Citizens Award is aimed at returned adult volunteers the SERVE Global Ambassador Programme is intended for students who have taken part in an overseas volunteer programme or who have a particular interest in international development and social justice. Piloting schools have been identified and engaged. SERVE staff also developed and delivered customised development education sessions in several secondary schools and as part of the Meitheal Redemptorist Youth Leadership programme.

Development Education Evaluation and Research

In 2017 92% of summer and 88% of immersion volunteers described the development education programme as beneficial. In 2017 we sought to link our development education approach more closely with the SDG's. This decision has provided a very useful framework and brought increased clarity to our development education efforts. Evaluations are undertaken after each pre-departure training session as well as in-country and on return at debriefing.

The decision was taken in 2017 to undertake once again the Knowledge, Attitudes and Behaviours survey first conducted in 2015. This survey measures pre and post placement views on a number of topics. The survey has been administered to all summer volunteers recruited in 2017 who will complete their placement in 2018.

A further piece of research will be undertaken by those volunteers recruited in 2017 for placement in Vietnam in 2018. This research will seek to measure the impact of our short term volunteers while on placement in Vietnam.

Communication of Development Education

The communication plan for 2017 saw a reduction in newsletter type communication with an additional focus on social media in particular with emphasis on newer platforms such as Instagram and Snap Chat. While this was successful it was difficult to cover adequately more in-depth development education topics. 2018 will see a newsletter included in our overall communication plan.

Fair Trade

Flip flop Friday in 2017 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.

In 2017 our volunteers played a vital role in telling the SERVE story and attracting donations. We commend the commitment of our volunteer network. In 2017, our fundraising strategy placed a strong emphasis on achieving growth in the number of standing orders. Central to the strategy was the implementation of a CRM system to help enhance communication, and fundraising appeals etc.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

The switch from events based fundraising such as Peak Climbs and Church Gate Collections etc., towards a achieving a higher rate of regular giving from the SERVE alumni caused a loss of equilibrium in 2016, and a reduction in income from the Irish public. This trend was reversed in 2017. It is hoped that the investment in the CRM system and improved communication etc., will lead to an improved performance in 2018

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 deficit for the year amounted to €147,341 (2016 -€88,443).

SERVE is a registered charity both in the Republic of Ireland (CHY 18154) and in the North of Ireland (XT 167512). The combined income between South and North for the year ended 31st January 2018 reached €678,174 (2016 €728,591) of which €643,336 (2016 €675,903) was raised in the Republic of Ireland. This represents a 7% (2016 19%) decrease in income when compared with the year ended 31st January 2017. The decrease in income in the Republic of Ireland was 4.8% (2016 16%). There was an increase in the North of Ireland of 37% (2016 - 34%). Income Resources from Generated funds was 62% (2016 59%). Income Resources from Charitable Activities was 37% (2016 41%). Grant income fell by 31% (2016 + 32%). This was due as expected to the absence of an EU grant. Voluntary income increased by 26% (2016 - 33%). Income from the Irish public increased by 16% (2016 -17%). The result from Third World Groups during 2017 saw a 121% increase due to a very strong performance of grants from Electric Aid.

Direct Charitable Expenditure was 98% (2016 98%) of total expenditure. The costs of generating funds was .06% (2017 .07%) of total expenditure. The governance costs were 0.5% (2016 1%). €378,054 or 44% during 2017 (2016 47%) of total expenditure was granted to 12 partners, with €269,553 granted to 3 partners in Mozambique and Zimbabwe and Zambia.

The deficit of €147,341 (2016 -€88,443) for the year referenced on page 23 occurred in restricted funds. The deficit is due to expenditure relating to historical grants received in previous years, for Angola, Philippines and Zimbabwe, and expenditure from the EU+ Erasmus grant, for which income was credited in previous years. The organisation does not record on a deferred income/liability basis. The deficit is not of concern. The Unrestricted funds recorded a surplus of €12,299, which represents a very positive outcome.

Many of the Expenditure patterns in 2017 resemble closely expenditure outcomes in 2016 with strident efforts made to stay within budget for all cost centres. The expenditure on the Volunteering Programme was higher by 18% due to two additional immersion programmes. The decrease in expenditure on Development Projects was less than 2%. The big change in development expenditure is evident in the line item for South Africa. As signalled last year, South Africa was not prioritized in the new SERVE Development Programme funded by Irish Aid. Hence, the €98,296 fall in expenditure. The large increase in expenditure relating to Kenya, is due to historical grants pertaining to the old partnership relationship with the Redemptorists. Most of this expenditure is once-off expenditure. The 5% reduction in salary costs is due to a reduction in staff numbers in the last quarter of the year.

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DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018

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 €675,729 (2016 €814,698) along with debtors of €30,000 and creditors of €13,420 at the year-end January 31st 2018 held by SERVE in the Republic of Ireland. The net reserves are €692,309 (2016 €839,650). There are five important factors relevant to an analysis of these reserves : (1) €67,510 represents a prudent unrestricted reserve balance; (2) There is €113,148 that relates to a long term school development project in Haiti; (3) There is €1,281 of Mísean Cara funding (2016 €41,179) unspent. This related to monitoring visits, now completed and the funds expended; (4) There are significant reserves held for long term development programmes in the Philippines. At the year end, there remained on reserve: (i) €36,094 of funding received from Better World Denmark; (ii) €1,473 related to solidarity gifts, and (iii) €287,865 as General Reserve for projects in the Philippines; (5) €30,501 of third world group funding unspent, €52,480 of EU Erasmus+ funding unspent, €3,273 of Irish Aid funding unspent and a prudent reserve of restricted funding of €98,683 spread between and in support of the projects in our priority countries.

SERVE reviewed its Reserve Policy in November 2017. In the new policy, SERVE are 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 €67,510 at 31st January 2018 are increased in comparison with (2017 €55,211), and when taken with the unrestricted reserves in the North of Ireland, the total unrestricted reserves are €128,944 (2016 €127,693) and this is the equivalent of approximately 7.7 months (2016 6.9 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 imbalance 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.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

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.

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 Director consider that the Board of Directors and the CEO, who is not a member 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 CEO, 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 2017 or 2016.

The pay of the CEO is reviewed annually by the Board while the pay of the other staff is reviewed by the CEO. 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 2018**

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

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

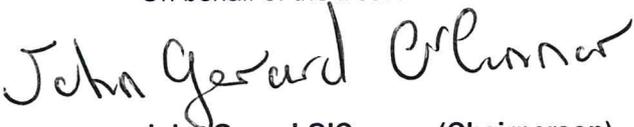
7. PLANS FOR FUTURE PERIODS

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 2018 is based on six key objectives:

1. To implement the first year of the 3 year Irish Aid funded SDP programme focused on youth unemployment in Zimbabwe and Mozambique;
2. To successfully complete the EU+ Erasmus Programme focused on the Capacity Building of Young Africa;
3. To initiate a new phase of the partnership relationship with the Dublin Province of the Redemptorists and Redemptorist International Solidarity;
4. To strengthen and develop SERVE volunteering and immersion programmes;
5. The implementation of a detailed Fundraising Strategy focused on raising Unrestricted Funds, with an emphasis on sustainability;
6. To implement proposals around Board renewal, and to complete a significant review of Five Year Strategic Plan;

On behalf of the Board


John Gerard O'Connor (Chairperson)



Noel Gerard Kehoe

Date: 14th September 2018

**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 2018**

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 2018 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 2018 and of its deficit 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
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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SERVE IN SOLIDARITY IRELAND (CONTINUED)
YEAR ENDED 31ST JANUARY 2018

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 2018**

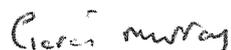
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- 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 (Senior Statutory Auditor)

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

14th September 2018

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

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2018**

	Notes	Restricted Funds 2018 €	Unrestricted Funds 2018 €	Total Funds 2018 €	Total Funds Funds 2017 €
	1 & 2				
Incoming Resources					
Income Resources From Generated Funds		176,270	213,498	389,768	397,109
Income Resources From Charitable Activities		253,568	-	253,568	278,646
Interest Income				-	148
Total Incoming Resources		<u>429,838</u>	<u>213,498</u>	<u>643,336</u>	<u>675,903</u>
Resources Expended					
Charitable Activities	6	(567,267)	(214,364)	(781,631)	(750,760)
Cost of Generating Funds	4		(5,069)	(5,069)	(5,518)
Governance Costs	5		(3,977)	(3,977)	(8,068)
Total Resources Expended		<u>(567,267)</u>	<u>(223,410)</u>	<u>(790,677)</u>	<u>(764,346)</u>
Net Outgoing Resources Before Transfers		(137,429)	(9,912)	(147,341)	(88,443)
Transfers					
Transfers Between Funds	8	(22,211)	22,211	-	-
(Deficit) / Surplus for the year		<u>(159,640)</u>	<u>12,299</u>	<u>(147,341)</u>	<u>(88,443)</u>

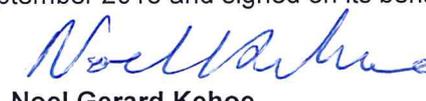
The statement of financial activities has been prepared on the basis that all operations are continuing operations.

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 14th September 2018 and signed on its behalf by


John Gerard O'Connor
Director


Noel Gerard Kehoe
Director

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

**STATEMENT OF CHANGES IN RESERVES
YEAR ENDED 31ST JANUARY 2018**

	Funds of the Charity	Total
	€	€
At 1st February 2016	928,093	928,093
Deficit for the year	<u>(88,443)</u>	<u>(88,443)</u>
Total comprehensive income for the year	<u>(88,443)</u>	<u>(88,443)</u>
At 31st January 2017	839,650	839,650
Deficit for the year	<u>(147,341)</u>	<u>(147,341)</u>
Total comprehensive income for the year	<u>(147,341)</u>	<u>(147,341)</u>
At 31st January 2018	<u><u>692,309</u></u>	<u><u>692,309</u></u>

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

**BALANCE SHEET
31ST JANUARY 2018**

	Note	2018 €	€	2017 €	€
Current assets					
Debtors	10	30,000		30,000	
Cash at bank and in hand		675,729		814,698	
		<u>705,729</u>		<u>844,698</u>	
Creditors: amounts falling due within one year	11	(13,420)		(5,048)	
Net current assets		692,309		839,650	
Total assets less current liabilities		<u>692,309</u>		<u>839,650</u>	
Net assets		<u>692,309</u>		<u>839,650</u>	
Contingency Reserve Fund					
Restricted Funds		624,799		784,439	
Unrestricted Funds		67,510		55,211	
Funds of the Charity		<u>692,309</u>		<u>839,650</u>	

These financial statements were approved by the board of directors on 14th September 2018 and signed on behalf of the board by:


John Gerard O'Connor
Director


Noel Gerard Kehoe
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 CASH FLOWS
YEAR ENDED 31ST JANUARY 2018**

	2018	2017
	€	€
Cash flows from operating activities		
Deficit for the financial year	(147,341)	(88,443)
<i>Adjustments for:</i>		
Accrued expenses/(income)	9,068	(1,628)
<i>Changes in:</i>		
Trade and other debtors	-	18,339
Trade and other creditors	(696)	1,690
Cash generated from operations	<u>(138,969)</u>	<u>(70,042)</u>
Net cash used in operating activities	<u>(138,969)</u>	<u>(70,042)</u>
Net increase/(decrease) in cash and cash equivalents	(138,969)	(70,042)
Cash and cash equivalents at beginning of year	814,698	884,740
Cash and cash equivalents at end of year	<u><u>675,729</u></u>	<u><u>814,698</u></u>

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

**NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31ST JANUARY 2018**

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 2018**

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 2018**

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 2018**

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 2018**

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 loss

Operating loss is stated after charging:

	2018	2017
	€	€
Fees payable for the audit of the financial statements	1,619	1,496

and after (crediting):

Government Grants		
Irish Aid	253,568	278,646

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

4.	Cost of Generating Funds	2018	2017
		€	€
	Fundraising Costs	1,274	3,667
	Printing and Promotion	3,795	1,851
		<u>5,069</u>	<u>5,518</u>

These expenses are funded from unrestricted funds.

5.	Governance Costs	2018	2017
		€	€
	Professional Fees	374	2,030
	Direct Governance Costs	691	-
	Motor expenses	724	399
	Staff Training	569	4,143
	Auditors remuneration	1,619	1,496
		<u>3,977</u>	<u>8,068</u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2018

6. Direct Charitable Expenditure	2018	2017
	€	€
Direct Costs	734,954	710,074
Support Costs		
Staff Costs	16,800	16,019
Computer bureau costs	3,354	2,941
Rent payable	4,769	5,564
Insurance	4,962	4,396
Telephone	303	236
Printing, Postage & Stationery	1,754	2,654
Subscriptions	8,372	5,326
Office Expenses	3,884	693
Bank charges	1,570	1,655
Miscellaneous Administrative Expenditure	909	1,202
	<u>781,631</u>	<u>750,760</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 2018**

7. Staff costs

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

	2018	2017
	Number	Number
Operational	2	3
Administrative	2	2
	<u>4</u>	<u>5</u>

The aggregate payroll costs incurred during the year were:

	2018	2017
	€	€
Wages and salaries	151,610	159,531
Social insurance costs	16,392	17,406
	<u>168,002</u>	<u>176,937</u>

There were no employees in the year ended 31/01/2018 (31/01/2017 - €Nil) whose total employees benefits fall within the band €60,000 to €70,000.

8. Transfer

In 2017 / 2018 an amount of €29,714 from Irish Aid was transferred from restricted income to unrestricted income. In 2016 / 2017 this transfer was €16,719.

In 2017 / 2018 an amount €7,503 from Zimbabwe was transferred from unrestricted income to restricted income. In 2016 / 2017 this transfer was €Nil.

9. Taxation

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

10. Debtors

	2018	2017
	€	€
Other debtors	<u>30,000</u>	<u>30,000</u>

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

11. Creditors: amounts falling due within one year

	2018	2017
	€	€
Tax and social insurance:		
PAYE and social welfare	2,856	3,552
Accruals	10,564	1,496
	13,420	5,048
	13,420	5,048

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 2017	839,650
Deficit for the year	(147,341)
At 31st January 2018	692,309
	692,309

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

14. Reconciliation of movements in funds of the charity

	2018	2017
	€	€
Restricted Funds		
Opening Balance	784,439	859,139
Net Movement After Taxation	(159,640)	(74,700)
	<u>624,799</u>	<u>784,439</u>
Unrestricted Funds		
Opening Balance	55,211	68,954
Net Movement After Taxation	12,299	(13,743)
	<u>67,510</u>	<u>55,211</u>
Balance at year end	<u><u>692,309</u></u>	<u><u>839,650</u></u>

15. Capital commitments

The company had no capital commitments at the 31st January 2018.

16. Contingent liabilities

The company had no contingent liabilities at the 31st January 2018.

17. Financial instruments

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

	2018	2017
	€	€
Financial assets that are debt instruments measured at amortised cost		
Other debtors	30,000	30,000
Cash at bank and in hand	675,729	814,698
	<u>705,729</u>	<u>844,698</u>

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2018**

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 14th September 2018.

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 2018**

	2018	2017
	€	€
INCOME		
Restricted Funds		
Irish Aid	253,568	278,646
Thailand	-	12
Brazil	-	12
Philippines	-	1,423
South Africa	29,226	23,507
Zambia	94,870	38,816
Mozambique	-	412
EU	-	90,551
Third World Groups	52,174	28,115
Haiti	-	1,959
Philippines - Solidarity Gift	-	172
India - Solidarity Gift	-	289
South Africa - Solidarity Gift	-	269
Mozambique - Solidarity Gift	-	307
	<u>429,838</u>	<u>464,490</u>
Unrestricted Funds		
Donations and Standing Order	51,522	36,482
Comhlamh	-	1,500
Volunteer Contribution	83,653	118,570
Redemptorists Ireland	30,000	30,000
Redemptorist International Solidarity	5,400	18,407
Flip Flop Friday	3,227	6,297
Coream	10,000	-
Other Income	29,696	157
	<u>213,498</u>	<u>211,413</u>
Total Income	643,336	675,903

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

**RESTRICTED AND UNRESTRICTED FUNDS
YEAR ENDED 31ST JANUARY 2018**

	2018 €	2017 €
EXPENDITURE		
From Restricted Funds		
Irish Aid	220,580	261,927
Misean Cara	33,727	74,222
Third World Groups	56,086	34,789
Development Appeal	218,915	151,533
EU Erasmus+	37,959	-
	<u>567,267</u>	<u>522,471</u>
From Unrestricted Funds		
Development Programme Salaries	67,201	71,520
Volunteering Programmes	83,567	96,187
Development Education	16,919	17,895
Global Citizenship	-	-
Fair Trade	-	2,001
	<u>167,687</u>	<u>187,603</u>
Total Project Assistance	734,954	710,074
(Deficit) / Surplus Funds before Administration Expenditure	(91,618)	(34,171)

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

**DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2018**

	2018		2017
	€		€
Income			
Donations and Standing Orders			
Serve	46,613		31,932
Fundraising Events	4,909		6,050
		<u>51,522</u>	<u>37,982</u>
Volunteers Contribution		83,653	118,570
Flip Flop Friday		3,227	6,297
Development Appeal			
Thailand	-		12
Brazil	-		12
Philippines	-		1,423
South Africa	29,226		23,507
Zambia	94,870		38,816
Mozambique	-		412
Haiti	-		1,959
		<u>124,096</u>	<u>66,141</u>
Solidarity Gifts			
Philippines - Solidarity Gift	-		172
India - Solidarity Gift	-		289
South Africa - Solidarity Gift	-		269
Mozambique - Solidarity Gift	-		307
		<u>-</u>	<u>1,037</u>
Other Income		29,696	157
Irish Aid		253,568	278,646
Misean Cara		-	-
Third World Groups		62,174	28,115
EU Income		-	90,551
Redemptorists Ireland		30,000	30,000
Redemptorist International Solidarity		5,400	18,407
Total Income		<u><u>643,336</u></u>	<u><u>675,903</u></u>

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

**DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2018**

	2018		2017
	€		€
Expenditure			
Volunteering Programme			
Wages and salaries	60,644		64,557
Employers PRSI contributions	6,557		6,962
Overseas Programmes	61,214		62,146
Immersion Programme	92,564		44,838
Training	6,441		11,247
Recruitment and Promotion	1,697		3,498
	229,117		193,248
Development Projects			
Wages and salaries	60,644		64,557
Employer's PRSI contributions	6,557		6,962
Brazil	1,533		33,871
India	10,938		19,520
Philippines	33,974		13,447
Thailand	514		1,110
South Africa / Muvamba	7,357		105,653
Mozambique	93,445		100,140
Zimbabwe	163,670		125,534
Zambia	35,124		3,848
Haiti	7,307		5,731
Transfer to Serve NI Development Fund	17,050		-
Congo	11,715		16,015
Kenya	39,090		542
	488,918		496,930
Development Education			
Wages and Salaries	15,161		16,139
Employer's PRSI Contributions	1,639		1,741
Development Ed / Global Citizenship	119		15
	16,919		17,895
Shared Advocacy			
	-		-
Global Citizenship			
	-		-

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

**DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2018**

		2018 €		2017 €
Fair Trade				
Fair Trade	-		2,001	
		-		2,001
Administration				
Admin Wage	15,161		14,278	
Admin Prsi	1,639		1,741	
<u>Office Administration Expenses</u>				
Rent payable	4,769		5,564	
Computer bureau costs	3,354		2,941	
Insurance	4,962		4,396	
Professional Fees	374		2,030	
Telephone	303		236	
Printing, Postage & Stationery	1,754		2,654	
Motor expenses	724		399	
Subscriptions	8,372		5,326	
Office Expenses	3,884		693	
			24,239	
	28,496			
<u>Fundraising</u>				
Fundraising Costs	1,274		3,667	
Printing and Promotion	3,795		1,851	
			5,518	
	5,069			
<u>Capacity Building</u>				
Direct Governance Costs	691		-	
Staff Training	569		4,143	
			4,143	
	1,260			
Audit	1,619		1,496	
Bank Charges	1,570		1,655	
Miscellaneous Administration Expenses	909		1,202	
		55,723		54,272
Total Expenditure		790,677		764,346
Operating loss		(147,341)		(88,443)

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

**CHARITABLE ACTIVITIES - IRISH AID
FOR THE YEAR ENDED 31ST JANUARY 2018**

	Restricted Funds 2018	Unrestricted Funds 2018	Total Funds 2018	Total Funds 2017
	€	€	€	€
The grant from Irish Aid has been allocated to the following				
Irish Aid				
South Africa - Health	-	-	-	16,000
South Africa - OVC	-	-	-	24,000
South Africa - Skills Training	-	-	-	43,000
South Africa - Capacity Building	-	-	-	8,000
Mozambique - HIV / AIDS	-	-	-	2,160
Mozambique - TVET	74,310	-	74,310	79,840
Mozambique - Capacity Building	-	-	-	9,000
Zimbabwe - TVET	53,398	-	53,398	55,000
Zimbabwe - Capacity Building	52,932	-	52,932	8,208
Programme Quality	15,214	-	15,214	16,719
Programme Administration	15,214	-	15,214	-
Programme Support	14,500	-	14,500	16,719
Zambia - TVET	28,000	-	28,000	-
	<u>253,568</u>	<u>-</u>	<u>253,568</u>	<u>278,646</u>

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

Tapologo (South Africa)	-	-	-	44,000
Tsholofelo (South Africa)	-	-	-	47,000
Young Africa (Mozambique)	74,310	-	74,310	91,000
Young Africa (Zimbabwe)	106,330	-	106,330	63,208
Young Africa (Zambia)	28,000	-	28,000	-
Programme Quality	15,214	-	15,214	16,719
Programme Support	14,500	-	14,500	16,719
Programme Administration	15,214	-	15,214	-
	<u>253,568</u>	<u>-</u>	<u>253,568</u>	<u>278,646</u>

€3,273.68 of Irish Aid funds were unspent at 31/01/2018, €2,231.61 Programme Quality and €1,042.07 Capacity Building. This balance was expended in February 2018.

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

**INCOME RESOURCES FROM GENERATED FUNDS
FOR THE YEAR ENDED 31ST JANUARY 2018**

	Restricted Funds 2018	Unrestricted Funds 2018	Total Funds 2018	Total Funds 2017
	€	€	€	€
Restricted Income from Generated Funds				
Grants below represent income from groups and agencies and appeals				
Electric Aid	43,878	-	43,878	12,874
Galway County Council	-	-	-	1,000
COREAM	16,296	-	16,296	5,741
Eli Lilly	-	-	-	-
Congregation Jesus M	-	-	-	-
EU	-	-	-	90,551
TUI	-	-	-	-
Sharp	-	-	-	5,000
INTO	-	-	-	2,500
Edmund Rice Trust Fund	2,000	-	2,000	1,000
Solidarity Gifts	-	-	-	1,037
Development Appeal	124,096	-	124,096	66,141
	<u>186,270</u>	<u>-</u>	<u>186,270</u>	<u>185,844</u>

Grants noted above have been allocated to the following partners

Young Africa (Zimbabwe)	-	-	-	7,500
Kimpese Health Zone (Congo)	11,178	-	11,178	-
RIS Communication Project	10,000	-	10,000	-
Young Africa Mozambique Generator Project	13,000	-	13,000	-
Association for People with Disabilities, India	-	-	-	10,374
Sumanhalli (India)	-	-	-	-
Muvamba Water for All Project, Mozambique	11,700	-	11,700	-
Jyothi Seva School for Blind, India	-	-	-	3,500
Tibiga Girls Education Programme, Burkina Faso	-	-	-	5,741
Iruma Education Project, Kenya	8,000	-	8,000	-
COREAM capacity building	6,296	-	6,296	-
Young Africa Capacity Building Programme	-	-	-	90,551
Tsholofelo Skills Training (South Africa)	2,000	-	2,000	1,000
Development Appeal Fund	124,096	-	124,096	66,141
Solidarity Gift Fund	-	-	-	1,037
	<u>186,270</u>	<u>-</u>	<u>186,270</u>	<u>185,844</u>

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

**INCOME RESOURCES FROM GENERATED FUNDS
FOR THE YEAR ENDED 31ST JANUARY 2018**

	Restricted Funds 2018	Unrestricted Funds 2018	Total Funds 2018	Total Funds 2017
	€	€	€	€
Charitable Activities - EU Erasmus +				
The grant of €90,551 received from the EU in late 2016, was augmented with €17,604 from Irish Aid funds. The grant has been allocated as follows:				
Child Safeguarding Capacity Building, Young Africa	23,059	-	23,059	-
ICT Development, Young Africa	3,045	-	3,045	-
Monitoring and Evaluation Capacity Building, Young Africa	2,240	-	2,240	-
Administration and Finance Capacity Building, Young Africa	16,534	-	16,534	-
Bank Charges	17	-	17	-
Other Expenditure	318	-	318	-
	<u>45,213</u>	<u>-</u>	<u>45,213</u>	<u>-</u>

There is a balance of €57,190.15 of the EU Erasmus + Grant Unspent at January 31st 2018.

