

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)

COMPANY REGISTRATION NUMBER NI 073601

CHARITY REGISTRATION NUMBER NIC 100037

O'HARA SHEARER
CHARTERED ACCOUNTANTS AND STATUTORY AUDITORS
547 FALLS ROAD
BELFAST
BT11 9AB

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

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SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
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OFFICERS AND OTHER INFORMATION

Directors	Diarmaid Ua Bruadair Noel Gerard Kehoe Leanne Kelly Gerard O'Connor Ronan Cunningham
Chairperson	Gerard O'Connor
Secretary	Diarmaid Ua Bruadair
Chief Executive Officer	Eileen Hoffler
Youth Development Worker	Christopher O'Donoghue
Registered Office	<i>At the Offices of:</i> O'Hara Shearer Chartered Accountants & Statutory Auditors 547 Falls Road Belfast, BT11 9AB
Auditors	O'Hara Shearer Chartered Accountants & Statutory Auditors 547 Falls Road Belfast, BT11 9AB
Bankers	Danske Bank Business Banking PO Box 183 Donegall Square West Belfast, BT1 6JS
Company Registration Number	NI 073601
Charity Registration Number	XT 167512
Website	www.serve.ie
Charity Commission for Northern Ireland Registration Number	NIC 100037

SERVE IN SOLIDARITY IRELAND

(being a company limited by guarantee and not having a share capital)

CHAIRPERSON'S STATEMENT FOR THE YEAR ENDED 31ST JANUARY 2019

“We will seek to build strong economic foundations for all our countries. Sustained, inclusive and sustainable economic growth is essential for prosperity. This will only be possible if wealth is shared and income inequality is addressed. We will work to build dynamic sustainable, innovative and people centred economies, promoting youth employment and women’s economic empowerment, in particular, and decent work for all”. (United Nations, General Assembly, 2015b, para.27).

Today, there are 1.2 billion young people aged 15 to 24 years, accounting for 16 per cent of the global population. SERVE are committed to fostering the active engagement of youth in sustainable development efforts. Even though the global economy has started to recover, youth employment has worsened in recent years. There are presently 71 million young people unemployed, and many millions more are in precarious or informal work. The International Labour Organisation estimate that 156 million youth in low-and-middle-income countries are living in poverty even though they are employed. It is important to recognise that the human rights and flourishing of youth are about more than successful transitions to employment. Young people have aspirations that are far broader and that need to be valued and supported. Approaches that focus on prioritizing youth participation, respecting youth rights, and addressing youth aspirations are key.

The SERVE Development Programme (SDP) 2018-2021, with funding from Irish Aid, and EU Erasmus + focuses on the provision of holistic and Technical Vocational Education and Training (TVET) to a total of 9,240 marginalised young people, over three years, in Mozambique and Zimbabwe. This development platform is strongly aligned with achieving results, that match the United Nations aspirations, articulated above. The programme is strongly aligned with goals set for Youth and the 2030 Agenda for Sustainable Development. The Directors Report on Pages, 6 to 20 , outline, how this programme, successfully during 2018, boosted skills for Economic Resilience and Personal Development, while strengthening the capacity of our Partner Young Africa, to develop a sustainable, innovative and effective model. Everybody in SERVE, is very proud of this programme.

2018 represented the tenth year of operations for SERVE in the North of Ireland. The SERVE Youth Development worker, based in Belfast, was integral to activities flowing from Four (4) core SERVE pillars. First, the Youth Development worker organised two of the four immersion programmes to Zambia and South Africa. Second, the Youth Development worker led and facilitated capacity building initiatives in the areas of child safeguarding and youth practices, leadership and management, and administration , all geared towards, strengthening the capacity of SERVE’ strategic partner, Young Africa. These capacity building initiatives included Young Africa

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personnel from Zimbabwe, Mozambique, Namibia and Botswana. These activities were funded from a grant received from the EU, and while the funds were channelled through the SERVE ROI, financial systems, SERVE NI, though the Youth Development Worker, played a pivotal role, in delivering the programme. Third, the Youth Development worker led initiatives of continued engagement with returned immersion students, helping to channel their learning and interest towards issues of international justice. Fourth, the Youth Development worker led the SERVE 4 Peaks 2018 fundraising event.

The directors of SERVE In Solidarity in the North of Ireland have prepared a very detailed report with accompanying financial statements that offers a comprehensive oversight of 2018. SERVE NI supported immersion and development initiatives in South Africa and Zambia to the amounts of £6,025 and £20,744 respectfully. The salary costs of the Youth Development worker are allocated to youth development initiatives focused on South Africa and Zambia.

SERVE ROI supported development projects, in India and the Philippines during 2018. SERVE NI facilitated a successful fundraising initiative in support of families impacted in a devastating way, by the Kerala Floods 2018. Aligned with SERVE's Strategic Plan, this support was focused on education and disability programmes. SERVE ROI also during 2018, supported small scale development initiatives in Brazil, Burkina Faso, Haiti and the Democratic Republic of Congo, and South Africa. This financial support, was through long established partnerships. The support, was principally, in favour of capacity development grants, and in the case of the Democratic Republic of Congo, support for the construction of a rural health centre. Emergency support was also delivered to the victims of the Kerala Floods, India in 2018. A solar pump was funded in Muvamba, rural Mozambique.

Young Africa are an excellent partner, and the SERVE/Young Africa partnership is pivotal to impactful change in the lives of thousands of young people in Mozambique and Zimbabwe. In 2018, Young Africa across 9 training centres in 5 countries in Southern Africa, supported 2,414 Young People to graduate from vocational training programmes. SERVE with the assistance of EU funding, has championed a dynamic capacity building initiative in support of Young Africa Campuses in Mozambique, Zimbabwe, Namibia, and Botswana. The capacity building programme has incorporated, modules and initiatives, in the areas of leadership and management, administration and finance, Youth Work and Safeguarding. The Young Africa website www.youngafrica.org attaches the Young Africa's 2018 annual report.

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CHAIRPERSON'S STATEMENT FOR THE YEAR ENDED 31ST JANUARY 2019

As SERVE enters its 17th year of international volunteering programmes, I want to say a huge thank you to the entire SERVE volunteering family. A total of 95 (Ninety Five) participants were assigned to SERVE volunteer and immersion programmes during 2018. Forty (40) (29-2017) volunteers were assigned to Mozambique, India and the Philippines and Vietnam. The volunteer programmes, opens opportunities for talented and motivated young Irish Adults to both contribute and learn from the Development sector. A total of 65 Sixty Five (2017 - 71 Students) students and teachers from four different schools, across four immersion programmes were assigned to Zambia and South Africa. 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.

2018 was a successful year for SERVE. The SERVE NI contribution to the outcomes achieved, is valued and appreciated. 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 7.7 months in 2017 to 12.2 months in 2018, representing the combined reserves for SERVE NI and SERVE ROI.

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 2018. 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, staff member, Chris O'Donoghue in August 2018. Chris served in a number of important roles in SERVE. Chris brought flair, initiative, leadership and personality to so many aspect of SERVE. He is missed. We wish him every success as he navigates new challenges and ventures.

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I also commend the commitment of the 40 international SERVE volunteers who during 2018 displayed admirable enthusiasm, energy and goodwill. I also express gratitude in abundance to the 65 participants in the international immersion programme during 2018. Their service and voluntary spirit is deeply valued. Their fundraising efforts are applauded and sincerely appreciated.

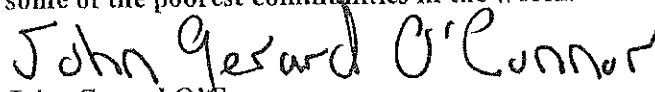
I would like to thank the students and staff and parents and families of :

Colaiste Feirste, Belfast.

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

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

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


John Gerard O'Connor
Chairperson
SERVE IN SOLIDARITY IRELAND

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DIRECTOR'S REPORT FOR THE YEAR ENDED 31ST JANUARY 2019

The directors present their report and the financial statements for the year ended 31st January 2019.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Status

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

The organisation is also incorporated in the Republic of Ireland as a company limited by guaranteed not having a share capital. It is incorporated under the Companies Acts 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: 18154. This 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.

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

Board of Directors

The directors who served the company during the year were as follows:

Gerard O'Connor
Diarmaid Ua Bruadair
Noel Gerard Kehoe

Ronan Cunningham
Leanne Kelly

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

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DIRECTOR'S REPORT FOR THE YEAR ENDED 31ST JANUARY 2019

including finance, development, legal, 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 2018. There was an 84% attendance record.

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 Board's 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 the other sectors;
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;
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 of the uncertain economy and to ensure sustainability of our services. Our actual reserves would not have been less than 8 months during 2018.

The board updated and approved its Governance Manual in May 2015.

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DIRECTOR'S REPORT FOR THE YEAR ENDED 31ST JANUARY 2019

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. The CEO replaced the Belfast based Operations Manager as the key person with delegated responsibility for the day to day management of the Company.

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 applicable laws and regulations.

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').

In preparing these financial statements the directors are required to

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

The directors are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the company.

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Risk management

The directors have responsibility for and are aware of the risks associated with the operating activities of SERVE. They are confident that adequate systems of internal control are in place and that these controls provide assurance against such risks.

The board updated SERVE's risk policy in January 2019 and the risk register in April 2019.

Transparency and Accountability

The Directors of SERVE In Solidarity Ireland in the North of Ireland are satisfied that there are no incidence of fraud or gross financial management among its key partners. The Directors in Republic of Ireland reported similarly for the year ending January 31st 2018. SERVE 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.

Networks and Consortia

SERVE is committed to a strategic alliance with both 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 NI benefits from SERVE's membership and partnership with Comhlamh and Dochas.

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

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initiatives in Southern Africa, South-East Asia and South America. Inspired by the belief that "Solidarity In Action" can improve the lives of the most vulnerable, SERVE works in partnership with local communities and organisations. Our work is rooted in strategic cooperation with Irish communities at home and abroad.

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

SERVE'S Values include:

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

3. REVIEW OF THE ACTIVITIES OF THE CHARITY

The Directors set five main objectives for 2018:

1. To implement the first 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 strengthen and develop SERVE volunteering and immersion programmes with specific attention being given to recruitment from the North of Ireland;
4. The implementation of a detailed Fundraising Strategy focused on raising Unrestricted Funds, with an emphasis on sustainability;
5. To implement proposals around board renewal, and to complete a significant review of the Five Year Strategic Plan;

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The progress made in 2018 in respect of the key objectives is detailed as follows:

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

The following development outputs were achieved during 2018¹:

- 4,471 Young People benefited from holistic training programmes.
- 3,919 students completed the ILO Start Your Business training programme and the Young Africa (YA) Life Skills Programme;
- 531 Young People in Zimbabwe, studying with external organisations, benefitted from YA led Life Skills training and Entrepreneurship training, through a strengthened outreach model;
- 21 very hard to reach Young People, In Zimbabwe were engaged in TVET training through the new Achieve Access programme;
- 51 Young Africa staff members benefited from capacity building initiatives.
- 5 training departments received capital investment²;
- 306 scholarships were granted between Zimbabwe and Mozambique for TVET, prioritizing females and people with disabilities;
- 12 graduates and 7 franchise holders received micro-credit loans in Zimbabwe;
- 4 key value-added staff were retained.

The following development outcomes were achieved during 2018³:

- 64% of 2018 TVET graduates in Zimbabwe are economically active;
- 56% of 2018 TVET graduates in Mozambique are economically active;
- The percentage of students with no income fell from 76% to 40% in Zimbabwe;
- The percentage of students in Zimbabwe earning between \$1-\$20 a week, increased from 16% to 54%;
- There is a 88% repayment rate of micro-credit loans in Mozambique;

¹ Irish Aid funding was received in August 2018. These outputs relate to Aug 2018-July 2019.

² Capital grants were allocated to: (1) YA Zimbabwe- Motor vehicle Mechanics, Auto Mechanics Departments; (2) YA Mozambique (Manga)- Catering and Renewable Energy and Welding Departments. (3) YA Mozambique (Dondo) - Cold Storage Rooms, 4 Farm Houses , Large Chicken Coops.

³ Irish Aid funding was received in August 2018. These outcomes relate to Aug 2018-July 2019.

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- Improved SRHR and improved decision making, as well as improved personal resilience are clearly evident in the results framework amongst students;
- YA Mozambique, assisted by the SERVE championed Capacity Building Programme, achieved National Authority for Professional (ANEP) accreditation;
- The Franchise Model covered 100% of operational costs at YA Mozambique. The figure was 92% in Zimbabwe;

These outputs and outcomes are remarkable, given the reporting period covers the reintroduction of the Zimbabwean Dollar in Zimbabwe and Cyclone Idai In Mozambique. Both these events, were highly disruptive.

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

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

Objective 2: To successfully complete the EU+ Erasmus Programme focused on the Capacity Building of Young Africa;

The project successfully implemented the following activities:

- Safeguarding Training for 12 Directors of Young Africa Campuses from 4 Countries;
- Safeguarding Training for 71 Staff at 4 discrete sites in Botswana, Namibia, Zimbabwe and Mozambique
- Administration Capacity building for 12 Young Africa staff, from 4 Countries at the Young Africa Hub, Zimbabwe;
- Leadership & Management training for 17 senior Young Africa staff, from 4 Countries at the Young Africa Hub, Zimbabwe;
- Approaches to Youthwork Training for 73 TVET and Life Skills Teachers at Young Africa Campuses in Botswana, Namibia, Zimbabwe and Mozambique;
- Innovate Achieve Access Programme for 21 vulnerable girls, to boost their access to TVET training;
- Completion of an External Evaluation of the Programme;
- Development of Two Toolkits;

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The external evaluation noted that this capacity building project was both timely and effective. It highlights how positively the various training elements have been received, and the difference the training has made for a range of capacity issues in relation to professional development of staff, adopting best practice and organisational development for the Young Africa affiliates in Botswana, Mozambique, Namibia and Zimbabwe. The Belfast based SERVE Youth Development worker, played a pivotal role in the achievement of these objectives.

Objective 3: To strengthen and develop SERVE volunteering and immersion programmes with specific attention being given to recruitment from the North of Ireland;

SERVE implement Volunteering Programmes, and Immersion Programmes. In 2018, 95 (2017 100) people participated in overseas programmes. 40 people (29 2016) were assigned to international volunteering programmes and 65 (71 2016) immersion programmes. The volunteering programmes were in India, the Philippines, and Mozambique, and Vietnam. 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, Badao Tribal Education project, Philippines, in India with (APD, Sumanhalli, Joythi Seva, and Morning Star), and with the Centre for Sustainable Development (Vietnam). Immersion programmes partnered with the Diocese of Monze in Zambia and with 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.

SERVE volunteers told their story through blogs and these are available on www.serve.ie under Volunteer Blogs.

SERVE's funded a Monitoring and Evaluation Officer, based in Zimbabwe during 2018. 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. This Officer worked closely with the Belfast based SERVE Youth Development worker, in implementing programmes in Zimbabwe and Mozambique.

SERVE explored and implemented low cost strategies, towards strengthening SERVE's profile and traction in the North of Ireland. The voluntary model is not as successful as the funded office model. There were two volunteers from the North of Ireland assigned overseas in 2018, which is low when compared with the average of seven per year up to 2016. There was one immersion programme, which was similar to previous years. The

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SERVE Directors, acknowledge that, a new strategy is required to boost SERVE's profile and operational level in the North of Ireland.

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

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

	31/01/19	31/01/18
Total Income (€)	39,088	71,553
Total Restricted Income (€)	25,947	49,800
Total Unrestricted Income (€)	13,141	21,753
Grant Income (€)	000	000
Voluntary Income (€)	39,088	71,553
From the Irish Public (€)	39,088	71,553
Unrestricted Reserves (€)	65,696	54,016

The detail behind the fall in income and commentary on expenditure patterns, is outlined and analysed in Section 5, under the sub-heading, Income and Expenditure.

Applications were not made during 2018 to UK Trust Funds or from Dfid.

Objective 5: To implement proposals around board renewal, and to complete a significant review of the Five Year Strategic Plan;

The SERVE Board and staff completed a review of the progress towards the implementation of the SERVE Strategic Plan. This review, was completed through an interactive process engaging Board members and staff. It took place in November 2018. Staffing levels during 2018, in Ireland included: (1) CEO; (2) Development Programme Manager; (3) Volunteer and Fundraising Officer ; (4) Communications Officer; (5)

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THE DIRECTORS' REPORT CONTINUED

Youth Development Officer (Belfast based) , until August 2018. In Zimbabwe, SERVE assigned a M+E officer to complete monitoring tasks.

The following policies were developed, updated and approved in 2018- (1) Equality and Inclusive Policy; (2) Exit Strategies for Partners; (3) Mainstreaming Policy; (4) Complaints Policy for Partnership Relationship; (5) Complaint's Policy; (6) Reserves Policy. Progress was made in developing a Data Protection Policy in line with the new General Data Protection Regulations (GDPR).

In 2018 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.

Risk management is a standing item on the SERVE board meeting agenda. In 2018 existing risk registers were reviewed and areas for improvement were identified. It was agreed that all existing risk registers would be reviewed in 2019 and that the risk assessment process in relation to the Volunteer Programme would be strengthened. This has subsequently happened since year-end.

4. OPERATIONAL SUMMARY

Development Programme

Expenditure on development programmes amounted to £26,770 (2017 £20,004). As in 2017, there was a strong focus on building the capacity of partners during 2018. The two principal beneficiaries were Tsholofelo Youth Development Programme, South Africa and Assumption Youth Development Programme in Zambia. Emergency funding for Kerala, £10,640 raised in 2018, was initially transferred to the emergency programme, from SERVE ROI, and then from the SERVE NI account in 2019.

Volunteer Programme

Expenditure on the Immersion Programme amounted to Nil (2017 £11,782) as, the expenditure relating to the Colaiste Feirste, Belfast Immersion Programme to Zambia, was funded from SERVE ROI.

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THE DIRECTORS' REPORT CONTINUED

All SERVE immersion participants take part in a comprehensive training programme, project related education programme, and a continued engagement programme.

SERVE implemented four Volunteer Programmes to India, Mozambique, Vietnam and the Philippines in 2018. SERVE implemented four Immersion Programmes to Zambia and South Africa during 2018.

Development Education and Global Citizenship

SERVE place great value on Development Education. Development education activities undertaken by SERVE volunteers and staff include:

- Mainstreaming of development education into all volunteer programmes and immersion programmes, through the recruitment and training process and through in-country development education work. All volunteer groups make a presentation to their peers at the SERVE Next Step Conference. These presentations are based on development issues affecting the people in the communities where the volunteers have worked;
- Prior to departure and post-return, volunteers speak in local schools, colleges, universities, parishes and voluntary groups;
- In keeping with SERVE'S focus on young people, SERVE regularly facilitate Development Education workshops with individual secondary schools in the Republic of Ireland and the North of Ireland and focus a lot of our work on the Sustainable Development Goals.

The Belfast based Youth Development worker, was central to the SERVE development education function.

SERVE participates in the following network committees: (1) Comhlamh's Development Education & Volunteering Working Group; (2) Dochas's Development Education Group; and (3) Dochas's Images & Messages Code of Conduct Group.

Fair Trade

SERVE is an advocate of the perspective that trade is as important as aid. The SERVE volunteer network provides strategic business advice that helps build the capacity of our partners to find new markets. Flip flop Friday in 2018 achieved again the double dividend impact of supporting the income generation capacity of our Thai partners

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THE DIRECTORS' REPORT CONTINUED

while also raising funds for SERVE. SERVE raised £2484 (£2567 2017) in the North of Ireland. We remain convinced that this is a genuinely pro-poor initiative worthy of support.

Fundraising

The less visible presence of SERVE in Belfast, due to the closure of the office, remains a constraint in enhancing profile and raising funds. The directors plan during 2019 to improve the profile of SERVE in the North of Ireland and to generate new fundraising initiatives.

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 27 which shows a surplus for the year amounting to £10,857 (2018- £9,829).

SERVE is a registered charity in the North of Ireland (XT 167512). The overall decrease in SERVE Income in the North of Ireland during 2018 was 45%. This fall in income was expected due to the reduced SERVE profile in the North of Ireland, following the closure of the high profile SERVE Office in Belfast city.

Direct Charitable Expenditure was 100% (2018 100%) . The governance costs were 4% (2018 1.5%). This increase in governance costs, is a function, of audit costs remaining constant, despite the reduction in total income and expenditure.

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 reserves of £179,264 1 (2018 £168,407) at the year-end January 31st 2019

SERVE IN SOLIDARITY IRELAND

(being a company limited by guarantee and not having a share capital)

DIRECTOR'S REPORT FOR THE YEAR ENDED 31ST JANUARY 2019

held in the North of Ireland. There are three important factors relevant to an analysis of these reserves: (1) £65,696 represents a prudent unrestricted reserve balance; (2) There is £5,959 that relates to long school development in Haiti; (3) The remaining reserves of £107,609 is made up of £18,088 relating to the Philippines; £6,917 related to

Thailand; £14,767 relating to Mozambique; £19,902 relating to South Africa, £1022 relating to Brazil and India £27,355 and £9,579 relating to Zambia; Solidarity Gifts £9,986. There is a deficit in the Burkina Faso fund of £7.

SERVE are committed to maintaining at a minimum £15,000 in unrestricted reserves in the North of Ireland. The minimum reserve will be increased 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 £65,696 (2018 £54,016) at 31st January 2019 represents a 20% increase on the previous year. The combined reserves of SERVE between the North of Ireland and the South of Ireland are the equivalent of approximately 12.2 months (2018 7.7 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 imbalances and is rooted in a set of core values. SERVE updated its partnership policy during 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 activity etc.; (c) Agreement on the building blocks and possible intervention strategies for supporting children, young people and women; (d) Suitability to engage in long term capacity building work and partnership arrangements.

Our programmatic partners are at the partnership management and implementation phase of our partnership time-line framework. This means that partners have passed through: (1) The partner identification phase; (2) The partnership development phase; (3) The project planning phase. Our partners work in extremely poor communities and

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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 shares experience around governance, financial planning, organisational development, programme quality and child protection.

All funding grants are appraised through an assessment matrix. Project contracts are central to all grant allocations. There are stringent reporting requirements, monitoring and audit demands relevant to all grants awarded.

Small company exemptions

This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Auditors

The auditors, O'Hara Shearer, Chartered Accountants & Statutory Auditors have expressed their willingness to continue in office and a resolution, will be proposed at the General Meeting in accordance with Section 485 of the Companies Act 2006.

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 Programme Plan for 2019 is based on five key objectives:

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

On behalf of the Board
John Gerard O'Connor
John Gerard O'Connor (Chairperson)

Diarmaid Ua Bruadair

Diarmaid Ua Bruadair

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

STATEMENT OF DIRECTORS RESPONSIBILITIES

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

Company Law requires the directors to prepare financial statements for each financial year. The Trustees, who are also directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31st January 2019. The Trustees confirm that they comply with the requirements of the Charities Act (Northern Ireland) 2008 and Accounting and Reporting by Charities: Statement of Recommended Practice which applies 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).

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 state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those financial statements, the directors are required to:

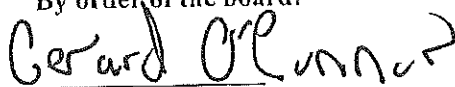
- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information of which the company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board:


GERARD O'CONNOR
DIRECTOR

11th October 2019

DATE

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS'

Opinion

We have audited the financial statements of Serve in Solidarity Ireland (the 'charity') for the year ended 31 January 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2019 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been properly prepared in accordance with the Charities Act (Northern Ireland) 2008; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC'S Ethical Standard, 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 the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity'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 other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and 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
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS'

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees'
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 trustees are responsible for assessing the charity'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 trustees either intend 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

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 (UK) 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



LAWRENCE SHEARER F.C.A., Senior Statutory Auditor
FOR AND ON BEHALF OF O'HARA SHEARER, Statutory Auditor
O'HARA SHEARER
CHARTERED ACCOUNTANTS
AND STATUTORY AUDITORS
547 Falls Road
Belfast
BT11 9AB

Dated: 11th October 2019

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

STATEMENT OF ACCOUNTING POLICIES

Accounting Convention and Basis of Accounting

The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard which applies in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, 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. No restatements were required.

Going Concern

At the time of approving the financial statements, the trustees' have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees' continue to adopt the going concern basis of accounting in preparing the financial statements.

Income Recognition

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Interest Receivable

Interest on funds held is included when receivable and the amount can be measured reliably; this is normally upon notification of the interest paid or payable by the Bank.

Resources Expended

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to the category.

Fundraising costs include the costs of advertising, producing publications, printing and mailing fundraising material, and staff costs in these areas.

Costs of charitable activities include direct expenditure incurred through operational activities.

Governance costs represent the costs associated with the governance arrangements of the charity which relate to the general running of the charity as opposed to those costs associated with fundraising or charitable activity.

Fixed Assets

All tangible fixed assets are recorded at cost.

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

STATEMENT OF ACCOUNTING POLICIES (Continued)

Depreciation

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives at the following rates:

Office equipment	20% residual value
Computer equipment	25% residual value
Motor vehicles	25% residual value

Repairs and Renewals

All repairs and renewals are written off as incurred

Pension Costs

The charity does not currently operate a pension scheme.

Debtors and Prepayments

Trade debtors and other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Foreign Currencies

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are taken into account in arriving at the net movement in funds.

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

STATEMENT OF ACCOUNTING POLICIES (Continued)

Fund Accounting

Unrestricted funds are general funds that are available for use at the Trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside by the trustees out of unrestricted funds for specific future purposes.

Restricted funds are those given for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Reserves Policy

Unrestricted funds are needed to provide funds which can be applied to specific projects to enable these projects to be undertaken at short notice and to cover the running costs of the Charity for a limited period, should there be a significant shortfall in projected income.

The Directors consider it prudent that unrestricted reserves should be sufficient to avoid the necessity of realising fixed assets held for the Charity's use and to cover six months unrestricted expenditure.

SERVE IN SOLIDARITY IRELAND
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2019

	NOTES	Unrestricted Funds £	Restricted Funds £	TOTAL 2019 £	TOTAL 2018 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	1	12,965	25,947	38,912	71,387
Income from investments	2	176	-	176	166
Income from charitable activities		-	-	-	-
TOTAL INCOME AND ENDOWMENTS		13,141	25,947	39,088	71,553
EXPENDITURE ON:					
Expenditure on raising funds	3	-	-	-	-
Expenditure on charitable activities	4	1,461	26,770	28,231	61,724
Other expenditure		-	-	-	-
Net gains/(losses) on investments		-	-	-	-
TOTAL RESOURCES EXPENDED		1,461	26,770	28,231	61,724
NET INCOME/(EXPENDITURE)		11,680	(823)	10,857	9,829
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		11,680	(823)	10,857	9,829
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD	8	54,016	114,391	168,407	158,578
TOTAL FUNDS CARRIED FORWARD		65,696	113,568	179,264	168,407

The Statement of Financial Activities includes all gains and losses in the year and therefore a
Statement of Total Recognised Gains and Losses has not been prepared

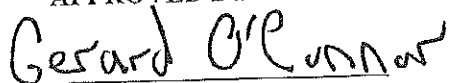
All of the above amounts relate to continuing activities

The accompanying accounting policies and the notes form part of these financial statements


SERVE IN SOLIDARITY IRELAND
BALANCE SHEET
AS AT 31ST JANUARY 2019

	NOTES	2019 £	2018 £
FIXED ASSETS			
Tangible assets	7	-	-
CURRENT ASSETS			
Debtors and prepayments		-	-
Cash at bank		180,200	169,973
Cash on deposit		-	-
Cash in hand		-	-
		<u>180,200</u>	<u>169,973</u>
CURRENT LIABILITIES			
Creditors and accruals		(936)	(1,566)
		<u>179,264</u>	<u>168,407</u>
NET CURRENT ASSETS/(LIABILITIES)		179,264	168,407
TOTAL ASSETS LESS CURRENT LIABILITIES		179,264	168,407
ACCRUALS AND DEFERRED INCOME		-	-
		<u>179,264</u>	<u>168,407</u>
TOTAL NET ASSETS/(LIABILITIES)		<u>179,264</u>	<u>168,407</u>
REPRESENTED BY:			
UNRESTRICTED INCOME FUNDS	9	65,696	54,016
RESTRICTED INCOME FUNDS	10	113,568	114,391
		<u>179,264</u>	<u>168,407</u>

APPROVED BY THE DIRECTORS :


GERARD O'CONNOR
DIRECTOR

DATE 11th October 2019


DIARMAID Ua BRUADAIR
DIRECTOR

DATE 11th October 2019

The accompanying accounting policies and notes form part of these financial statements

SERVE IN SOLIDARITY IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

1. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	2019 £	Unrestricted Funds £	Restricted Funds £	2018 £
Development Appeal	-	25,947	25,947	-	49,800	49,800
Third World Groups	-	-	-	-	-	-
Solidarity Gifts	-	-	-	-	-	-
Donations	7,214	-	7,214	17,020	-	17,020
Volunteer Contributions	3,267	-	3,267	2,000	-	2,000
Flip Flop Friday	2,484	-	2,484	2,567	-	2,567
	12,965	25,947	38,912	21,587	49,800	71,387

2. INCOME FROM INVESTMENTS

	Unrestricted Funds £	Restricted Funds £	2019 £	Unrestricted Funds £	Restricted Funds £	2018 £
Income from UK listed investments	-	-	-	-	-	-
Income from cash	176	-	176	166	-	166
	176	-	176	166	-	166

3. EXPENDITURE ON RAISING FUNDS

	Unrestricted Funds £	Restricted Funds £	2019 £	Unrestricted Funds £	Restricted Funds £	2018 £
Promotional and fundraising costs	-	-	-	-	-	-
	-	-	-	-	-	-

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	2019 £	Unrestricted Funds £	Restricted Funds £	2018 £
Development projects	-	-	-	-	-	-
Development and Volunteering programmes - administration costs	-	-	-	1,345	-	1,345
Belfast Street Outreach Programme	-	-	-	-	-	-
Programme for overseas volunteer expenses	-	-	-	26,720	-	26,720
South Africa-Tsholefelo youth skills development - salary costs	-	5,267	5,267	-	7,850	7,850
South Africa-Tsholefelo youth skills development - support costs	-	759	759	-	1,735	1,735
Zambia-St Bakita's youth development - salary costs	-	6,543	6,543	-	8,613	8,613
Zambia-St Bakita's youth development - support costs	-	975	975	-	1,806	1,806
Immersion Programme -support costs	-	13,226	13,226	-	11,782	11,782
(Profit)/loss on disposal of tangible fixed assets	-	-	-	-	-	-
Depreciation	-	-	-	-	-	-
Governance costs						
Membership, training and affiliation fees	216	-	216	868	-	868
Staff strategic planning	-	-	-	-	-	-
Audit fees	1,165	-	1,165	964	-	964
Bank fees	80	-	80	41	-	41
	1,461	26,770	28,231	29,938	31,786	61,724

SERVE IN SOLIDARITY IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

5. NET (OUTGOING)/ INCOMING RESOURCES FOR THE YEAR	2019	2018
This is stated after charging/(crediting)	£	£
Auditors remuneration	1,165	964
Depreciation	-	-

6. SALARY COSTS AND EMOLUMENTS	2019	2018
	£	£
Total staff costs were as follows:		
Wages and salaries	10,947	15,600
Social security costs	855	855
Other pension costs	8	8
	<u>11,810</u>	<u>16,463</u>

Trustees' remuneration and benefits

There was no trustees' remuneration or other benefits for the year ended 31st January 2019. (2018: £Nil)

Trustees' Expenses

There were no trustees' expenses paid for the year ended 31st January 2019. (2018: £Nil)

SERVE IN SOLIDARITY IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

7. TANGIBLE FIXED ASSETS

	Office Equipment £	Computer Equipment £	Motor Vehicles £	Total £
COST				
As at 1st February 2018	-	-	-	-
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31st January 2019	-	-	-	-
DEPRECIATION				
As at 1st February 2018	-	-	-	-
Charge for year	-	-	-	-
Eliminated on disposal	-	-	-	-
As at 31st January 2019	-	-	-	-
Net book value 2019	-	-	-	-
Net book value 2018	-	-	-	-

8. FUND BALANCES

	Opening Balance £	Income £	Expenditure £	Closing Balance 2019 £	Closing Balance 2018 £
Unrestricted funds	54,016	13,141	(1,461)	65,696	54,016
Restricted funds:					
Solidarity Fund	9,986	-	-	9,986	9,986
Thailand Project	6,917	-	-	6,917	6,917
Brazil Project	1,022	-	-	1,022	1,022
Phillipines Appeal	18,088	-	-	18,088	18,088
India Project	16,716	10,640	-	27,356	16,716
Beira Project	14,392	-	-	14,392	14,392
South Africa Appeal	25,828	474	(6,026)	20,276	25,828
Tibiga Project	(7)	-	-	(7)	(7)
Zambia Project	15,490	14,833	(20,744)	9,579	15,490
Haiti project	5,959	-	-	5,959	5,959
	114,391	25,947	(26,770)	113,568	114,391

SERVE IN SOLIDARITY IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2019

9. UNRESTRICTED INCOME FUNDS	2019	2018
	£	£
Balance at 1st February 2018	54,016	62,201
Net incoming/(outgoing) resources for the year	11,680	(8,185)
Balance at 31st January 2019	<u>65,696</u>	<u>54,016</u>

10. RESTRICTED INCOME FUNDS	2019	2018
	£	£
Balance at 1st February 2018	114,391	96,377
Net incoming/(outgoing) resources for the year	(823)	18,014
Balance at 31st January 2019	<u>113,568</u>	<u>114,391</u>

11. LEGAL STATUS

Serve in Solidarity Ireland is a Company Limited by Guarantee. Each member has agreed to contribute £1 in the event of a compulsory winding up.

Serve in Solidarity Ireland is registered with The Charity Commission for Northern Ireland, Charity Number 100037. Date of registration 28th April 2014.

Serve in Solidarity Ireland is a recognised Charity within the definition of Section 360(3) Income and Corporation Taxes Act 1970 by the Commissioners of the Inland Revenue.