

Company registration number: 419696

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

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST JANUARY 2021

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

OFFICERS AND PROFESSIONAL ADVISORS

Directors

Jim Ryan (Retired 9th June 2021)
John Gerard O'Connor
Noel Gerard Kehoe (Retired 9th June 2021)
Diarmaid Ua Bruadair
Brian Silke (Retired 9th June 2021)
Leanne Kelly
Eoin Mac Aodha
Ronan Cunningham
Fearghal Connolly (appointed 9th June 2021)
Diane Duggan (appointed 9th June 2021)
Simon Chagweda (appointed 9th June 2021)
Jane Mellet (appointed 9th June 2021)
Leonie O'Donnell (appointed 9th June 2021)

Secretary

Diarmaid Ua Bruadair

Programmes and Administration Manager

Paula Quigley

Development Programme Manager

John McCarthy

Company number

419696

Registered office

Scala,
Castle Road,
Blackrock,
Cork.

Principle Place of Business

Scala,
Castle Road,
Blackrock,
Cork.

Auditor

Hayden Brown
Grafton Buildings
34 Grafton Street
Dublin 2

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

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
(A COMPANY LIMITED BY GUARANTEE)**

Contents

	Page
Chairperson's Statement	1 - 3
Director's Report	4 - 19
Independent auditor's report to the members	21 - 23
Statement of financial activities	24
Balance sheet	25
Statement of changes in reserves	26
Statement of cash flows	27
Notes to the financial statements	28 - 38

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

**CHAIRPERSON'S STATEMENT
YEAR ENDED 31ST JANUARY 2021**

"A vaccine delayed is a vaccine denied"- Dr. GITHINJI GITAHU

Like all organisations, Covid-19 impacted severely on several important dimensions of SERVE' mandate and mission.

The SERVE Development Programme (SDP) 2018-2021, with funding from Irish Aid entered its third and final year. Focused on the provision of holistic Technical Vocational Education Training (TVET) in Mozambique and Zimbabwe- the main components include: (i) Skills for Economic Resilience - to boost employability and income; (ii) Skills for Personal Development through mainstreaming of holistic Life Skills training; and (iii) Strengthening the sustainability and effectiveness of the YA Model through capacity building. In 2020, the SDP programme felt the full brunt of COVID-19.

In Zimbabwe, research from the International Social Science Journal into the impact of the pandemic on the informal sector notes that "the economy relies heavily on the informal sector for survival and as an avenue out of poverty, yet the pandemic has strained the already fragile circumstances that prevail. Zimbabwe's National Statistical Agency (2020) notes that the lockdown represents a financial crisis for over 75 per cent of the economically active population who earn their living in the formal sector".

A World Bank Economic Update on the impact of COVID on the Mozambican economy, states that it "has jeopardised years of hard-won development gains" and delayed already slow progress towards the Sustainable Development Goals. Mozambique experienced its first economic contraction for 30 years in 2020, putting 1.4 million Mozambicans at risk of falling below the national poverty line.

The SERVE SDP 2018-2021 programme aimed to empower 8,560 marginalised young people over three years. Despite cyclones and pandemics, delays and opportunities denied, the SERVE programme reached 7,343 young people. This is an outstanding achievement given the obstacles, setbacks, and fluid operating context. Though the economic resilience results in Year 3, are somewhat disappointing, especially in Zimbabwe, given the severity of the impact of Covid-19, in Zimbabwe. It is also clear, that many other key outcomes were recorded in the third year. These outputs were achieved through a determination and resilience that has characterized both SERVE and our partner, Young Africa since both organisations commenced working together. The Directors Report on Pages 9 and 10 outline the outcomes achieved in Year 3.

SERVE also during 2020 supported development and emergency projects in Zambia, the Philippines, South Africa, and the Democratic Republic of Congo. The grants allocated to specific projects are highlighted in section four of the Directors report. Sectors supported included health and education, income generation and capacity building of young people. Emergency support to very vulnerable citizens devastatingly impacted by Covid-19 were also channelled to the Philippines and South Africa.

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

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

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

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

**CHAIRPERSON'S STATEMENT
YEAR ENDED 31ST JANUARY 2021**

Young Africa is pivotal to the SERVE Development Programme, in Zimbabwe and Mozambique. Young Africa is an excellent partner, and the SERVE/Young Africa partnership is central to impactful change in the lives of thousands of young people in Mozambique and Zimbabwe.

In 2020, SERVE had hoped to enter its 18th year of implementing international volunteering programmes. As outlined in the Directors Report, Covid-19 impacted negatively on the international volunteering and school immersion programmes. Strong interest in the volunteering programme was evident in the months before Covid-19 and SERVE were looking forward to implementing vibrant and meaningful programmes during 2020. This could not be achieved due to Covid-19. Prior to Covid-19, SERVE had assigned 1,276 international volunteers. SERVE is committed to harnessing the learning from the Pandemic and also from the climate crisis to help craft new and meaningful ways to foster global citizenship. Important steps were initiated in 2020 by SERVE, trialling creatively- initiatives focused on virtual volunteering and implementing digital global citizenship programmes.

2020 presented formidable challenges. Yet, the Directors are satisfied that SERVE is financially comfortable and operating within best practice in terms of Unrestricted Reserves. We welcome the substantial improvement in the Unrestricted Reserves at January 31st, 2021, as compared to January 31st, 2020.

The directors of SERVE In Solidarity Ireland, have prepared a very detailed report with accompanying financial statements that offers a comprehensive oversight of the achievements and challenges faced by SERVE during 2020. I would like to thank each of the board members for their dedication and commitment. I would like to express my admiration and warm respect for the SERVE team.

I would like to express sincere gratitude to the following donors who have contributed to the work of SERVE during 2020:

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

I would like to thank the SERVE alumni. The dedication of former volunteers via standing orders, networking, fundraising and committee work is a great asset. I would also like to thank our partner schools, who remain integral to our mandate, and future planning.

The OECD recently issued a report called "VET in a Time of Crisis". It states that "TVET systems are being uniquely impacted, not only in relation to how they provide TVET in the context of current social distancing and travel restrictions, but also in terms of how they are being forced to anticipate and adapt to what could very well be a significantly changed labour market". The report acknowledges that the new context "may ultimately result in stronger and more resilient TVET systems if the right choices are made". This is the approach that SERVE has taken to the Pandemic. We are hopeful that the choices we make during 2021, will help SERVE to emerge stronger and more resilient.

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.

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

CHAIRPERSON'S STATEMENT
YEAR ENDED 31ST JANUARY 2021

John Gerard O'Connor

John Gerard O'Connor
Chairperson

SERVE IN SOLIDARITY IRELAND

Date: 30th November 2021

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

**DIRECTOR'S REPORT
YEAR ENDED 31ST JANUARY 2021**

The directors present their annual report and the audited financial statements for the year ended 31st January 2021. This report presents the information and disclosures required by a Directors Report under the Companies Act 2014, together with additional information required by the Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Status

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

Structure

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

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

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

Board of Directors

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

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

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

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 seven times during 2020. There was an 85% attendance record.

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

- Comprehensively compliant status with the Comhlamh Code of Good Practice for Volunteer Sending Agencies.
- Compliant with the Dochas Code of Conduct on Images and Messages.
- On the journey towards compliance with the Code of Governance stipulated by the Charity Regulator.
- On the journey towards compliance with IDEA's Code of Practice for Development Education.
- Compliant with the Guidelines for Fundraising from the Public as laid down by the Charity 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 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 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;
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 unrestricted reserves would not have been less than fifteen months, of operational costs, during 2020.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

The board updated the SERVE Governance Manual in July 2020. The Governance policy proposes three sub-committees of the board, covering the following areas of responsibility: (1) Audit and risk; (2) Governance; (3) SERVE@HOME groups; and an Advisory group on (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 directors are satisfied with the decision to appoint a Programmes and Administration Manager, with responsibility for all operational functions, except the Development Programme. The Development Programme is managed, by an experienced Development practitioner. Both, the Programmes and Administration Manager, and the Development Programme Manager, report directly to the Board. There are clear distinctions between the roles of the Board and the Programmes and Development Programme Manager, to which the day to day management is delegated. Responsibility for the implementation of the internal control systems is delegated to management. Matters reserved to the Board and those delegated to the Programmes Manager, and the Development Manager, are outlined in the Organisation's Governance Manual.

Director's responsibilities in relation to the Financial Statements

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

Irish Company law requires the directors to prepare financial statements giving a true and fair view of the state-of- affairs of the company and the net income or expenditure of SERVE for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with FRS 102: the, Financial Reporting Standard applicable to the UK and Republic of Ireland ('relevant financial reporting framework'). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position as at the financial year end date and of the net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

In preparing these financial statements the directors are required to

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

The directors are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2014. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Risk management

The Directors confirm that the major risks to which the charity is exposed, as identified by them, have been reviewed. The Directors believe that by monitoring reserve levels, by ensuring the existence of controls over key financial systems, by taking regular professional advice, by having in place appropriate insurances, and by examining the operational and business risks faced by the Charity, by maintaining, updating and reviewing an Organisational Risk Register, as well as 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 July 2020, and the risk register also in July 2020.

Transparency and Accountability

There was no instance of fraud during 2020. Partners are externally audited by registered in-country auditors; audit reports and management letters are examined by SERVE management and board members in line with our financial policy. It is the current opinion of our partner's independent auditors that their respective financial statements give a true and fair view of the state-of -affairs of each partner. SERVE also completes, a number, of financial monitoring reviews, of overseas partners. SERVE also reviews partner's financial policy and procedures and holds independent discussions with partner's financial managers as part of routine monitoring and evaluation processes. Review of partners other donor's reports and audits provide further security regarding financial management procedures. SERVE has also worked extensively with our primary partners to strengthen the capacity of partners around financial management and internal controls.

Networks and Consortia

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

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

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 seven main objectives for 2020:

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

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

The progress made in 2020 in respect of the key objectives is detailed as follows:

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

This section, outlines the development outputs, achieved during, the third year of the programme (1). As explained below, in Note 1, Year three, of the programme, in the Irish Aid reporting schedule, refers to October 2020 to September 2021. Therefore, Covid-19, has had a major impact, on the ability to achieve results, as much, of the training programmes, integral to the SDP programme, are centre based, and the centres were shut in Zimbabwe for 18 weeks (35% of the project year) and for 10 weeks in Mozambique (19% of the project year). Despite the Covid-19 imposed constraints, the following was achieved:

- 1,837 students completed Entrepreneurship Training against a target of 2,222.
- 1,837 students completed Life Skills Training against a target of 2,222.
- 13 staff members completed a training programme addressing leadership, governance, finance, and monitoring.
- 15 staff members completed a training programme in MEAL, and project management.
- 5 staff members completed Further Education Certificate training.
- YA Mozambique (YAM) completed a capacity building programme focused on strengthening the skills of franchise holders.
- 3 training departments received capital investment benefitting 255 students (2).
- Investment in training infrastructure at YA Agri Tech (Mozambique) was completed benefitting 280 students, creating 3 new jobs, and a monthly output of 8,200 eggs.
- YA Zimbabwe (YAZ) completed upgrades to its training centres to comply with government Covid-19 requirements.
- SDP funding contributed to 11 key HR roles at YA Zimbabwe (YAZ) and YA Mozambique (YAM).
- 430 scholarships were granted between Zimbabwe and Mozambique for TVET, prioritizing young women.
- 36 Students and 3 franchise holders at YA Mozambique had access to a micro-credit fund to support business establishment and investment.
- 4 key value-added staff were retained at YA Hub to support improvement, expansion, and oversight of the YA model.
- 1 new SERVE ME officer was assigned at the YA Hub (Zimbabwe).

(Note 1) The contract period for the Irish Civil Society Fund grant is normally from September to August while SERVE reports to a January 31st year-ending. The Irish Aid funds were received on December 8th, 2020. Covid-19 led to changes in the year-end date for Year 2, and the commencement date for Year 3. The outputs referenced under, objective (1), are for the period October 2020- September 2021.

(Note 2) Capital grants were allocated to the following training departments at Young Africa Zimbabwe (YAZ): (1) Catering; (2) Welding; (3) Auto Mechanics (Phase 2).

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

The following development outcomes were achieved during 2020(3). All results are affected by the COVID-19 pandemic and associated lockdown:

- In Zimbabwe, 35% of graduates are economically active compared with a baseline figure of 32%. 9% of graduates are in full time paid work; 4% are in part time paid work and 87% are in a mix of informal/self-employment work.
- In Mozambique, 80% of graduates are engaged in productive work, compared with a baseline figure of 27%.
- 34% are in formal paid employment and 46% are self-employed.
- In Zimbabwe, the percentage of graduates with no income rose from 23% to 59%; the percentage of graduates earning between \$1-\$20 per week decreased from 70% to 18% and the percentage of graduates earning \$20+ increased from 7% to 23%.
- In Mozambique, the percentage of graduates with no weekly income fell significantly from 24% to 19%; the percentage earning between \$1-\$20 increased from 52% to 80% and the percentage earning over \$20 decreased from 6% to 1%.
- Overall 57% of graduates from YAZ and Yam are economically active, below the target of 75%.
- When asked what they considered the most significant change in their lives as a result, of participating in Young Africa training, graduates in Zimbabwe responded as follows: (i) 58% said improved food security; (ii) 24% said increased knowledge; (iii) 7% said increased income. 98% of graduates believe they can sustain the benefits of their training programme. The comparative figures of Mozambique are (i) 79% of graduates said that improved income generation skills, was the most significant benefit; (ii) and 21% said that it was increased knowledge.
- The provision of best practice information and strategies to prevent HIV/AIDS is crucial for YA's target group. Graduates reported adequate knowledge and responsible decision making (Mozambique: 91%, Zimbabwe: 94%).
- Improved SRHR and improved decision making, as well as improved personal resilience, are clearly, evident, in the results framework amongst students.
- An External Technical Report commissioned by Young Africa into its soft skills components found that the perception from students towards soft-skills was very positive with 85% saying that the training was relevant useful.
- The Technical Report into YA's Wrap Around services found that 95% of students enjoyed Life Skills Training, saw its value and felt that it contributed to their development needs. The Report states that "most of the youths reported that the complimentary courses have bridged a gap on the soft skills they lacked to compliment with the technical courses to be competitive for employment as a well as being versatile and multi-skilled".
- Extensive capacity building training was completed through the "YAQIP" programme with senior YA staff reporting that the training was impactful.
- The YA internal audit function was significantly strengthened.
- Three external evaluations were completed focused on (i) Long term impact of YA training programmes; (ii) Technical report on the YA holistic approach; (iii) Market Survey to align training with market needs.

Disappointments with respect to planned for outcomes include:

- Income growth amongst graduates was below target.
- Microcredit repayment rates were below target.
- The percentage of income generated from the Franchise Model was below target.

(Note 3) Irish Aid funding was received in December 2020. These outcomes relate to October 2020-September 2021.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

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. Net Income from Irish Aid for the Year ending January 31st, 2021 was €259,750. SERVE refunded during the year €20,250 of SDP Year 2 income to Irish Aid in accordance with Irish Aid guidelines.

Objective 2: To commission an external evaluation of the SERVE SDP programme, and achieve a new three- year contract, with Irish Aid.

The External Evaluation of the SERVE Development Programme 2018-2021 was finalised in October 2020. The external evaluation was completed by a team led by Dr. Nyasha Madzingira. SERVE is happy to share the evaluation with interested parties. The evaluation was very positive. Recommendations advanced by the evaluation team centred on: (1) Rebranding the Course(s) to E-learning; (2) Continued capacity building in Systems strengthening; (3) Support to Graduates and follow-up; (4) Retooling departments; (5) Staffing requirements; (6) Expanded Outreach activities; (7) Programme monitoring.

The learning from project monitoring and the external evaluation informed a new application carefully prepared by SERVE to Irish Aid for a new three-year period. On May 19th, 2021 SERVE received a letter from Minister Colm Brophy T.D., Minister of State for Overseas Development and Diaspora with the good news that the SERVE three year programme, called 'Skills for Youth Resilience Programme' will benefit from a grant of €840,000 over three years. This represents a very positive outcome for SERVE, and our partner Young Africa and the beneficiaries, we both serve.

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

The Covid-19 pandemic disturbed the rhythm of our international volunteering and immersion programmes. Volunteer teams were scheduled (45 volunteers) to be assigned to Mozambique, India, Vietnam, and the Philippines during 2020. The volunteers were recruited in the fourth quarter of 2019, and had commenced their training in February 2020, when the pandemic emerged. Immersion programmes were scheduled for South Africa and Zambia. As the depth of the crisis became evident, and the international dimension became clearer, the SERVE management, supported by the board, made the difficult decision to cancel the international programmes. 2020 was the first year since 2003, that the international volunteering programme was not implemented.

The SERVE team committed to creatively engaging volunteers in global citizenship projects, that didn't involve travel and could be administered through digital means. Among the successful initiatives was an online programme, called Think Global-Act Local, engaging thirty-six volunteers. Virtual volunteering was trialled and strengthened involving partners in Vietnam and Mozambique and the Philippines. Volunteers were activated to develop a Sustainable Development Trail at Scala, Castle Road, Cork. SERVE worked with partners from Spain and Germany and the Czech Republic around a citizenship initiative focused on solidarity in Europe in Pandemic times. An application was made to the EU for financial support for the citizenship initiative, and though not successful, it scored well.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

The experienced youth worker appointed to work with SERVE's partners in Zambia in December 2019, commenced his appointment in February 2020. This volunteering initiative yielded excellent dividends in terms of boosting youth engagement in the project area, strengthening micro-projects focused on education, income generation and skills training, and helping to deliver youth leadership programmes. Great creativity was displayed in keeping programmes and hope alive, in the midst, of the Pandemic shutdown in Zambia. The volunteer worked throughout 2020 in Zambia strengthening existing partnerships and supporting incubating partnerships.

The SERVE Monitoring and Evaluation (ME) Officer assigned to the Young Africa (YA) Hub continued to work through 2020, in ensuring high levels of oversight and learning in the YA programmes in Zimbabwe and Mozambique and at the Redemptorist partner, the Mavambo Trust. The assignee indicated their intention to complete their assignment at the end of 2020, and a successful recruitment process was initiated to identify an experienced replacement to begin work in Zimbabwe in 2021.

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

Objective 4: The strengthening of SERVE's Fundraising Strategy, focused on raising Unrestricted Funds, with an emphasis on sustainability.

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

	31/01/2021	31/01/2020
	€	€
Total Income	693,136	739,873
Total Restricted Income	492,187	481,731
Total Unrestricted Income	200,949	258,142
Grant Income	259,750	280,000
Voluntary Income	433,387	459,873
From the Irish Public	275,769	435,862
Unrestricted Reserves	223,266	129,238

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

- The SERVE/ Irish Aid ratio is 63:37 (2019 62: 38) (2018 62:38) (2017 61:39).
- Unrestricted Income is (2020 29%) (2019 35%) (2018 46%) (2017 33%) 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 66:34 (2019 64: 36) (2018 64/ 36) (2017 63/37).
- Unrestricted Income is (2020 28%) (2019 41%) (2018 49%) (2017 35%) of total incoming resources.

Total Unrestricted Reserves at year end between North and South are €313,233 (2019 €216,454) (2018 €204,320) (2017 €128,944) which is in excess of the minimum required.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

The directors note the six percent (6%) decrease in overall income as compared to 2019. The fall of 8% in Restricted Funding is considered a reasonable outcome. The fall of 22% in Unrestricted Funding is a function of the Covid-19 crisis and the cancellation of the International Volunteering programmes. The fall in grant income is explained by a refund in 2020 to Irish Aid of unspent funds received from Irish Aid in 2019.

The Board is committed to the continued prioritisation of, raising unrestricted income, in 2021.

Objective 5: Adoption of New Governance Codes, Updating of SERVE Governance documents, and Board renewal.

The board continued with the management structure initiated in 2019. In a time of uncertainty ushered in by Covid-19, it served the organisation well during 2020. SERVE adjusted to a homeworking approach and developed associated policies. The board began to meet digitally for the first time, representing a transition from physical meetings. The review of the SERVE constitution and the drafting of a new constitution was given considerable attention and progress made. The following policies were finalised and updated during 2020: Homeworking; Financial Policies, Procedures and Internal Controls Manual; Risk policy and register; Reserves policy; Monitoring and Evaluation Policy. The board initiated the steps recommended by the Charity Regulator, as a pathway to adopting the Code of Governance stipulated by the Regulator. The preliminary steps were taken to implement significant board renewal. Following legal advice and drafting work relating to the new Constitution, which was submitted to the Charity Regulator in 2021, the scheduled AGM for November 2020 was delayed until 2021, to facilitate a digital AGM. Significant board renewal took place at the AGM held in June 2021.

Objective 6: To develop operational plans, focused on EU funding, Scala as a SDG Campus, project expansion in Zambia.

During 2020, the SERVE management team, with board engagement, led a process of discerning potential new programmes aligned with the SERVE mandate, that might link with the EU's funding preferences. Several of the volunteering and solidarity funding calls integral to the EU, are currently being reviewed. SERVE prepared an application for the Citizenship fund and the Solidarity Corp fund. The Citizenship fund application was very positively appraised but was not awarded a grant, while the Solidarity Corp fund application was successful, and the funds received in 2021. SERVE is hopeful that EU Erasmus fund may announce a call in 2022 focused on capacity building of the youth sector in Africa, and SERVE is positioning itself to be ready for such an application.

Though Covid-19 inhibited physically present meetings, strides were taken in 2020 in the form of a series of meetings with our partner Scala, to develop a Sustainable Development Campus at Scala. The work completed in 2020 fuelled the hive of activity taking place during 2021 to advance this project objective.

The assignment of a development officer to Mazabuka in Zambia during 2020 led to a series of dynamic developments that advanced educational, youth and income generation projects. The SERVE partnership with Young Africa in Lusaka and a series of small community based partners in Mazabuka were strengthened leading to significantly improved development outcomes in favour of young people and people with disabilities.

Country strategy papers for Zimbabwe, Zambia and Mozambique were completed and approved. Work commenced on Country Strategy Papers for India, the Philippines and Vietnam.

Objective 7: To commence the process towards an updated Strategic Plan.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

The current SERVE Strategic Plan concludes at the end of 2021. Given the multiple challenges faced during 2020, due to Covid-19, very little progress was made around a Strategic Plan in 2020. In 2021, this objective received its deserved attention and has progressed.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

4. OPERATIONAL SUMMARY

Development Programme

Expenditure on development programmes amounted to €453,181 which compares to the €446,047 spent in 2019. 70% (2019 60%) of this expenditure was on the SDP programme in Mozambique, and Zimbabwe. The SDP is a response to the challenges of youth unemployment and risks to the wellbeing of youth, in targeted communities, in Mozambique and Zimbabwe.

SERVE also during 2020 allocated a health infrastructure grant of €15,000 to develop the Kimpese Health Zone in rural Democratic Republic of Congo. €7,500 was allocated as emergency support to the Badjao Water Tribe to help provide food and other emergency supplies during a severe Covid-19 lockdown, in Cebu in the Philippines. SERVE allocated a number of grants to achieve development outcomes in Mazabuka in Zambia, including €12,215 to Luyobolola education programme; €2,949 to St. Patricks secondary school; €3,470 to St. Bakita's youth centre; €4,504 to Flamboyant special needs school; €26,256 to skills training programmes. €9,770 was allocated to Young Africa in Lusaka for skills development and youth leadership programmes.

The Tsholofelo skills training programme working in the squatter camps close to Rustenburg city in South Africa were granted €2,000 in support of skills training programmes. A grant of €5,000 was also allocated to Tsholofelo to help very vulnerable families in the squatter camps to navigate the challenges of Covid-19. €9,673 in expenditure was incurred in supporting youth development in South Africa. Capacity building expenditure of €195, €837, and €418, were incurred in support of established partnerships in Brazil, Vietnam, and Thailand.

Volunteer Programme

Expenditure on the Volunteer Programme amounted to €40,226 (2020 €154,942). The expenditure referenced here, includes expenditure on recruitment and training of volunteers and immersion participants. The salary costs relevant to volunteering, immersion and global citizenship programmes are also included. It also includes insurance and international volunteer programmes leadership costs.

Since 2005, SERVE has placed a total of 1,276 volunteers with partners in the developing world. 2020 was the first year in seventeen years, that the international volunteering programme was cancelled due to the Covid-19 Pandemic. The volunteer recruitment in the fourth quarter of 2019 was very successful. The Volunteer Coordinator led a process of engagement with the selected volunteers, as the pandemic emerged, and successfully navigated the challenges presented by the postponement of the volunteer programme. Great creativity was evidenced in engaging volunteers in virtual volunteering and in a digital programme focused on global issues.

All international immersion programmes were also cancelled during 2020. The unexpected global pandemic, along with ecological issues connected to climate justice, are catalysts for renewed reflection and creativity by SERVE with respect to international volunteering and immersion programmes.

Development Education

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

Traditionally, this commitment is most in evidence in SERVE's volunteering programmes and immersion programmes.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

New Development Education Initiatives

2020 brought unforeseen challenges to our development education approach. Big efforts were made to develop a strengthened online development education impact. Work commenced on a new development education strategy focused on clearly defined outputs and outcomes and placing the Sustainable Development Goals (SDGs) as central to this strategy. Preliminary work began on designing a programme called Think Global Act Local- a programme designed for implementation during 2021.

Despite the obstacles presented by Covid-19, momentum was maintained, in the project plans to develop the SERVE campus at Scala, Cork as a Sustainable Development Goals Campus. There is confidence that steps taken in 2020 will result in a vibrant development education programme for 2021.

Fair Trade

Flip Flop Friday (FFF) in 2020 was on a smaller and more restricted scale due to the Pandemic. FFF 2020 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

Most of the fundraising initiatives had to move to digital platforms during 2020. A new fundraising initiative called the SERVE Solidarity Games was implemented with some success during the month of July 2020. A wonderful team of SERVE volunteers led a venture to produce a SERVE Cook-book gathering the culinary delights experienced over the years on international volunteer programmes. Renewed emphasis was placed on promoting SERVE Ethical Gifts and Solidarity Gifts.

The postponement of international volunteering and immersion programmes represented a loss of up to 35% of SERVE's traditional income. This poses a formidable challenge. Fundraising income unsurprisingly fell by 43%, but unexpectedly General Donations increased by 44%. Standing orders increased by 2.5%. Overall unrestricted income fell by 18%, while restricted income rose by 1.5%.

The board will continue, to monitor strategies, that improve fundraising capacity, during 2021.

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 24 which shows a surplus for the year amounting to €154,005 (2020 €53,742).

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

SERVE is a registered charity both in the Republic of Ireland (CHY 18154) and in the North of Ireland (XT 16752). The combined income between South and North for the year ended 31st January 2021 reached €752,049 (2019 €782,602) of which, €693,137 (2019 €739,873), was raised in the Republic of Ireland. Income Resources from Generated funds in the Republic of Ireland was 62% (2019 64%). Income Resources from Charitable Activities was 37% (2019 36%). Grant income from Irish Aid was consistent with previous

The result from Developing World Groups during 2020 saw a 53% (2019 40% decrease) increase. This improvement is a result of a more proactive approach by SERVE. The SDP co-funding income in favour of the SERVE programme in Mozambique and Zimbabwe, was robust and offset the setback associated with the income reduction arising from the postponement of the volunteering and immersion programmes.

Direct Charitable Expenditure was 98% (2019 98%) of total expenditure. The costs of generating funds were 0.05% (2019 .09%) of total expenditure. The governance costs were 0.089% (2019 .068%). €368,429 or 69% during 2020 (2019 46%) of total expenditure was on granted to 8 partners.

The surplus of €154,005 (2019 €53,742) for the year referenced on page 24 is comprised of a surplus on Restricted Income and Expenditure of €68,517, and a surplus on Unrestricted Income and Expenditure of €85,488.

Many of the Expenditure patterns in 2020 demonstrate a reduced rate of expenditure. This is due to Covid-19. For example, there is 75% reduction in Volunteer Programme Costs. Expenditure on the Development programme fell by only 4% and the fall in expenditure in the two largest expenditure line items (Mozambique and Zimbabwe) was less than 10%, indicating the vibrancy of the development programmes despite the Pandemic. In the governance and fundraising and administration costs, the only cost centres recording increases were Professional fees and Staff training and printing and posting. The 34% reduction in salary costs is a factor of two staff roles moving from full-time to part-time as part of a Covid-19 management approach.

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 €900,910 (2020 €849,151) along with debtors of €30,222 and creditors of €6,309 at the year-end January 31st 2021 held by SERVE in the Republic of Ireland. The net reserves are €924,823 (2020 €770,818).

There are five important factors relevant to an analysis of these reserves : (1) €223,266 represents a prudent unrestricted reserve balance; (2) There is €93,385 that relates to a long term school development project in Haiti; (3) There are significant reserves of €289,024 held for long term development programmes in the Philippine (4) €51,235 of third world group funding unspent, €188,517 of Irish Aid funding unspent and; (5) a prudent reserve of restricted funding of €79,395 spread between and in support of the projects in our priority countries.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

SERVE reviewed its Reserve Policy in July 2020. SERVE is committed to maintaining a minimum of unrestricted reserves to cover at least five months of organisational running costs. The Organisational Reserve is calculated by adding the Unrestricted Reserve in SERVE ROI and SERVE NI. The unrestricted 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 €223,266 at 31st January 2021, represents, a, large increase in comparison with (2019 €129,238), and when taken with the unrestricted reserves in the North of Ireland, the total unrestricted reserves are €313,233 (2019 €216,454) and this is the equivalent of approximately 19 months (2019 12.5 months) of the running costs of the organisation.

Grant Awarding Policy

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

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

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

Pay policy for senior staff

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

With the exception, of the Programmes and Administration Manager, and the Development Programme Manager, all Directors give of their time freely and no director received remuneration in the year. While the Directors are entitled to reimbursement for vouched expenditure incurred in the performance of their duties, no such amount was claimed in 2019 or 2020.

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

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

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.

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

In the opinion of the Directors, there are significant risks and uncertainties facing the organisation at this time due to the continuation of the pandemic. While this is a constantly changing situation, the Directors are monitoring and following the advice from the Government and the Departments of Health and Foreign Affairs.

The Directors will continue to monitor the situation and take any measures necessary to ensure that any financial impact is minimised to the best extent possible. There have been no post balance sheet adjustments made to the financial statements in relation to COVID-19.

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2021

7. PLANS FOR FUTURE PERIODS

Future Developments

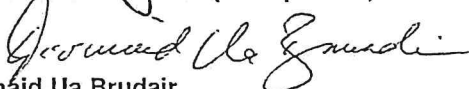
Securing and retaining reliable sources of funding remains the key challenge for SERVE over the next number of years. SERVE IN SOLIDARITY IRELAND Plan, for 2021 is based on six key objectives:

1. To successfully report to Irish Aid on the 3-year Irish Aid funded SDP programme in Mozambique and Zimbabwe.
2. To reflect the learning and recommendations from the SDP External Evaluation 2020 into a new year three funding application to Irish Aid, and to initiate in Quarter 4 2021, the new programme.
3. To develop a refocused approach to global citizenship reflecting the learning from the Pandemic and issues pertaining to Climate Justice.
4. The strengthening of SERVE's Fundraising Strategy, focused on raising Unrestricted Funds, with an emphasis on sustainability.
5. Implementation of board renewal proposals, and formal approval of the new SERVE constitution and code of governance.
6. To commence the process towards an updated SERVE Strategic Plan.

On behalf of the Board



John Gerard O'Connor (Chairperson)



Diarmaid Ua Brudair

Date: 30th November 2021

**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 2021**

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 2021 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 2021 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the responsibilities section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 18 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

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.

**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 2021**

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

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

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 2021

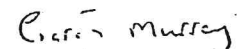
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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

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


Ciarán Murray

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

30th November 2021

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2021

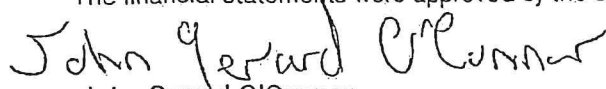
		Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds Funds 2020
	Notes	€	€	€	€
Incoming Resources	1 & 2				
Income Resources From Generated Funds		232,437	200,934	433,371	459,858
Income Resources From Charitable Activities		259,750	-	259,750	280,000
Interest Income		-	15	15	15
Total Incoming Resources		492,187	200,949	693,136	739,873
Resources Expended					
Charitable Activities	6	(397,630)	(131,971)	(529,601)	(675,242)
Cost of Generating Funds	4		(2,577)	(2,577)	(6,243)
Governance Costs	5		(6,953)	(6,953)	(4,646)
Total Resources Expended		(397,630)	(141,501)	(539,131)	(686,131)
Net Outgoing Resources Before Transfers		94,557	59,448	154,005	53,742
Transfers					
Transfers Between Funds	8	(26,040)	26,040	-	-
(Deficit) / Surplus for the year		68,517	85,488	154,005	53,742

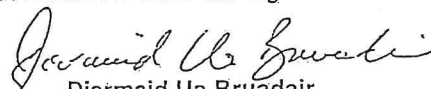
The statement of financial activities has been prepared on the basis that all operations are continuing operations.

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 30th November 2021 and signed on its behalf by


John Gerard O'Connor
Director

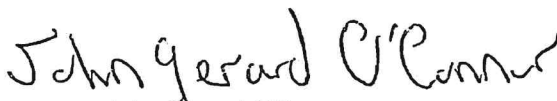

Diarmaid Ua Bruadair
Director

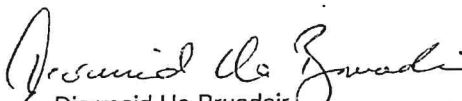
SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

BALANCE SHEET
31ST JANUARY 2021

	Note	2021 €	€	2020 €	€
Current assets					
Debtors	10	30,222		30,222	
Cash at bank and in hand		900,910		849,151	
		<u>931,132</u>		<u>879,373</u>	
Creditors: amounts falling due within one year	11	<u>(6,309)</u>		<u>(108,555)</u>	
Net current assets		924,823		770,818	
Total assets less current liabilities		<u>924,823</u>		<u>770,818</u>	
Net assets		<u>924,823</u>		<u>770,818</u>	
Contingency Reserve Fund					
Restricted Funds		701,557		641,580	
Unrestricted Funds		223,266		129,238	
Funds of the Charity		<u>924,823</u>		<u>770,818</u>	

These financial statements were approved by the board of directors on 30th November 2021 and signed on behalf of the board by:


John Gerard O'Connor
Director


Diarmaid Ua Bruadair
Director

The notes on pages 28 to 38 form part of these financial statements.

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

**STATEMENT OF CHANGES IN RESERVES
YEAR ENDED 31ST JANUARY 2021**

	Funds of the Charity	Total
	€	€
At 1st February 2019	717,076	717,076
Surplus for the year	<u>53,742</u>	<u>53,742</u>
Total comprehensive income for the year	<u>53,742</u>	<u>53,742</u>
At 31st January 2020	<u>770,818</u>	<u>770,818</u>
Surplus for the year	<u>154,005</u>	<u>154,005</u>
Total comprehensive income for the year	<u>154,005</u>	<u>154,005</u>
At 31st January 2021	<u><u>924,823</u></u>	<u><u>924,823</u></u>

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

**STATEMENT OF CASH FLOWS
YEAR ENDED 31ST JANUARY 2021**

	2021 €	2020 €
Cash flows from operating activities		
Surplus for the financial year	154,005	53,742
<i>Adjustments for:</i>		
Accrued expenses/(income)	615	-
<i>Changes in:</i>		
Trade and other debtors	-	5,171
Trade and other creditors	(102,861)	69,140
Cash generated from operations	<u>51,759</u>	<u>128,053</u>
Net cash from operating activities	<u>51,759</u>	<u>128,053</u>
 Net increase/(decrease) in cash and cash equivalents	 51,759	 128,053
Cash and cash equivalents at beginning of year	<u>849,151</u>	<u>721,098</u>
Cash and cash equivalents at end of year	<u>900,910</u>	<u>849,151</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31ST JANUARY 2021**

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 2021**

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 2021**

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 2021**

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 2021

Operating leases

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

Going concern

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

Financial instruments

SERVE In Solidarity Ireland has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measures at their settlement value.

Judgements and key sources of estimation uncertainty

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

3. Operating profit

Operating profit is stated after charging:

	2021	2020
	€	€
Fees payable for the audit of the financial statements	<u>2,234</u>	<u>1,619</u>
and after (crediting):		
Government Grants		
Irish Aid	<u>259,750</u>	<u>280,000</u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2021

4. Cost of Generating Funds	2021	2020
	€	€
Fundraising Costs	1,474	5,163
Printing and Promotion	1,103	1,080
	<u>2,577</u>	<u>6,243</u>

These expenses are funded from unrestricted funds.

5. Governance Costs	2021	2020
	€	€
Professional Fees	738	-
Direct Governance Costs	-	-
Motor expenses	36	90
Staff Training	3,945	2,937
Auditors remuneration	2,234	1,619
	<u>6,953</u>	<u>4,646</u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2021

6. Direct Charitable Expenditure	2021	2020
	€	€
Direct Costs	503,171	637,405
Support Costs		
Staff Costs	9,108	13,147
Computer bureau costs	412	4,463
Rent payable	4,800	4,800
Insurance	4,480	4,997
Capacity Building Costs	18	187
Telephone	136	320
Printing, Postage & Stationery	1,409	1,171
Subscriptions	4,491	6,048
Office Expenses	3	279
Bank charges	1,494	2,420
Audit	-	-
Miscellaneous Administrative Expenditure	79	5
	<u>529,601</u>	<u>675,242</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 41.

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

7. Staff costs

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

	2021	2020
	Number	Number
Operational	2	2
Administrative	1	1
	<u>3</u>	<u>3</u>

The aggregate payroll costs incurred during the year were:

	2021	2020
	€	€
Wages and salaries	83,166	118,688
Social insurance costs	7,922	12,790
	<u>91,088</u>	<u>131,478</u>

There were no employees in the year ended 2021 (2020 - €Nil) whose total employees benefits fall within the band €60,000 to €70,000.

8. Transfer

In 2020 / 2021 an amount of €26,040 from Irish Aid was transferred from restricted income to unrestricted income. In 2019 / 2020 an amount of €26,100 from Irish Aid was transferred from restricted income to unrestricted income.

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

9. Taxation

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

10. Debtors

	2021	2020
	€	€
Other debtors	<u>30,222</u>	<u>30,222</u>

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

11. Creditors: amounts falling due within one year

	2021	2020
	€	€
Tax and social insurance:		
PAYE and social welfare	4,075	6,936
Accruals	2,234	1,619
Deferred income	-	100,000
	<u>6,309</u>	<u>108,555</u>

12. Company Status

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

13. Statement of movements on statement of financial activities

	Statement of Financial Activities €
At 1st February 2020	770,818
Profit for the year	154,005
At 31st January 2021	<u>924,823</u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2021

14. Reconciliation of movements in funds of the charity

	2021	2020
	€	€
Restricted Funds		
Opening Balance	641,580	587,648
Net Movement After Taxation	59,977	53,932
	<u>701,557</u>	<u>641,580</u>
Unrestricted Funds		
Opening Balance	129,238	129,428
Net Movement After Taxation	94,028	(190)
	<u>223,266</u>	<u>129,238</u>
Balance at year end	<u><u>924,823</u></u>	<u><u>770,818</u></u>

15. Capital commitments

The company had no capital commitments at the 31st January 2021.

16. Contingent liabilities

The company had no contingent liabilities at the 31st January 2021.

17. Financial instruments

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

	2021	2020
	€	€
Financial assets that are debt instruments measured at amortised cost		
Other debtors	30,222	30,222
Cash at bank and in hand	900,910	849,151
	<u>931,132</u>	<u>879,373</u>

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2021**

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 30th November 2021.

**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 2021**

	2021 €	2020 €
INCOME		
Restricted Funds		
Irish Aid	259,750	280,000
Redemptorist International Solidarity	3,790	-
Brazil	195	200
Philippines	1,134	-
India	1,004	6,317
South Africa	37,059	14,230
Zimbabwe	78,623	11,610
Zambia	30,495	76,222
DR Congo	-	12,595
Mozambique	43,137	54,867
Third World Groups	37,000	24,191
Haiti	-	1,499
	<u>492,187</u>	<u>481,731</u>
Unrestricted Funds		
Donations and Standing Order	97,528	69,770
Comhlamh	-	1,500
Volunteer Contribution	41,642	121,404
Redemptorists Ireland	30,000	30,000
Redemptorist International Solidarity	16,200	21,800
Flip Flop Friday	4,515	3,653
Coream	10,000	10,000
Other Income	1,064	15
	<u>200,949</u>	<u>258,142</u>
Total Income	693,136	739,873

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

**RESTRICTED AND UNRESTRICTED FUNDS
YEAR ENDED 31ST JANUARY 2021**

	2021 €	2020 €
EXPENDITURE		
From Restricted Funds		
Irish Aid	163,723	246,386
Fair Trade	422	-
Third World Groups	15,000	21,954
Development Appeal	220,896	137,206
EU Erasmus+	4,505	9,909
Volunteer Programme	1,182	-
	<u>405,728</u>	<u>415,455</u>
From Unrestricted Funds		
Development Programme Salaries	36,435	52,592
Serve Funded Development Projects	12,622	-
Volunteering Programmes	39,044	152,942
Development Education	9,162	13,430
Global Citizenship	180	235
Fair Trade	-	2,700
Shared Advocacy	-	51
	<u>97,443</u>	<u>221,950</u>
Total Project Assistance	503,171	637,405
(Deficit) / Surplus Funds before Administration Expenditure	189,965	102,468

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2021

	2021 €	2020 €
Income		
Donations and Standing Orders		
Serve	78,297	57,881
Fundraising Events	19,231	13,389
	<u>97,528</u>	<u>71,270</u>
Volunteers Contribution	41,642	121,404
Flip Flop Friday	4,515	3,653
Development Appeal		
Brazil	195	200
Philippines	1,134	-
India	1,004	6,317
South Africa	37,059	14,230
Zimbabwe	78,623	11,610
Zambia	30,495	76,222
DR Congo	-	12,595
Mozambique	43,137	54,867
Haiti	-	1,499
	<u>191,647</u>	<u>177,540</u>
Other Income	1,064	15
Irish Aid	259,750	280,000
Misean Cara	-	-
Third World Groups	47,000	34,191
EU Income	-	-
Redemptorists Ireland	30,000	30,000
Redemptorist International Solidarity	19,990	21,800
Total Income	<u><u>693,136</u></u>	<u><u>739,873</u></u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2021

	2021 €	2020 €
Expenditure		
Volunteering Programme		
Wages and salaries	33,265	47,476
Employers PRSI contributions	3,169	5,116
Overseas Programmes	3,125	93,888
Training	657	6,693
Recruitment and Promotion	10	1,769
	<hr/> 40,226	<hr/> 154,942
Development Projects		
Wages and salaries	33,267	47,476
Employer's PRSI contributions	3,169	5,116
Brazil	195	200
India	-	1,584
Philippines	7,515	1,358
Thailand	418	-
South Africa / Muvamba	16,673	23,630
Mozambique	136,205	152,403
Zimbabwe	176,469	163,772
Zambia	59,163	47,525
Haiti	4,270	1,619
Congo	15,000	21,364
Vietnam	837	-
	<hr/> 453,181	<hr/> 466,047
Development Education		
Wages and Salaries	8,317	11,868
Employer's PRSI Contributions	792	1,279
Development Ed / Global Citizenship	53	283
	<hr/> 9,162	<hr/> 13,430
Shared Advocacy		
Shared Advocacy	-	51
	<hr/>	<hr/> 51
Global Citizenship		
Global Citizenship	180	235
	<hr/> 180	<hr/> 235

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2021

		2021 €		2020 €
Fair Trade				
Fair Trade	421		2,700	
		421		2,700
Administration				
Admin Wage	8,317		11,868	
Admin Prsi	792		1,279	
<u>Office Administration Expenses</u>				
Rent payable	4,800		4,800	
Computer bureau costs	412		4,463	
Insurance	4,480		4,997	
Professional Fees	738		-	
Capacity Building Costs	18		187	
Telephone	136		320	
Printing, Postage & Stationery	1,409		1,171	
Motor expenses	36		90	
Subscriptions	4,491		6,048	
Office Expenses	3		279	
		16,523		22,355
<u>Fundraising</u>				
Fundraising Costs	1,474		5,163	
Printing and Promotion	1,103		1,080	
		2,577		6,243
<u>Capacity Building</u>				
Staff Training	3,945		2,937	
		3,945		2,937
Audit	2,234		1,619	
Bank Charges	1,494		2,420	
Miscellaneous Administration Expenses	79		5	
		35,961		48,726
Total Expenditure		539,131		686,131
Operating profit		154,005		53,742

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

CHARITABLE ACTIVITIES - IRISH AID
FOR THE YEAR ENDED 31ST JANUARY 2021

	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds 2020
	€	€	€	€
The grant from Irish Aid has been allocated to the following				
Irish Aid				
South Africa - Health	-	-	-	-
South Africa - OVC	-	-	-	-
South Africa - Skills Training	-	-	-	-
South Africa - Capacity Building	-	-	-	-
Mozambique - HIV / AIDS	-	-	-	-
Mozambique - TVET	96,480	-	96,480	108,250
Mozambique - Capacity Building	-	-	-	-
Zimbabwe - TVET	137,230	-	137,230	138,136
Zimbabwe - Capacity Building	-	-	-	-
Programme Quality	-	-	-	-
Programme Administration	12,900	-	12,900	12,900
Programme Support	13,140	-	13,140	13,200
Zambia - TVET	-	-	-	-
	<u>259,750</u>	<u>-</u>	<u>259,750</u>	<u>272,486</u>

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

Tapologo (South Africa)	-	-	-	-
Tsholofelo (South Africa)	-	-	-	-
Young Africa (Mozambique)	82,750	-	82,750	106,250
Young Africa (Zimbabwe)	80,973	-	80,973	138,136
Volunteer Programme	-	-	-	2,000
Young Africa (Zambia)	-	-	-	-
Programme Quality	-	-	-	-
Programme Support	12,900	-	12,900	12,900
Programme Administration	13,140	-	13,140	13,200
	<u>189,763</u>	<u>-</u>	<u>189,763</u>	<u>272,486</u>

The allocations from the Irish Aid grant, includes funding from Irish Aid funding €96,826, unspent at January 31st 2020. €188,517 of Irish Aid funds were not yet transferred overseas at year end January 31st 2021. 2020 Funds from Irish Aid were not received until December 8th 2020.

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

INCOME RESOURCES FROM GENERATED FUNDS
FOR THE YEAR ENDED 31ST JANUARY 2021

	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds 2020
	€	€	€	€
Restricted Income from Generated Funds				
Grants below represent income from groups and agencies and appeals				
Electric Aid	27,000	-	27,000	21,591
Galway County Council	-	-	-	600
COREAM	10,000	-	10,000	10,000
RIS	19,990	-	19,990	-
Congregation Jesus M	-	-	-	-
EU	-	-	-	-
TUI	-	-	-	-
Sharp	-	-	-	-
INTO	-	-	-	-
Edmund Rice Trust Fund	-	-	-	2,000
Solidarity Gifts	-	-	-	-
McManus Trust	10,000	-	10,000	-
Development Appeal	188,210	-	188,210	177,511
	<u>255,200</u>	<u>-</u>	<u>255,200</u>	<u>211,702</u>

Grants noted above have been allocated to the following partners

Young Africa Capacity Development (Zimbabwe)	-	-	-	2,664
Young Africa TVET (Zimbabwe)	84,087	-	84,087	13,063
Kimpese Health Zone (Congo)	15,015	-	15,015	21,364
Caritas Brazil Capacity Building Programme	195	-	195	200
Capacity Building Programme (Brazil)	-	-	-	1,584
RIS Communication Project	10,000	-	10,000	10,000
Young Africa Beira Cyclone Emergency (Mozambique)	-	-	-	37,262
Young Africa Refrigeration TVET (Mozambique)	-	-	-	8,891
Capacity Building Programme (Philippines)	-	-	-	1,358
Capacity Building Programme (South Africa)	-	-	-	2,045
Capacity Building Programme (Zambia)	9,680	-	9,680	5,266
Mazabuka Development Projects, Zambia	49,483	-	49,483	-
Young Africa Mozambique Generator Project	-	-	-	-
Young Africa Mozambique Catering Project	-	-	-	-
Young Africa Mozambique TVET Project	51,872	-	51,872	-
Kerala & India Emergency Flood Programme	-	-	-	-
Kerala & India's Life Plus Programme	-	-	-	-

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

Association for People with Disabilities, India	-	-	-	-
Sumanhalli (India)	-	-	-	-
Muvamba Water for All Project, Mozambique	-	-	-	-
Mbanza Ngungu Health Programme for Congo	-	-	-	-
Jyothi Seva School for Blind, India	-	-	-	-
Tibiga Girls Education Programme, Burkina Faso	-	-	-	-
Iruma Education Project, Kenya	-	-	-	-
COREAM capacity building	-	-	-	-
Haiti Capacity Building Programme	-	-	-	-
CDS Education, Vietnam	837	-	837	-
Ethical Gifts, Thailand	840	-	840	-
Badjao Covid Support, Philippines	7,515	-	7,515	-
Mozambique Capital Equipment	41,580	-	41,580	-
Tsholofelo Skills Training (South Africa)	-	-	-	6,810
Development Appeal Fund - Immersion and Monitoring	16,658	-	16,658	57,035
Solidarity Gift Fund	-	-	-	-
	<u>287,762</u>	<u>-</u>	<u>287,762</u>	<u>167,542</u>

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

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

**INCOME RESOURCES FROM GENERATED FUNDS
FOR THE YEAR ENDED 31ST JANUARY 2021**

	Restricted Funds 2021	Unrestricted Funds 2021	Total Funds 2021	Total Funds 2020
	€	€	€	€
Charitable Activities - EU Erasmus +				
The grant of €90,551 received from the EU in late 2016, was augmented with €300 of Serve funds during the year ending January 31st 2021.				
A refund payment of €11,408 was made to the EU, as outlined below:				
Child Safeguarding Capacity Building, Young Africa	-	-	-	-
ICT Development, Young Africa	-	-	-	-
Monitoring and Evaluation Capacity Building, Young Africa	-	-	-	-
Administration and Finance Capacity Building, Young Africa	-	-	-	-
ToolKit Resource Development	-	-	-	4,588
Achieve Programme	-	-	-	-
Youth Work Programme	-	-	-	-
External Evaluation	-	-	-	2,240
External Audit	-	-	-	3,075
Bank Charges	-	-	-	6
Leadership and Management Programme	-	-	-	-
Other Expenditure	4,504	6,904	11,408	-
	<u>4,504</u>	<u>6,904</u>	<u>11,408</u>	<u>9,909</u>