

Company registration number: 419696

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

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2022**

**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
Ferghal 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
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Bankers	Allied Irish Bank, 9, Terenure Road, Rathgar, Dublin 6.
Charity number	18154
Registered Charity Number	20069094
Website	www.serve.ie

**SERVE IN SOLIDARITY IRELAND
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**SERVE IN SOLIDARITY IRELAND
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**CHAIRPERSON'S STATEMENT
YEAR ENDED 31ST JANUARY 2022**

"A good half of the art of living is resilience"- Alain de Botton

The quote above from the British-Swiss Philosopher captures both a reality and a hope. Our pandemic times has taught us the importance of resilience when unexpected challenges confront us. It also tells us something about tomorrow and the years ahead. If we want to be catalysts for change in the future, we need to build resilience today.

SERVE is dedicated to building resilience in struggling communities. Our Irish Aid funded programme prioritizes young people in targeted communities in Mozambique and Zimbabwe. It is aptly titled 'Skills for Youth Resilience Programme'. It is an ambitious programme dedicated to boosting the economic and emotional resilience of 4,920 young people over a three-year period while also building the organisational resilience of our pivotal partner- Young Africa. This new three-year programme follows on SERVE's successful SDP programme 2018-2021 that reached 7,343 young people. It is heartening to consider the outputs and outcomes achieved throughout 2021 and into 2022 measured through a robust results framework. The Directors clearly outline under objective two in the review of the activities of the charity, in the attached report, the number of young people enhanced with skills for employment and skills for life. It lists the number of scholarships awarded, the training centres supported with infrastructural grants, the efforts made to create an enterprise culture and how our partner Young Africa is being supported to be at the cutting edge of building resilience for young people in struggling communities. I applaud the professionalism and dynamic energy of our partner Young Africa in Mozambique and Zimbabwe.

SERVE also during 2021 supported development and emergency projects in Zambia, the Philippines, South Africa, Haiti, and the Democratic Republic of Congo. The grants allocated include emergency relief to families devastatingly impacted by an earthquake and a cyclone, support to communities struggling with Covid-19 as well as installing solar water pumps for rural communities. On behalf of all stakeholders involved with SERVE a big expression of gratitude is due to our partners who work tirelessly to ensure that nobody is left behind in the communities they serve.

I would like to thank the Redemptorists for our enduring partnership relationship. SERVE administer the project management cycle for the Redemptorists for three development initiatives, one in South Africa, another in Zimbabwe and one in India. This support includes programmes in the following sectors: Disability, Orphan and Vulnerable Children and 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 for the Redemptorists an annual development budget -across 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).

Until the emergence of Covid-19 in 2020 SERVE had assigned 1,276 international volunteers. SERVE is committed to harnessing the learning from the Pandemic and from the climate crisis to help craft new and meaningful ways to foster global citizenship. Important steps were initiated in 2020 by SERVE and continued in 2021 trialling creatively- initiatives focused on virtual volunteering and implementing digital global citizenship programmes.

2021 presented an array of challenges. Yet, the Directors are satisfied that SERVE is financially comfortable and operating within best practice in terms of Unrestricted Reserves. We welcome the robust performance during 2021 in maintaining our Unrestricted Reserves at a reassuring level.

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**CHAIRPERSON'S STATEMENT
YEAR ENDED 31ST JANUARY 2022**

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 2021. 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.

In particular I would like to express gratitude to Brian Silke, Jim Ryan and Noel Kehoe who retired from the SERVE board in June 2021 and to warmly welcome Jane Mellet, Diane Duggan, Simon Chagweda, Leonie O'Donnell and Fearghal Connolly as new board members. Two of the founding members of the Company also retired in June 2021, namely Brian Kelly and Henrietta O'Meara and five new members were approved including Brian Silke, Noel Kehoe, Jim Ryan, Brian Nolan and Eileen Hoffler.

I would also like to wish Fiachra Brennan every success as he moves to a new challenge having volunteered and worked with SERVE in several capacities.

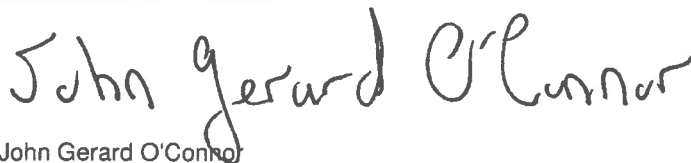
I would like to express sincere gratitude to the following donors who have contributed to the work of SERVE during 2021:

Irish Aid
Redemptorists
Electric Aid
Edmund Rice Trust Fund
COREAM
Redemptorist International Solidarity
Learghas
SHARP
Cork County Council

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.

SERVE is dedicated to building capacity and resilience in our partners and the communities they serve. SERVE helps build the skills to ensure that the future is good even in the face of setbacks, cyclones and pandemics. Building capacity prepares us for future purpose rather than current pain.

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



John Gerard O'Connor
Chairperson
SERVE IN SOLIDARITY IRELAND
Date: 25th January 2023

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT
YEAR ENDED 31ST JANUARY 2022**

The directors present their annual report and the audited financial statements for the year ended 31st January 2022. 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 had seven registered members until June 2021. The number of members may be increased from time to time by vote of the said members. In June 2021 the number of members was increased to ten members. The directors of the company are appointed by the members.

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

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

Board of Directors

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

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

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

Board Appointments

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

SERVE In Solidarity Ireland has developed a template where the board receives timely information at appointed times across the agreed principal areas of activities and concern. This template is prepared in a calendar format which ensures that relevant issues are considered by the Board. The Board met four times during 2021. 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.
- Compliant with the Code of Governance stipulated by the Charity Regulator.
- Compliant 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 2021.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

The board updated the SERVE Governance Manual in June 2021. 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.

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.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

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 January 2022, and the risk register also in January 2022.

Transparency and Accountability

There was no instance of fraud during 2021. 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. SERVE has supported initiatives to create a robust internal audit function within the operational context of our principal partners, namely Young Africa in Mozambique and Zimbabwe.

Networks and Consortia

SERVE has a strategic alliance with the Dublin Province of the Redemptorists. SERVE also works strategically 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 is operational. SERVE is also a member of Dochas- the Irish Association of Non-Governmental Organisations. SERVE is also as a member of COMHLAMH; IDEA; the Cork Chamber of Commerce; Charities Institute of Ireland and the Wheel.

**SERVE IN SOLIDARITY IRELAND
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**DIRECTOR'S REPORT (CONTINUED)
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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 Global Citizenship Education and public engagement- plays a role in increasing awareness and understanding of the changing, interdependent and unequal world in which we live and the ways in which our attitudes and actions can make a difference to disadvantaged people and vulnerable communities.

3. REVIEW OF THE ACTIVITIES OF THE CHARITY

The Directors set six main objectives for 2021:

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 three-year 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.

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**DIRECTOR'S REPORT (CONTINUED)
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The progress made in 2021 in respect of the key objectives is detailed as follows:

Objective 1: To successfully report to Irish Aid on the 3-year Irish Aid funded SDP programme in Mozambique and Zimbabwe.

The Directors report for the Year ending January 31st, 2021 clearly outlined the outputs and outcomes achieved in the third year of the Irish Aid funded SDP programme in Mozambique and Zimbabwe. This was possible as 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 results from the Irish Aid programme for the period October 2020 to September 2021 were therefore included in last year Director's report.

SERVE comprehensively reported to Irish Aid in October 2021. There was a small refund of €5,425 relating to 2022 from SERVE to Irish Aid from the grant of €280,000 representing an underspend in Zimbabwe. At the time of writing this Director's report, Irish Aid has not formally offered feedback on the report submitted but has agreed another round of funding for three years. The development outcomes reported in 2021 in the Irish Aid programmes outlined how 1,800 students benefitted from Entrepreneurship and life skills training representing a considerable achievement given the prevalence of Covid-19 lockdowns and restrictions in the reporting period. Furthermore, significant staff and organisational capacity building initiatives were delivered as well as capital investment in three training centres, and the allocation of scholarships to 430 students. Micro-credit loans were agreed with 36 students and 3 franchise holders.

Objective 2: To reflect the learning and recommendations from the SDP External Evaluation 2020 into a new three-year funding application to Irish Aid, and to initiate in Quarter 4 2021, the new programme.

The External Evaluation of the SERVE Development Programme 2018-2021 was finalised in October 2020. This external evaluation which is available from SERVE to interested parties played a pivotal role in shaping SERVE's new three-year application to Irish Aid for the period 2021-2024. During 2021 Irish Aid awarded a grant of €840,000 over three years in favour of SERVE's 'Skills for Youth Resilience Programme'. The overall goal of the programmes is for 4,920 marginalised young people in Mozambique and Zimbabwe to have stronger economic resilience, that is to have more financial and personal capacity to minimise the impact of shocks to their wellbeing and to be able to recover from these shocks. There are three principal components focused on (i) Skills for economic resilience; (ii) Skills for Emotional Resilience; (iii) Organisational Resilience. Funding from Irish Aid for the first year was received on December 9th, 2021. The development outputs achieved in Year 1 of this three-year programme (October 2021 to September 2022) include:

- 1,311 young people completing skills training for employment and life skills training.
- 294 young people awarded scholarships.
- 5 training department facilities upgraded, including the Creche at YA Zimbabwe the Auto Mechanics Department at YA Manga, Beira and the Electrical and Civil Construction Workshops and the Milk Processing Room at YA Agri Tech centre, Dondo, Beira.
- 22 micro-credit grants (graduate kits) disbursed to students.
- 1 Youth Entrepreneurship established and 30 students completing an Entrepreneurship Bootcamp.
- 5 Capacity building initiatives at Young Africa centres.
- 2 Life Skills Teachers funded.
- 9 microcredit loans disbursed to Franchise Holders.
- 18 Staff funded.
- 2 Internal Audit processes completed at Young Africa centres.

The following development outcomes were achieved during the period October 2021 to September 2022:

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- 68% of Young Africa graduates successfully engaged in economic activity.
- In Zimbabwe the percentage of young people with no regular weekly income has fallen from 41% to 0% and the percentage of young people earning between \$14-\$30 a week has expanded from 15% to 68%.
- In Mozambique income levels remained stagnant.
- In both Zimbabwe and Mozambique the average weekly earnings for young women are slightly higher than young men.
- 19% of Young Africa graduates have savings to boost economic resilience.
- In Mozambique life skills quantitative monitoring was completed with 451 graduates with 78% indicating improved core skills and 85% with better knowledge of important life skills issues affecting their emotional resilience.
- In Zimbabwe life skills quantitative monitoring was completed with 217 graduates with 84% indicating improved core skills and 95% with better knowledge of important life skills affecting their emotional resilience.
- 56% of staff participating in the five capacity building initiatives recorded good confidence levels as a result of the training in specific areas while 33% recorded fair confidence and 11% a weak confidence level.
- In Mozambique the Franchise model in the project year is contributing 91% of core costs and has recovered from the freefall experienced during Covid-19.
- In Zimbabwe the Franchise model in the project year is contributing 16% representing an improvement from the 10% recorded during Covid-19 but indicative of the challenge ahead in a struggling economy.

The delay in disbursing micro-credit support and kits to graduates and franchise holders signifies that at the time of reporting relevant data focused in repayment rates are not relevant.

The robust results framework pivotal to the SYRP programme in Mozambique and Zimbabwe offers helpful data at this early stage of the 3-year programme:

- Improvements in the level of economic activity for graduates are not yet generating income improvements or savings improvements in line with the targets. This is consistent across gender, age and location.
- Female graduates are matching their male counterparts on most of the economic resilience results and exceeding their male counterparts on most of the emotional resilience results.
- The average age of enrolment (22 in Zimbabwe and 24 in Mozambique) is evidence that most students do not enrol in vocational training immediately after leaving formal education, indicating that young people are trying to earn a living after leaving school but need a vocational training qualification to improve income generation prospects.
- There are greater levels of economic insecurity compared with previous years.
- The microcredit programme stalled during year 1 and needs to become more dynamic.

The SERVE and Young Africa data collection process worked well during the project period. The SERVE assigned Regional ME officer completed monitoring visits in Zimbabwe and Mozambique via site walks, staff meetings, focus group discussions and semi-structures interviews with beneficiaries, as well as completing financial reviews.

There is a growing understanding that in relation to Life Skills, that:

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- There is a need to expand the soft skills framework and include other critical soft skills including people management, change management, service orientation judgement and decision making.
- Young Africa need to develop systems to ensure continuous delivery of Life skills and wellness services to young people during the job attachment period and post training. These steps will improve resilience levels amongst students and assist in sustaining the impact of Life Skills training.
- In the wake of increased drug and substance abuse as well as deteriorating mental health among young people in Zimbabwe, the measurement of emotional resilience gave YA Zimbabwe a springboard to establish a strong Life Skills and Wellness Department.
- The concept prioritizing savings requires additional emphasis among young students and graduates.
- The Entrepreneurship Bootcamps were very positively evaluated and offer insight and learning for future years.

SERVE and Young Africa are committed during 2023 to building Young Africa's organisational capacity in support of Digital Vocational Education and Training.

Objective 3: To develop a refocused approach to global citizenship reflecting the learning from the Pandemic and issues pertaining to Climate Justice.

The Covid-19 pandemic continued to disturb the rhythm of our international volunteering and immersion programmes. For the second consecutive year the SERVE international volunteer programme could not proceed due to the prevalence of risk and care associated with Covid-19.

In response to this crisis in 2020- the SERVE team committed to creatively engaging volunteers in global citizenship projects, that didn't involve travel and were administered through digital means. Among the successful initiatives in 2020 was an online programme, called Think Global-Act Local, engaging thirty-six volunteers. This programme continued on into 2021. The evaluation of the programme through a hybrid model of being physically present in Scala, Cork and online was formally evaluated on October 9th, 2021. Virtual volunteering was trialled and strengthened involving partners in Vietnam and Mozambique and the Philippines. Volunteers were also activated to develop a Sustainable Development Trail at Scala, Castle Road, Cork.

Internationally assigned SERVE volunteers to Zambia and Zimbabwe continued excellent work during 2021 focused on youth programmes in Zambia and monitoring of development outcomes in Zimbabwe and Mozambique. The international volunteer in Zambia was replaced by a Zambian Coordinator. Two interns from third level Colleges in Cork were appointed to work with the SERVE team in Cork. Communications and Digital volunteers were also engaged.

SERVE recruited a Schools Coordinator on a part-time basis to commence a school programme focused on global citizenship in six secondary schools. The programme is planned to run from January 2022 to April 2022. An external audit of our volunteer programme was conducted by an external auditor appointed by Comhlámh. The audit was completed in September 2021. The external audit report was very positive and is available to interested parties. The auditor made two recommendations related to the completing an ecological assessment of our international volunteering programme and the development of policies on fundraising.

The Sustainable Climate Action and Local Advocacy Youth Village (SCALA Youth Village) programme commenced in 2020 and continued into 2021 and the sustainable development goals trail was launched on Culture Night, September 17th, 2021.

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The SERVE@Home groups continued during 2021 as a modality for galvanising the involvement of the SERVE alumni. The online meetings did not successfully harness active engagement and this initiative requires review and evaluation in 2022.

SERVE formulated and agreed a new Development Education Strategy during 2021.

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:

	31/01/22	31/01/21
	€	€
Total Income	604,786	693,136
Total Restricted Income	473,743	492,187
Total Unrestricted Income	131,043	200,949
Grant Income	274,575	259,750
Voluntary Income	330,211	433,387
From the Irish Public	266,140	275,769
Unrestricted Reserves	233,016	223,266

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

- The SERVE/ Irish Aid ratio is 55:45 (2020 63:37) (2019 62: 38) (2018 62:38).
- Unrestricted Income is (2021 21%) (2020 29%) (2019 38%) (2018 46%) 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 59:41 (2020 66:34) (2019 64: 36) (2018 64/ 36).
- Unrestricted Income is (2021 25%) (2020 28%) (2019 41%) (2018 49%) of total incoming resources.

Total Unrestricted Reserves at year end between North and South are €330,858 (2020 €319,516) (2019 €216,454) (2018 €204,320) which is in excess of the minimum required.

The directors note the twelve percent (12%) decrease in overall income as compared to 2020. The fall of 4% in Restricted Funding is considered a reasonable outcome. The fall of 34% in Unrestricted Funding is a function of the Covid-19 crisis and the cancellation of the international volunteer programme and immersion programmes.

The Board is committed to the continued prioritisation of raising unrestricted income, in 2022.

Objective 5: Implementation of board renewal proposals, and formal approval of the new SERVE constitution and code of governance.

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**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

Board renewal was prioritized in 2021. In June 2021 three board members retired and five new board members were appointed, increasing the number of board members from seven to ten. At the Annual General Meeting, two of the founding members of the company retired and five new members were elected as members of the company increasing the number of members from seven to ten. In September 2021 over a three- week period comprehensive induction was offered to new board members focused on: (1) Governance; (2) Finance and Risk; (3) Programmes.

In October 2021 the board declared SERVE as fully compliant with the Charity Regulators Code of Governance. The board through our solicitors Cantor Fitzgerald maintained contact with the Charity Regulator having submitted to the Charity Regulator during 2021 a proposed new constitution for SERVE IN SOLIDARITY IRELAND.

During 2021 the Board approved a Gender and Equality Policy and a new Development Education Strategy and Conflict of Interest policy.

Objective 6: To commence the process towards an updated SERVE Strategic Plan.

During 2021 SERVE took a number of initiatives focused on preparing for a new Strategic Plan including preparatory work on devising enhanced strategies for: (i) Fundraising; (ii) Global Citizenship Education; (iii) EU funding and (iv) Country Strategies.

The Board delayed the appointment of an external consultant to complete the Strategic Planning process until greater clarity emerges about the prospects for international volunteering post-the-pandemic period.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

4. OPERATIONAL SUMMARY

Development Programme

Expenditure on development programmes amounted to €538,152 which compares to the €453,181 spent in 2020. 72% (2020 70%) of this expenditure was on the SYRP programme in Mozambique and Zimbabwe. The SYRP is a response to the challenges of youth unemployment and issues pertaining to youth and organisational resilience in targeted communities, in Mozambique and Zimbabwe.

SERVE also during 2021 allocated a health infrastructure grant of €15,333 to develop the Kimpese Health Zone in rural Democratic Republic of Congo. €7,742 was allocated as emergency support to families impacted by an earthquake in Haiti and €35,300 to communities impacted by Covid-19 and a devastating Cyclone in the Philippines. SERVE allocated a number of grants to achieve development outcomes in Mazabuka, Zambia- including €2,000 to the Luyobolola education programme; €2,140 in support of a tailoring programme and €17,066- in support of Youth Leadership programmes in Mazabuka and Lusaka. €15,000 was allocated in support of rural communities in Muvamaba in Mozambique in funding the installation of a solar water resource. €8,165 was allocated to support skills training and youth programmes led by Tsholofelo in the squatter camps in the Rustenburg region in South Africa. €900 was allocated to capacity building to SERVE's principal partner in Vietnam.

Volunteer Programme

Expenditure on the Volunteer Programme amounted to €46,874 (2020 €40,226). The expenditure referenced here includes an allocation of staffing costs to fund staff time allocated to volunteering, immersion and global citizenship initiatives.

Since 2005 SERVE has placed a total of 1,276 volunteers with partners in the developing world. 2021 was the second year in eighteen years, that the international short-term volunteering programme was cancelled due to the Covid-19 Pandemic. The Volunteer Coordinator led an initiative focused on virtual volunteering with partners in the Philippines, Vietnam and Mozambique.

All international immersion programmes were also cancelled during 2021. SERVE supported two long term volunteers during 2021 in Zambia and Zimbabwe. 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.

Global Citizenship Education

SERVE remain committed to Global Citizenship Education and ensure that it is an integral part of all SERVE operations. In April 2021 the SERVE board approved a new Development Education Strategy.

During 2021 a new programme called Think Global Act Local was successfully rolled out engaging thirty-six young adults in a programme delivered through a hybrid model involving both digital and physical engagement.

Important strides were taken during 2021 in progressing at Scala, Cork the Sustainable Development Goals trail. This process was both led and delivered by volunteers and with funding from Leargas and EU.

In total €16,677 was allocated to Global Citizenship Education.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

Fair Trade

Flip Flop Friday (FFF) in 2021 was on a smaller and more restricted scale due to the Pandemic. FFF 2021 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.

2021 was a very challenging year from a fundraising perspective. Events based fundraising was seriously constrained due to the pandemic. Regular giving from committed supporters held firm but other traditionally reliable fundraising events struggled. In September 2021 a fundraising initiative titled Active 30 was successful in raising funds for the Youth Skills and Resilience Programme in Zimbabwe. All other fundraising activities including Flip Flop Friday, Ethical Gifts and Solidarity Gifts had very modest returns.

The postponement of international volunteering and immersion programmes again in 2021 ensured a recurring loss of up to 35% of SERVE's traditional income. This poses a formidable challenge. While income from standing orders increased by 16% and an increase in income from ethical gifts was recorded -all other sources of fundraising experienced a fall in income.

The board will continue to monitor strategies, that improve fundraising capacity, during 2022.

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 22 which shows a deficit for the year amounting to €35,608 (2020 €154,005 surplus).

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 2022 reached €672,440 (2020 €752,049) of which, €604,786 (2020 €693,136), was raised in the Republic of Ireland. Income Resources from Generated funds in the Republic of Ireland was 54% (2020 62%). Income Resources from Charitable Activities was 45% (2020 37%). Grant income from Irish Aid was consistent with previous

The result from Developing World Groups during 2021 saw a 73% increase. This improvement is a result of a more proactive approach by SERVE. The SYRP 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 99% (2020 98%) of total expenditure. The costs of generating funds were 0.035% (2019 .05%) of total expenditure. The governance costs were 0.088% (2019 .089%). €482,720 or 75% during 2021 (2020 69%) of total expenditure was on granted to twelve partners.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

The deficit of €35,608 (2020 €154,005 surplus) for the year referenced on page 22 is comprised of a deficit on Restricted Income and Expenditure of €45,938 and a surplus on Unrestricted Income and Expenditure of €10,330.

Expenditure on the Development programme increased by 19%. This was driven by increased expenditure on the SYRP programme in Mozambique and Zimbabwe. There was no other significant expenditure variance as compared to the previous year. The €21,369 increase in salary costs is due to an additional staff member.

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 €869,967 (2020 €900,910) along with debtors of €30,000 and creditors of €10,752 at the year-end January 31st, 2022 held by SERVE in the Republic of Ireland. The net reserves are €889,215 (2020 €924,823).

There are five important factors relevant to an analysis of these reserves : (1) €233,016 represents a prudent unrestricted reserve balance; (2) There is €99,147 that relates to a long term school development project in Haiti; (3) There are reserves of €248,704 held for long term development programmes in the Philippine (4) €46,729 of third world group funding unspent, €167,019 of Irish Aid funding unspent and; (5) a prudent reserve of restricted funding of €94,600 spread between and in support of the projects in our priority countries.

SERVE reviewed its Reserve Policy in December 2021. 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 €233,016 at 31st January 2022 represents an increase of €9,750 on unrestricted reserves held at January 31st, 2021 and when taken with the unrestricted reserves in the North of Ireland, the total unrestricted reserves are €330,858 (2020 €319,516) and this is the equivalent of approximately 19 months (2020 19 months) of the running costs of the organisation.

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

**DIRECTOR'S REPORT (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

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 protection .

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

Pay policy for senior staff

The 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 2020 or 2021.

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 2022**

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 2022**

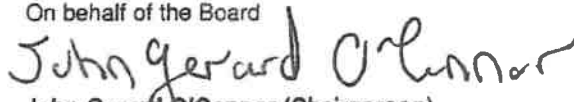
7. PLANS FOR FUTURE PERIODS

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 2022 is based on six key objectives:

1. To successfully implement Year One of the SERVE SYRP programme in Mozambique and Zimbabwe.
2. To expand the SERVE and Young Africa approach to Skills training to include innovative digital platforms with a particular emphasis on Mozambique and Zimbabwe.
3. To develop a refocused approach to global citizenship education.
4. To develop the Strategic approach of SERVE to fundraising, focused on raising Unrestricted Funds, with an emphasis on sustainability.
5. To continue the strengthening of governance structures.
6. To develop a new SERVE Strategic Plan for the period 2023-2026.

On behalf of the Board


John Gerard O'Connor (Chairperson)


Diarmaid Ua Brudair

Date: 25th January 2023

**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 2022**

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 2022 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 2022 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

Conclusions relating to going concern

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 2022**

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 2022**

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

25th January 2023

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2022

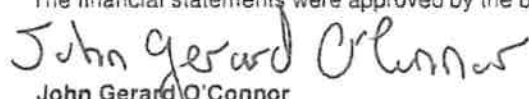
		Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds Funds 2021
	Notes 1 & 2	€	€	€	€
Incoming Resources					
Income Resources From Generated Funds		199,168	131,043	330,211	433,371
Income Resources From Charitable Activities		274,575	-	274,575	259,750
Interest Income		-	-	-	15
Total Incoming Resources		473,743	131,043	604,786	693,136
Resources Expended					
Charitable Activities	6	(492,881)	(139,578)	(632,459)	(529,601)
Cost of Generating Funds	4		(2,296)	(2,296)	(2,577)
Governance Costs	5		(5,639)	(5,639)	(6,953)
Total Resources Expended		(492,881)	(147,513)	(640,394)	(539,131)
Net Outgoing Resources Before Transfers		(19,138)	(16,470)	(35,608)	154,005
Transfers					
Transfers Between Funds	8	(26,800)	26,800	-	-
(Deficit) / Surplus for the year		(45,938)	10,330	(35,608)	154,005

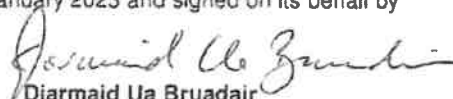
The statement of financial activities has been prepared on the basis that all operations are continuing operations.

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 25th January 2023 and signed on its behalf by


John Gerard O'Connor
Director



Diarmaid Ua Bruadair
Director

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

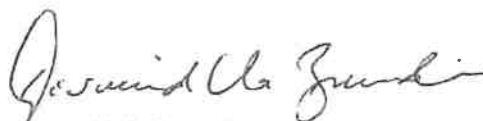
**BALANCE SHEET
31ST JANUARY 2022**

	Note	2022 €	€	2021 €	€
Current assets					
Debtors	10	30,000		30,222	
Cash at bank and in hand		869,967		900,910	
		<u>899,967</u>		<u>931,132</u>	
Creditors: amounts falling due within one year	11	<u>(10,752)</u>		<u>(6,309)</u>	
Net current assets		889,215		924,823	
Total assets less current liabilities		<u>889,215</u>		<u>924,823</u>	
Net assets		<u>889,215</u>		<u>924,823</u>	
Contingency Reserve Fund					
Restricted Funds		656,199		701,557	
Unrestricted Funds		233,016		223,266	
Funds of the Charity		<u>889,215</u>		<u>924,823</u>	

These financial statements were approved by the board of directors on 25th January 2023 and signed on behalf of the board by:



John Gerard O'Connor
Director



Diarmaid Ua Bruadair
Director

The notes on pages 26 to 36 form part of these financial statements.

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

**STATEMENT OF CHANGES IN RESERVES
YEAR ENDED 31ST JANUARY 2022**

	Funds of the Charity	Total
	€	€
At 1st February 2020	770,818	770,818
(Loss)/profit for the year	154,005	154,005
Total comprehensive income for the year	154,005	154,005
At 31st January 2021	924,823	924,823
(Loss)/profit for the year	(35,608)	(35,608)
Total comprehensive income for the year	(35,608)	(35,608)
At 31st January 2022	889,215	889,215

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

**STATEMENT OF CASH FLOWS
YEAR ENDED 31ST JANUARY 2022**

	2022	2021
	€	€
Cash flows from operating activities		
(Loss)/profit for the financial year	(35,608)	154,005
<i>Adjustments for:</i>		
Accrued expenses/(income)	1,827	615
<i>Changes in:</i>		
Trade and other debtors	222	-
Trade and other creditors	2,616	(102,861)
Cash generated from operations	<u>(30,943)</u>	<u>51,759</u>
Net cash (used in)/from operating activities	<u>(30,943)</u>	<u>51,759</u>
Net increase/(decrease) in cash and cash equivalents	(30,943)	51,759
Cash and cash equivalents at beginning of year	900,910	849,151
Cash and cash equivalents at end of year	<u>869,967</u>	<u>900,910</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31ST JANUARY 2022**

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 2022**

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 2022**

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 2022**

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 2022**

Operating leases

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

Going concern

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

Financial instruments

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

Judgements and key sources of estimation uncertainty

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

3. Operating (loss)/profit

Operating (loss)/profit is stated after charging:

	2022	2021
	€	€
Fees payable for the audit of the financial statements	<u>2,357</u>	<u>2,234</u>
and after (crediting):		
Government Grants		
Irish Aid	<u>274,575</u>	<u>259,750</u>

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

4. Cost of Generating Funds	2022	2021
	€	€
Fundraising Costs	1,991	1,474
Printing and Promotion	305	1,103
	<u>2,296</u>	<u>2,577</u>

These expenses are funded from unrestricted funds.

5. Governance Costs	2022	2021
	€	€
Professional Fees	-	738
Direct Governance Costs	5	-
Motor expenses	-	36
Staff Training	3,277	3,945
Auditors remuneration	2,357	2,234
	<u>5,639</u>	<u>6,953</u>

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

6. Direct Charitable Expenditure	2022	2021
	€	€
Direct Costs	601,902	503,171
Support Costs		
Staff Costs	11,246	9,108
Computer bureau costs	303	412
Rent payable	4,800	4,800
Insurance	4,845	4,480
Capacity Building Costs	-	18
Telephone	-	136
Printing, Postage & Stationery	2,797	1,409
Subscriptions	4,623	4,491
Office Expenses	31	3
Bank charges	1,364	1,494
Audit	-	-
Travel Costs	222	-
Miscellaneous Administrative Expenditure	326	79
	<u>632,459</u>	<u>529,601</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 39.

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

7. Staff costs

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

	2022	2021
	Number	Number
Operational	3	2
Administrative	1	1
	<u>4</u>	<u>3</u>

The aggregate payroll costs incurred during the year were:

	2022	2021
	€	€
Wages and salaries	101,300	83,166
Social insurance costs	11,157	7,922
	<u>112,457</u>	<u>91,088</u>

There were no employees in the year ended 2022 (2021 - €Nil) whose total employees benefits fall within the band €60,000 to €70,000.

8. Transfer

In 2021 / 2022 an amount of €26,800 from Irish Aid was transferred from restricted income to unrestricted income. In 2020 / 2021 an amount of €26,040 was transferred from restricted income to unrestricted income.

9. Taxation

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

10. Debtors

	2022	2021
	€	€
Other debtors	<u>30,000</u>	<u>30,222</u>

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

11. Creditors: amounts falling due within one year

	2022	2021
	€	€
Tax and social insurance:		
PAYE and social welfare	6,691	4,075
Accruals	4,061	2,234
	<u>10,752</u>	<u>6,309</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 2021	924,823
Profit for the year	(35,608)
At 31st January 2022	<u>889,215</u>

SERVE IN SOLIDARITY IRELAND
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2022

14. Reconciliation of movements in funds of the charity

	2022 €	2021 €
Restricted Funds		
Opening Balance	701,557	641,580
Net Movement After Taxation	(45,938)	59,977
	<u>655,619</u>	<u>701,557</u>
Unrestricted Funds		
Opening Balance	223,266	129,238
Net Movement After Taxation	10,330	94,028
	<u>233,596</u>	<u>223,266</u>
Balance at year end	<u><u>889,215</u></u>	<u><u>924,823</u></u>

15. Capital commitments

The company had no capital commitments at the 31st January 2022.

16. Contingent liabilities

The company had no contingent liabilities at the 31st January 2022.

17. Financial instruments

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

	2022 €	2021 €
Financial assets that are debt instruments measured at amortised cost		
Other debtors	30,222	30,222
Cash at bank and in hand	869,967	900,910
	<u><u>900,189</u></u>	<u><u>931,132</u></u>

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

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
YEAR ENDED 31ST JANUARY 2022**

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 25th January 2023.

**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 2022**

	2022 €	2021 €
INCOME		
Restricted Funds		
Irish Aid	274,575	259,750
Redemptorist International Solidarity	-	3,790
Brazil	-	195
Philippines	11,523	1,134
India	695	1,004
South Africa	-	37,059
Zimbabwe	58,455	78,623
Zambia	114	30,495
Burkina Faso	30,000	-
DR Congo	333	-
Mozambique	28,188	43,137
Third World Groups	64,071	37,000
Haiti	5,761	-
Solidarity Gifts - Restricted	28	-
	<u>473,743</u>	<u>492,187</u>
Unrestricted Funds		
Donations and Standing Order	70,073	97,528
Comhlamh	-	-
Volunteer Contribution	707	41,642
Redemptorists Ireland	30,000	30,000
Redemptorist International Solidarity	16,300	16,200
Flip Flop Friday	2,511	4,515
Coream	10,000	10,000
Development Education Workshops	1,105	-
Other Income	200	-
Solidarity Gifts	147	1,064
	<u>131,043</u>	<u>200,949</u>
Total Income	604,786	693,136

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

**RESTRICTED AND UNRESTRICTED FUNDS
YEAR ENDED 31ST JANUARY 2022**

	2022 €	2021 €
EXPENDITURE		
From Restricted Funds		
Irish Aid	250,587	163,723
Fair Trade	-	422
Third World Groups	68,533	15,000
Development Appeal	167,761	220,896
EU Erasmus+	-	4,505
Volunteer Programme	-	1,182
ESC Programme	5,420	-
	<u>492,301</u>	<u>405,728</u>
From Unrestricted Funds		
Development Programme Salaries	44,983	36,435
Serve Funded Development Projects	6,288	12,622
Volunteering Programmes	46,874	39,044
Development Education	11,246	9,162
Global Citizenship	11	180
Fair Trade	200	-
	<u>109,602</u>	<u>97,443</u>
Total Project Assistance	601,903	503,171
(Deficit) / Surplus Funds before Administration Expenditure	2,883	189,965

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

**DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2022**

	2022 €	2021 €
Income		
Donations and Standing Orders		
Serve	67,583	78,297
Development Education Workshops	1,105	-
Fundraising Events	2,490	19,231
	<u>71,178</u>	<u>97,528</u>
Volunteers Contribution	707	41,642
Flip Flop Friday	2,511	4,515
Development Appeal		
Brazil	-	195
Philippines	11,523	1,134
India	695	1,004
South Africa	-	37,059
Zimbabwe	58,455	78,623
Zambia	114	30,495
Burkina Faso	30,000	-
DR Congo	333	-
Mozambique	28,188	43,137
Haiti	5,761	-
	<u>135,069</u>	<u>191,647</u>
Solidarity Gifts - Restricted	28	-
	28	-
Other Income	347	1,064
Irish Aid	274,575	259,750
Misean Cara	-	-
Third World Groups	74,071	47,000
EU Income	-	-
Redemptorists Ireland	30,000	30,000
Redemptorist International Solidarity	16,300	19,990
Total Income	<u><u>604,786</u></u>	<u><u>693,136</u></u>

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

**DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2022**

	2022 €	2021 €
Expenditure		
Volunteering Programme		
Wages and salaries	40,520	33,265
Employers PRSI contributions	4,463	3,169
Overseas Programmes	1,840	3,125
Training	51	657
Recruitment and Promotion	-	10
	<hr/> 46,874	<hr/> 40,226
Development Projects		
Wages and salaries	40,520	33,267
Employer's PRSI contributions	4,463	3,169
Brazil	-	195
Philippines	35,300	7,515
Thailand	-	418
South Africa / Muvamba	8,165	16,673
Mozambique	161,148	136,205
Mozambique Muvamba	15,000	-
Zimbabwe	228,375	176,469
Zambia	21,206	59,163
Haiti	7,742	4,270
Congo	15,333	15,000
Vietnam	900	837
	<hr/> 538,152	<hr/> 453,181
Development Education		
Wages and Salaries	10,130	8,317
Employer's PRSI Contributions	1,116	792
Development Ed / Global Citizenship	-	53
	<hr/> 11,246	<hr/> 9,162
Shared Advocacy		
Shared Advocacy	-	-
	<hr/>	<hr/>
Global Citizenship		
Global Citizenship	5,431	180
	<hr/> 5,431	<hr/> 180

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

**DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2022**

		2022 €		2021 €
Fair Trade				
Fair Trade	200		421	
		200		421
Administration				
Admin Wage	10,130		8,317	
Admin Prsi	1,115		792	
<u>Office Administration Expenses</u>				
Rent payable	4,800		4,800	
Computer bureau costs	303		412	
Insurance	4,845		4,480	
Professional Fees	-		738	
Capacity Building Costs	-		18	
Telephone	-		136	
Printing, Postage & Stationery	2,797		1,409	
Motor expenses	-		36	
Travel costs	222		-	
Subscriptions	4,623		4,491	
Office Expenses	31		3	
	17,621		16,523	
<u>Fundraising</u>				
Fundraising Costs	1,991		1,474	
Printing and Promotion	305		1,103	
	2,296		2,577	
<u>Capacity Building</u>				
Direct Governance Costs	5		-	
Staff Training	3,277		3,945	
	3,282		3,945	
Audit	2,357		2,234	
Bank Charges	1,364		1,494	
Miscellaneous Administration Expenses	326		79	
		38,491		35,961
Total Expenditure		640,394		539,131

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

**DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31ST JANUARY 2022**

	2022	2021
	€	€
Operating (loss)/profit	<u>(35,608)</u>	<u>154,005</u>

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

**CHARITABLE ACTIVITIES - IRISH AID
FOR THE YEAR ENDED 31ST JANUARY 2022**

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
	€	€	€	€
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	116,200	-	116,200	96,480
Mozambique - Capacity Building	-	-	-	-
Zimbabwe - TVET	131,575	-	131,575	137,230
Zimbabwe - Capacity Building	-	-	-	-
Programme Quality	-	-	-	-
Programme Administration	13,600	-	13,600	12,900
Programme Support	13,200	-	13,200	13,140
Zambia - TVET	-	-	-	-
	<u>274,575</u>	<u>-</u>	<u>274,575</u>	<u>259,750</u>

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

Tapologo (South Africa)	-	-	-	-
Tsholofelo (South Africa)	-	-	-	-
Young Africa (Mozambique)	118,930	-	118,930	82,750
Young Africa (Zimbabwe)	131,657	-	131,657	80,973
Volunteer Programme	-	-	-	-
Young Africa (Zambia)	-	-	-	-
Programme Quality	-	-	-	-
Programme Support	13,200	-	13,200	12,900
Programme Administration	13,600	-	13,600	13,140
	<u>277,387</u>	<u>-</u>	<u>277,387</u>	<u>189,763</u>

The allocations from the Irish Aid grant, includes funding from Irish Aid funding €188,517 unspent at January 31st 2021. €167,019 of Irish Aid funds were not yet transferred overseas at year end January 31st 2022. 2021 Funds from Irish Aid were received in December 2021.

SERVE IN SOLIDARITY IRELAND
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INCOME RESOURCES FROM GENERATED FUNDS
FOR THE YEAR ENDED 31ST JANUARY 2022

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
	€	€	€	€
Restricted Income from Generated Funds				
Grants below represent income from groups and agencies and appeals				
Electric Aid	50,847	-	50,847	27,000
Galway County Council	-	-	-	-
COREAM	10,000	-	10,000	10,000
RIS	-	-	-	19,990
Learghas	6,224	-	6,224	-
Cork County Council	200	-	200	-
TUI	-	-	-	-
Sharp	5,000	-	5,000	-
INTO	-	-	-	-
Edmund Rice Trust Fund	-	-	-	-
Solidarity Gifts	-	-	-	-
McManus Trust	-	-	-	10,000
Development Appeal	134,346	-	134,346	188,210
	<u>206,617</u>	<u>-</u>	<u>206,617</u>	<u>255,200</u>

Grants noted above have been allocated to the following partners

Young Africa Capacity Development (Zimbabwe)	-	-	-	-
Young Africa TVET (Zimbabwe)	86,217	-	86,217	84,087
Kimpese Health Zone (Congo)	15,326	-	15,326	15,015
Caritas Brazil Capacity Building Programme	-	-	-	195
Capacity Building Programme (Brazil)	-	-	-	-
RIS Communication Project	10,000	-	10,000	10,000
Young Africa Beira Cyclone Emergency (Mozambique)	-	-	-	-
Young Africa Refrigeration TVET (Mozambique)	-	-	-	-
Capacity Building Programme (Philippines)	-	-	-	-
Capacity Building Programme (South Africa)	-	-	-	-
Capacity Building Programme (Zambia)	5,913	-	5,913	9,680
Mazabuka Development Projects, Zambia	15,293	-	15,293	49,483
Young Africa Mozambique Generator Project	-	-	-	-
Young Africa Mozambique Catering Project	-	-	-	-
Young Africa Mozambique TVET Project	42,218	-	42,218	51,872
Kerala & India Emergency Flood Programme	-	-	-	-
Kerala & India's Life Plus Programme	-	-	-	-

**SERVE IN SOLIDARITY IRELAND
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Muvamba Water for All Project, Mozambique	15,000	-	15,000	-
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	900	-	900	837
Ethical Gifts, Thailand	-	-	-	840
Badjao Covid Support, Philippines	15,000	-	15,000	7,515
Cebu Typhoon Emergency Relief	20,300	-	20,300	-
Mozambique Capital Equipment	-	-	-	41,580
Haiti Earthquake Emergency Relief	7,742	-	7,742	-
Tsholofelo Skills Training (South Africa)	8,165	-	8,165	-
Development Appeal Fund - Immersion and Monitoring	-	-	-	16,658
Solidarity Gift Fund	-	-	-	-
	<u>242,074</u>	<u>-</u>	<u>242,074</u>	<u>287,762</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 2022**

	Restricted Funds 2022	Unrestricted Funds 2022	Total Funds 2022	Total Funds 2021
	€	€	€	€
Charitable Activities - EU Erasmus +				
There was no EU Erasmus + funding in 2021.				
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	-	-	-	-
Achieve Programme	-	-	-	-
Youth Work Programme	-	-	-	-
External Evaluation	-	-	-	-
External Audit	-	-	-	-
Bank Charges	-	-	-	-
Leadership and Management Programme	-	-	-	-
Other Expenditure	-	-	-	11,408
	<u>-</u>	<u>-</u>	<u>-</u>	<u>11,408</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>11,408</u>

