

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

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

COMPANY REGISTRATION NUMBER NI 073601

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

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

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SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

OFFICERS AND OTHER INFORMATION

Directors

Greg Devlin
Diarmaid Ua Brúdair
Noel Gerard Kehoe
Leanne Kelly
Gerard O'Connor
Kerri Catherine Smyth

Chairperson

Gerard O'Connor

Secretary

Diarmaid Ua Brúdair

Programme Co-ordinator

Christopher O'Donoghue

Registered Office

1 Clonard Gardens
Belfast
BT13 2RL

Auditors

O'Hara Shearer
Chartered Accountants
547 Falls Road
Belfast, BT11 9AB

Bankers

Northern Bank
Falls Branch
155 Northumberland Street
Belfast, BT13 2JF

Company Registration Number

NI 073601

Charity Registration Number

XT 167512

Website

www.serve.ie

SERVE IN SOLIDARITY IRELAND

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

CHAIRPERSON'S STATEMENT FOR THE YEAR ENDED 31ST JANUARY 2013

The disturbing image of malnourished children in Syria haunts the world. Syria has followed Kenya and Somalia in the long list of crisis zones that cry out for international aid. Meanwhile, economic turbulence is pervasive, impacting negatively on historically established economies as well as newer emerging economies. There is greater competition for funds, there is a more questioning climate focused on the effectiveness of charities and aid. In the midst of such a challenging context, it is my privilege to commend the efforts made by SERVE to implement programmes that deliver effective and meaningful solidarity to some of the poorest people on this planet.

SERVE In Solidarity Ireland registered in Belfast on August 25th 2009, 2012 represented the fourth year of operations. The organisation is closely linked to SERVE In Solidarity Ireland registered in Dublin, though there are distinct boards and the financial statements are prepared and filled separately.

SERVE in Belfast is home to the volunteering, communications and fundraising functions of SERVE In Solidarity Ireland. It works on an All-Ireland basis and the components relating to the North of Ireland are highlighted in the financial statements filled in Belfast.

SERVE through the Belfast registered office successfully recruited twenty nine volunteers in support of the four year SERVE Development Programme funded by Irish Aid. SERVE successfully implemented during 2012 the first of a four year programme funded significantly by Irish Aid. This programme is committed to reducing vulnerability and improving livelihood security for poor children, young people, women in targeted communities in South Africa, Mozambique and Zimbabwe. The programme is managed through a Results Based Management System. The results for the first year are very encouraging and all involved in this programme can take great pride from the achievements and progress.

SERVE through the Belfast registered office also recruited ninety six volunteers for other programmes. The development of creative new models for volunteering and immersion programmes was notable during 2012. The successful engagement of the Ballinrobe Pastoral Area in a Solidarity project to the Philippines was an outstanding success. The energy and dynamic learning that emerged from the immersion programmes involving schools from Mayo and Dublin was encouraging.

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 2012. I would like to thank each of the board members for their dedication and commitment. I would like to express my admiration and warm respect for the SERVE staff who display great energy and

commitment working to achieve the high level goals promoted by our Strategic Plan. I also commend the commitment of the 125 SERVE volunteers who during 2012 displayed admirable enthusiasm, energy and goodwill. In particular I would like to express my appreciation to the thirteen volunteers from the North of Ireland whose fundraising achievements are reflected in the attached financial statements. Their service and voluntary spirit is deeply valued. Their fundraising efforts are applauded and sincerely appreciated.

I would like to express sincere gratitude to the following donors who have contributed to the work of SERVE through our Belfast office over the past year:

Lloyds TSB Foundation for Northern Ireland
Allen & Nesta Ferguson Charitable Settlement Trust

I would also like to thank the students and staff and parents and families of Davitt College Castlebar, Co. Mayo and Kings Hospital, Dublin for their respective engagement, support, and passion for the SERVE supported projects in Zambia and Brazil. Davitt College completed a very successful immersion programme at Easter 2012 in Zambia and Kings Hospital, Dublin travelled to Brazil in July 2012 and through a partnership model completed with great dedication and energy and success a community based immersion programme. Both these programmes were led by Belfast based SERVE personnel and volunteers.

We are also indebted to our dedicated support base that supports SERVE through their generous donations. There is a growing support base of stakeholders who contribute financially on a regular basis and this support and commitment is the backbone of the organisation.

SERVE have exciting and ambitious plans for 2013. They deserve support. I am honoured to be part of a movement dedicated to authentic solidarity in support of some of the poorest communities in the world.

John Gerard O'Connor
Chairperson
SERVE IN SOLIDARITY IRELAND

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DIRECTOR'S REPORT FOR THE YEAR ENDED 31ST JANUARY 2013

The directors present their report and the financial statements for the year ended 31st January 2013.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Status

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

The organisation is also incorporated in the Republic of Ireland under the Companies Acts, 1963 to 2012. It is a registered charity (CHY 18154), the objective of which is to relieve third world poverty. This company has seven registered members. The number of members may be increased from time to time by vote of the said members. The directors of the company are appointed by the members.

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

Board of Directors

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

Gerard O'Connor
Diarmaid Ua Brudair
Noel Gerard Kehoe

Greg Devlin
Kerri Catherine Smyth
Leanne Kelly

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. The board 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

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THE DIRECTOR'S REPORT CONTINUED

achieved in their respective fields, together with a broad range of experience and views. New directors receive an induction and appropriate training where necessary.

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 2012.

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. Steps were taken during 2012 to strengthen the six pillars of the internal control system and this progress will be maintained in 2013. Key elements of the internal control systems include:

1. SERVE has clear policies and procedures in place for the receipt, recording and control of donations received from private individuals and the other sectors;
2. Procedures and control systems are formally documented in a series of partnership and project agreements that are reviewed bi-annually on a project by project 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. The Audit Committee reports independently to the Board on all aspects of controls and risks;
6. The Board maintains a reserve policy that exceeds the minimum recommended for charities (three months reserves) to mitigate the increasing risks of the uncertain economy and to ensure sustainability of our services. Our actual reserves would not have been less than eight months during 2012.

There are currently three subcommittees of the board as follows:

- 1) The audit and risk committee which is responsible for: (a) Effective management of financial risk; (b) Reliable management and financial reporting; (c) Compliance with laws and regulations; (d) Maintenance of an effective and efficient audit function. There are three members of this committee, all of

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THE DIRECTOR'S REPORT CONTINUED

are board members. A fourth external member with relevant expertise was appointed in 2013.

- 2) The SERVE Council committee established to explore proposals for the highest level of participation of SERVE Solidarity Groups in helping the organisation to achieve its goals. The committee consists of one board member, two staff members and a Solidarity Group representative.
- 3) The Child Safeguarding committee is primarily focused on advising the board about creating, maintaining and monitoring a safe environment for children in all aspects of SERVE's work and for advising on the human resources required for implementing best safeguarding practices. The committee comprises one board member and a staff member and an external representative.

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. There is a clear division of responsibility at SERVE with the Board retaining control of major decisions under a formal schedule of matters reserved to the Board for decisions, with the Operations Manager responsible for delivering strategy and policy within the authorities delegated to him by the Board.

Director's responsibilities in relation to the Financial Statements

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

Company Law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the directors must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for the period. In preparing those financial statements, the directors are required to:

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

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

In so far as the directors are aware:

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

Risk management

The directors have responsibility for and are aware of the risks associated with the operating activities of SERVE. They are confident that adequate systems of internal control are in place and that these controls provide assurance against such risks. The audit committee have been delegated the role of overseeing and reviewing strategies to mitigate against risk. The Audit Committee reports directly to the Board.

The directors on this committee examine the major risks that SERVE faces. Systems and processes are then developed to monitor and control the risks in order to mitigate the potential impact that that may have on the future development of the organisation. The directors have set below what they consider to be the principal risks impacting on SERVE and the steps taken to address these risks:

1. Financial Risk- The Board's appointment of an Audit Committee ensures that financial control procedures are in line with best kept practice and monitor them for accuracy and compliance;
2. Volunteering Risk- The Board is a signatory to Comhlamh's Code of Best Practice and annually the Board reviews the organisation self-audit of our performance against the Code of Best Practice and every third year the board reviews an external audit of our volunteering practices;
3. Partner Risk- SERVE prioritises a partnership approach. The Board has developed a review mechanism to assess all partnerships;

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4. **Funding Risk-**In the current economic recession SERVE faces challenges in the key area of fundraising. Pressure on income is likely to continue and SERVE is working to develop new sources of income. The Board monitors dependency on any one donor and is working to build up the current level of reserves as a protection against economic fluctuations.
5. **Child Safeguarding Risk-**SERVE IN SOLIDARITY IRELAND are committed to the safeguarding of children who benefit and interact with services and partners funded by SERVE. The organisation has developed a child protection policy. Proactive steps have been taken to engage, train and resource the organisation's partners to develop robust policies and procedures in pursuit of strengthened child safeguarding practices.
6. **Reputational Risk-**SERVE's reputation could be damaged due to fraud or other breakdowns in our own or partner financial controls. The Board monitors the quality and performance of staff and partners to ensure maintenance of a positive reputation and is satisfied that recent external monitoring and evaluation reports support this belief.

The organisation acknowledges the uncertain economic climate that is so strongly prevalent in Ireland and the risks to funding streams that have benefited the organisation over the years. The Directors are aware of the risk and will be monitoring the situation on an ongoing basis.

2. OBJECTIVES OF THE CHARITY

The principal activity of the organisation is to relieve third world poverty and to provide and make arrangements for the provision and co-ordination of volunteers to support the work of the charity and to advance public education in issues connected with third world poverty.

The SERVE mission is realised by:

- Supporting the development of our *international partners* through empowering and building capacities so that our partners and those they work with can operate, manage and control their own development programmes;
- *Accessing and distributing funds* in favour of our partner's programmes with a specific emphasis on community development, self-sufficiency and long term impact;
- Implementation of *Volunteering Programmes* whereby Irish/international volunteers enhance the development agenda of our international partners by placements in the developing world *while establishing important linkages with Irish communities* and international networks;

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- Fostering *Development Education* in Ireland by promoting an understanding of the causes of poverty and inequality in the world through mobilising our volunteer base, implementing *Immersion programmes* and *Solidarity projects* and through a strategic partnership with the Teenage Magazine *Face-Up*;
- Planning, organisation and implementation of *Shared Advocacy Projects* in a partnership approach that fosters the active engagement of : (1) International partners; (2) SERVE; (3) Irish volunteers;
- Promoting the *fair trade* produce manufactured and processed by our international partners;

3. REVIEW OF THE ACTIVITIES OF THE CHARITY

The Directors set four main objectives for 2012:

1. To support fully the first year of the 4 year Irish Aid funded Programme in South Africa, Mozambique and Zimbabwe;
2. To expand the volunteering options to include Solidarity Projects and School Immersion programmes;
3. To implement the Organisational Strategic Plan 2012-2014 and to support capacity building of the organisation;
4. To support the expansion of SERVE's funding base (restricted and unrestricted);

The progress made in 2012 in respect of the key objectives is detailed as follows:

Objective 1: To Successfully implement the first year of the 4 year Irish Aid funded Programme in South Africa, Mozambique and Zimbabwe;

Irish Aid are committed to supporting the SERVE Development Programme (SDP) in South Africa, Mozambique and Zimbabwe for the four year period 2012-2015 to the amount of €290,573 per annum. The SDP Programme is a response to the challenges of vulnerability and low levels of livelihood security in targeted communities in South Africa, Mozambique and Zimbabwe. SERVE are working with four partner organisations to improve the lives of poor children, young people and adult women and men. Our work focuses on the issues of orphaned and vulnerable children (OVC), HIV and AIDS care and prevention, and Technical Vocational Education and Training (TVET). The programme model integrates funding support, capacity development support, volunteer placements, development education and advocacy. SERVE in Belfast played a pivotal role in support of this programme by successfully recruiting twenty nine volunteers who were assigned to the programme during 2012.

A comprehensive report on the results and outcomes achieved in the first year of this four year programme are available on the SERVE website at <http://servecharity.squarespace.com/progress/>

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Objective 2: To expand the volunteering options to include Solidarity Projects and School Immersion programmes;

SERVE has an excellent reputational profile for delivering creative and relevant volunteering programmes that generate a constituency for change in Ireland and overseas through practical strategies and help to expand civil society's contribution towards achieving the Millennium Development Goals. SERVE'S Volunteer to Build Capacity programme is coordinated from Belfast and acts as a catalyst for voluntary involvement, mentoring, development education, mutual learning and establishing links and networks based on trust. In 2012, the organisation assigned 125 volunteers in six countries in comparison to 80 volunteers placed in 2011. The increase in volunteering numbers is due largely to the immersion programmes.

The SERVE volunteering programme was externally audited and evaluated by a consultant appointed by Comhlamh in 2012. The report was very positive and provided the Board with a strong framework by which it can efficiently evaluate and review and strengthen the volunteering programmes delivered by SERVE. There is a risk that the voluntary contribution can be taken for granted. Implementing a good monitoring system can acknowledge the power of volunteering and show appreciation for those who volunteer. SERVE is using the UN Statistics Division "Handbook on Non Profit Institution in the System of the National Accounts" and the International Labour Organisation's "Manual on the Measurement of Volunteer Work" as a guide.

SERVE believes that many of the impacts of our Volunteer to Build Capacity Programme, especially in the areas of social capital, cohesion, personal development and empowerment, are immeasurable. Nevertheless, SERVE does have a responsibility to "tell the story" of volunteerism through case studies, opinion pieces and anecdotal evidence. The Youth Parliaments that Young Africa operates in Mozambique and Zimbabwe are a good expression of young people becoming empowered and contributing to improved social capital and cohesion. They provide young people with a formal structure to contribute to the running of Young Africa, and also encourage linkages with local communities, so that the benefits of Young Africa's work are not limited to the teaching campus. SDP funding contributed towards the running of the Youth Parliament at the Young Africa Zimbabwe campus at Chitungwiza.

SERVE explored the role of employment and accessible TVET in reducing violence and anti-social behaviour in South African squatter camps, and looked at the impact of a community campaign focused on access to ABET that was inspired by local volunteer and helped by SERVE volunteers. These case studies document some of the "immeasurable" change that can be associated with volunteering and are available here- <http://www.serve.ie/public-engagement-campaigns/>

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Objective 3: To implement the Organisational Strategic Plan 2012-2014 and to support capacity building of the organisation;

The organisation finalised a Strategic Plan with seven high level goals for the period 2012-2014. The following operational changes were made in 2012 in pursuit of the seven high level goals;

- The management of the Volunteer to Build Capacity Programme was moved from the Cork office to the Belfast office. This involved some Human Resources changes including the relocation of a senior staff member from the volunteer programme to the 'Projects' desk to boost SERVE's institutional fundraising capacity. A Communications Officer was also added to the staff;
- The SERVE Board supported the theory of change process and managing for results model encompassed in the SDP;

As of 2013, SERVE continues to send volunteers to seven countries (South Africa, Mozambique, Zimbabwe {long term only}, Zambia, India, the Philippines and Brazil). SERVE now works with a total of twelve partners in these countries.

In the last quarter of 2012, SERVE began a process of strengthening its governance policy. Work commenced on the preparation of a new Governance Manual which is also expected to provide a template for replication with partners. It is intended to trial during 2013 a collaborative approach to capacitating our partners to prepare a governance manual with our partner Tapologo in South Africa.

It is planned to complete a significant review of the progress and rate of implementation of the Strategic Plan in September 2013.

Objective 4: To support the expansion of SERVE's funding base (restricted and unrestricted);

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

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	31/01/13	31/01/12
Total Income (£)	107,690	78,589
Total Restricted Income (£)	61,887	44,267
Total Unrestricted Income (£)	45,804	34,322
Grant Income (£)	000	000
Voluntary Income (£)	107,691	78,589
From the Irish Public (£)	76,690	78,589
Unrestricted Reserves (£)	39,539	24,174

The Board welcome the increase in both restricted and unrestricted income but in particular the 33% increase in unrestricted income.

The Board approved during 2012 initiatives to broaden our institutional funding base with particular emphasis on DFID funding. It may take a number of years for these initiatives to deliver concrete and tangible results. Steps were taken successfully to maintain and boost unrestricted income in a difficult economic climate.

4. OPERATIONAL SUMMARY

Development Programme

Expenditure on development programmes amounted to £4103 which compares to the £41,174 spent in 2011. This funding was divided between £895 in Zimbabwe and £2958 in Brazil and £250 in Zambia. Two donations amounting to just over £30,000 were received in the last two months of the year in support of the construction of a TVET Skills Training Centre in Epworth, Harare, Zimbabwe. This funding was transferred during 2013 when construction work began. The support of this Skills Training facility in Zimbabwe was the development priority for 2012.

Volunteer Programme

Expenditure on the Volunteer Programme amounted to £15,159 (2011 £34,520). The costs for 2012 are less than 2011 as the international volunteering costs associated with the thirteen volunteers from Northern Ireland were paid by SERVE in Dublin. The Volunteer to Build Capacity Programme which assigns groups of volunteers to South Africa, Mozambique, Zambia, Brazil, India, Thailand and the Philippines for 4-6 weeks periods each summer. These volunteers work in a variety of sectors including education,

childcare, house-building, healthcare and youth work. Since 2005, SERVE has placed a total of 755 volunteers with partners in the developing world.

All SERVE volunteers take part in a rigorous recruitment and training process involving attendance at an open evening, completion of an application form, attendance at an interview and compulsory attendance at 3 pre-departure training days. A final evaluation of the programme takes place each October and is known as the SERVE

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Next Step Conference, SERVE are signatories to Comhlamh's Code of Good Practice and have submitted self-appraisal audits to Comhlamh for a number of years. In December 2012, SERVE took part in an external audit by Comhlamh of our compliance to the Code and the results of this were largely positive. In 2013, SERVE is committed to working to improve the areas of weakness highlighted in this audit.

SERVE in Northern Ireland continues to support the Clonard youth summer project. In 2012, four SERVE volunteers from the South of Ireland were assigned to leadership roles in this programme that delivers a range of summer activities for young people from underprivileged backgrounds. SERVE also supported the project with a £1,000 financial grant.

Development Education and Global Citizenship

SERVE places a great value on Development education. The Development education and global citizenship programmes are led by the SERVE team working under the SERVE In Solidarity Northern Ireland banner. Development Education activities undertaken by SERVE volunteers and staff include:

- Mainstreaming of development education into all volunteer programmes through the recruitment and training process and through in-country development education work. All volunteer groups make a presentation to their peers at the SERVE Next Step Conference. These presentations are based on development issues affecting the people in the communities where the volunteers have worked. Presentations have focused on HIV/AIDS, food, gender issues and the theme for 2011 was water;
- Prior to departure and post-return, volunteers speak in local schools, colleges, universities, parishes and voluntary groups;
- In keeping with SERVE'S focus on young people, SERVE regularly facilitate Development Education workshops with individual secondary schools in the Republic of Ireland and Northern Ireland and focus a lot of our work on Millennium Development Goal 3.

2012 saw the fourth year of our Global Citizenship Programme whereby our Belfast office provided internship and development placement opportunities to young adults including volunteers from Asia, Africa and other European countries. This initiative is

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instrumental in facilitating young adults to engage with the development process and in support of SERVE priorities and programmes.

The SDP programme includes in its Results Framework targets relating to the strategic engagement with the Irish public. The planned for outcome is "increased awareness that leads to active participation amongst a targeted constituency in supporting development initiatives pivotal to reducing vulnerability and enhancing livelihood security". The programme is focused on achieving two results:

The first result is to ensure that SERVE mainstreams development education into all stages of the Volunteer to Build Capacity Programme. It makes an important contribution towards increasing awareness of development issues amongst volunteers, inspiring people to think critically about development issues and become active citizens. The volunteers who went to South Africa and Mozambique focused on issues related to HIV and AIDS, and were informed about the SDP, their role within the SDP and the work of Irish Aid in these countries. A very high proportion of volunteers (91%) rated the SERVE development education programme as "beneficial" or "very beneficial". Of more interest and importance was the impact of the SERVE development education programme on volunteers post placement. A new monitoring template focused on awareness levels, critical thinking and active citizenship, and showed generally positive results. Awareness of development issues rose from 45% pre placement to 73% post placement. A baseline for critical thinking was set (no pre placement data was available) – 75% said they think critically about development issues post placement, and this will be tracked in 2013-2015. A baseline for active citizenship was also set (63%) and this covers those who are actively involved in campaigns or spoke formally about their experiences. We estimate that 6,000 people benefitted from this degree of "active citizenship".

One expression of Active Citizenship is involvement in SERVE Solidarity Groups, which are regional groups in Ireland working to build SERVE'S profile. Overall, there is an 8% participation rate amongst all past SERVE volunteers. A 20% participation rate amongst 2012 volunteers suggests that involvement is higher in the year immediately post placement and reduces as past volunteers secure employment or relocate. The challenge for SERVE is to try and retain people on Solidarity Groups for as long as possible.

The second result is focused on Advocacy, engagement of SERVE volunteers and stakeholders, mainstreaming of the MDG agenda and the impact of volunteering on the development process and how they contribute towards change in favour of the MDGs and role of the voluntary sector on the development process. In 2012, SERVE'S advocacy campaign on HIV and AIDS focused on raising awareness amongst volunteers and young people in the Republic of Ireland and Northern Ireland. Young people in Northern Ireland were challenged to live the life of a person with HIV for a day as part

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of the "£1.27 Challenge". Increased awareness of HIV and AIDS issues amongst participants and a wider audience was the major change achieved.

SERVE'S "Focus On" newsletter engages with our volunteer network and supporters on development issues. It is sent to 750 people each quarter and a special edition in 2013 reviewed the 2012 MDG Report as relevant to the SDP. There were a number of interesting learnings, with similar indicators being used to track youth unemployment, child nutrition and HIV transmission. This is available at www.serve.ie/sdp

Finally, SERVE also prepared a case study to discuss the "Impact of Volunteering on the Development Process" focused on South Africa and Mozambique. The case study reflects on perceptions of volunteering and the impact it can have from an African perspective. Vernam Timbini, who has worked with SERVE in Zimbabwe and Mozambique for a number of years highlights the impact of volunteering on breaking down gender stereotypes. "I appreciate [SERVE] sending volunteers down to Africa. In Africa, men aren't supposed to do this, women aren't supposed to do that." He points out the benefits of male and female volunteers working together on building projects in Mozambique, with female volunteers "moulding bricks, painting and mixing mortar. Here they say a woman can't do that... it's strengthening the idea of gender that we're all equal." The case study is available here - http://www.serve.ie/storage/sdp-2012-15/Impact_Volunteering_Development.pdf

In order to boost engagement with the Irish public and provide transparency around the SDP, SERVE added a page to our website dedicated to the SDP. The SERVE website had approximately 120,000 views in 2012.

Fair Trade

SERVE is an advocate of the perspective that trade is as important as aid. The SERVE volunteer network provides strategic business advice that helps build the capacity of our partners to find new markets. Flip flop Friday in 2012 achieved again the double dividend impact of supporting the income generation capacity of our Thai partners while also raising funds for SERVE. SERVE raised £4,997 (2012 £4,057) in support of the Flip Flop Friday Campaign in Northern Ireland. We remain convinced that this is a genuinely pro-poor initiative worthy of support.

Fundraising

In 2012 our volunteers played a vital role in telling the SERVE story and attracting donations. We commend the commitment of our volunteer network. The SERVE Solidarity Gift initiative was implemented for the fourth year with modest results raising £4,914. In September 2010, we launched a communication and fundraising strategic plan with a strong emphasis on achieving growth in the number of standing

orders, the implementation of new events based fundraising initiatives with increased emphasis on working with established groups such as schools, colleges, parishes, parish clusters etc. There were positive outcomes from these initiatives. There was a very welcome increase in income from standing orders and three events based fundraising initiatives were started which have the potential to become flagship annual fundraising events. We also enhanced our capacity to raise funds through the internet. The organisations communication strategy has improved steadily with regular e-newsletters, improved profiling, and enhanced data gathering. The organisation has become less reliant on a number of large individual donors and is now attracting funds from a greater number of smaller stakeholders. There are concrete plans to continue to develop the organisations fundraising function.

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 7 which shows a surplus for the year amounted to £73,149 (2012- (£6,290)).

SERVE is a registered charity in the North of Ireland (XT 16752). The increase in income in the North of Ireland was 37%. Income Resources from Generated funds was 71% (2011 100%). Income Resources from Charitable Activities was 29% (2011 0%). Income from the public decreased by 2.4%. These are excellent results, especially the 33% increase in unrestricted income.

Direct Charitable Expenditure was 76% (99%) of total expenditure. The costs of generating funds was 1.7% (2011 0%) of total expenditure. The governance costs were 4.8% (2011 1%).

The surplus of £73,149 for the year referenced on page 7 is largely due to donations received before the year-end but not spent until 2013. Expenditure patterns in 2012 were less than outcomes in 2011 due to the delay in transferring development funds to Zimbabwe because of construction timing issues and the funding of the volunteers from the North of Ireland by SERVE in Dublin. Strident efforts were made to stay within budget for all cost centres. The expenditure on the global citizenship initiative was similar to 2011 levels.

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

SERVE IN SOLIDARITY IRELAND

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

THE DIRECTOR'S REPORT CONTINUED

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 £136,147 in SERVE in the North of Ireland as at January 31st 2013. There are three important factors relevant to an analysis of these reserves: (1) £39,539 represents a prudent unrestricted reserve balance; (2) There is £5,934 that relates to a long term school development in Haiti, delayed due to planning and legal issues related to the burial of earthquake victims. Some progress on the legal front is reported in the last four weeks (4) The remaining reserves of approximately £89,781 represent a combination of £29,438 relating to two grants received for Zimbabwe and £60,343 in support of development projects divided between Zambia, Thailand, Philippines, India, Beira, South Africa, Mozambique

SERVE are committed to maintaining at a minimum £15,000 in unrestricted reserves in the North of Ireland to cover at least five months of organisational running costs. The minimum reserve will be increased proportionally if running costs increase. Amounts over and beyond the minimum amount will be carefully stewarded in the interests of the organisation and the beneficiaries we serve. Reserves will at all times be maintained in accordance with charity regulations and best practice. The unrestricted reserves of £39,359 at Jan 31st 2013 represents a 63% increase on the previous year and is the equivalent of approximately thirteen months of the running costs of the organisation.

Grant Awarding Policy

The SERVE partnership approach is based on accountability and acknowledges the potential for power imbalances and is rooted in a set of core values. SERVE approved a partnership policy in May 2010. We engage with partners who are committed to working with the most vulnerable and marginalised and who share both a passion and competency for delivering positive development outcomes for children, young people and women. Contact with partners emerges from referrals from older and existing partners, direct applications, and through proactive initiatives by SERVE to work with partners who share our convictions and aims. Any initial assessment about advancing to a partnership arrangement focuses on (a) Matching values and ethos; (b) Considering the geographical focus, development themes, scale of activity etc.; (c) Agreement on the building blocks and possible intervention strategies for supporting children, young people and women; (d) Suitability to engage in long term capacity building work and partnership arrangements.

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

SERVE IN SOLIDARITY IRELAND

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

THE DIRECTOR'S REPORT CONTINUED

SERVE is committed to working with them on a long term basis, understanding that development is only achieved over lengthy time periods. SERVE provides input, advice and shares experience around governance, financial planning, organisational development, programme quality and child protection.

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

Small company exemptions

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

Auditors

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

6. EVENTS SINCE THE YEAR END

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

7. PLANS FOR FUTURE PERIODS

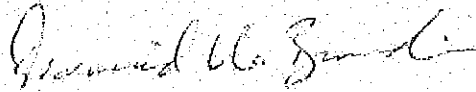
Future Developments

Securing and retaining reliable sources of funding remains the key challenge for SERVE over the next number of years. SERVE IN SOLIDARITY IRELAND Programme Plan for 2013 is based on five key objectives:

1. To implement the second year of the 4 year Irish Aid funded Programme in South Africa, Mozambique and Zimbabwe;
2. To consolidate the volunteering options;
3. To ensure that the work and projects of SERVE and its partners deliver clear and demonstrable results for poor, vulnerable and marginalised people;
4. To develop the organisational capacity of SERVE itself further;
5. To support the expansion of SERVE'S funding base (restricted and unrestricted);

Signed by order of the directors:

Diarmaid Ua Brudair
Company Secretary

A handwritten signature in dark ink, appearing to read 'Diarmaid Ua Brudair', written in a cursive style.

Kerri Catherine Smyth
Director

A handwritten signature in dark ink, appearing to read 'Kerri Smyth', written in a cursive style.

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

STATEMENT OF DIRECTORS RESPONSIBILITIES

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

Company Law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those financial statements, the directors are required to:


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

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

In so far as the directors are aware:

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

By order of the board:


KERRI CATHERINE SMYTH
DIRECTOR

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

INDEPENDENT AUDITORS REPORT TO THE MEMBERS'

We have audited the financial statements of Serve in Solidarity Ireland for the year ended 31st January 2013 which comprise the Statement of Financial Activities, Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the company's members, as a body, in accordance with Section 495 and 496 of the Companies Act 2006. 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.

Respective responsibilities of the directors and auditor

As explained more fully in the statement of directors' responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practice Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by directors; and the overall presentation of the financial statements.

Opinion on financial statements

In our opinion the financial statements:

give a true and fair view of the state of the company's affairs as at 31st January 2013 and of its net outgoing resources for the year then ended;

have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

have been prepared in accordance with the requirements of the Companies Act 2006.

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

INDEPENDENT AUDITORS REPORT TO THE MEMBERS'

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matter where the Companies Act 2006 requires us to report to you if, in our opinion:

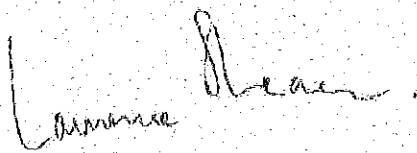
adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or

the financial statements are not in agreement with the accounting records and returns; or

certain disclosures of directors' remuneration specified by law are not made; or

we have not received all the information and explanations we require for our audit.

the directors were not entitled to prepare the financial statements and the directors' report in accordance with the small companies' regime.



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

Dated: 28th August 2013

SERVE IN SOLIDARITY IRELAND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

STATEMENT OF ACCOUNTING POLICIES

1. Accounting Convention

The financial statements have been prepared under the historical cost convention. They have been prepared in accordance with applicable accounting standards and follow the recommendations of Statement of Recommended Practice: Accounting by Charities (S.O.R.P.) issued in Year 2005, and, the Charities Act (Northern Ireland) 2008.

2. Depreciation

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

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

3. Capital Grants

Capital grants are credited to a deferred income reserve and credited to general funds over the estimated useful lives of the related fixed assets.

4. Restricted Funds

Restricted funds represent income received which is subject to donor-imposed conditions as to their use. Expenditure which meets the criteria is identified with the fund, together with an appropriate allocation of support and administration costs.

5. Unrestricted Funds

These comprise donations and other income received or generated for the objects of the organisation without further specified purpose.

6. Support Costs

Support costs are costs which are incurred centrally in support of the organisation's charitable objectives. As such, they are an integral part of the cost of carrying out the direct charitable objectives of the organisation.

7. Fundraising and Publicity

These are the costs incurred in producing materials for promotional purposes and of raising funds by way of general appeals.

8. Central Administration Costs

These are the costs incurred in connection with the management of the organisation's assets and affairs in compliance with constitutional and statutory requirements.

SERVE IN SOLIDARITY IRELAND
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2013


	NOTES	Unrestricted Funds £	Restricted Funds £	TOTAL 2013 £	TOTAL 2012 £
INCOMING RESOURCES					
Incoming resources from generated funds					
Activities for generating funds	1	45,804	61,887	107,691	78,589
Incoming resources from charitable activities		-	-	-	-
Grants receivable		-	-	-	-
TOTAL INCOMING RESOURCES		45,804	61,887	107,691	78,589
RESOURCES EXPENDED					
Charitable activities:					
Direct charitable expenditure		29,483	4,103	33,586	84,111
Governance costs		956	-	956	768
TOTAL RESOURCES EXPENDED		30,439	4,103	34,542	84,879
NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR		15,365	57,784	73,149	(6,290)
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		24,174	38,044	62,218	68,508
TOTAL FUNDS CARRIED FORWARD		39,539	95,828	135,367	62,218

The notes form part of these financial statements.

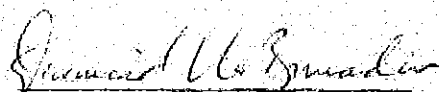
SERVE IN SOLIDARITY IRELAND
BALANCE SHEET
AS AT 31ST JANUARY 2013

	NOTES	2013 £	2012 £
FIXED ASSETS			
Tangible assets	2	-	-
CURRENT ASSETS			
Debtors and prepayments		-	-
Cash at bank		136,147	63,754
Cash on deposit		-	-
Cash in hand		-	-
		<u>136,147</u>	<u>63,754</u>
CURRENT LIABILITIES			
Creditors and accruals		(780)	(1,536)
		<u>-</u>	<u>-</u>
NET CURRENT ASSETS/(LIABILITIES)		135,367	62,218
TOTAL ASSETS LESS CURRENT LIABILITIES		135,367	62,218
ACCRUALS AND DEFERRED INCOME	5	-	-
		<u>-</u>	<u>-</u>
TOTAL NET ASSETS/(LIABILITIES)		<u>135,367</u>	<u>62,218</u>
REPRESENTED BY:			
UNRESTRICTED FUNDS	6	39,539	24,174
RESTRICTED FUNDS	7	95,828	38,044
		<u>135,367</u>	<u>62,218</u>

APPROVED BY THE DIRECTORS :


KERRI CATHERINE SMYTH
DIRECTOR

DATE 28th August 2013


DIARMAID Ua BRÚDAIR
DIRECTOR

DATE 28th August 2013

SERVE IN SOLIDARITY IRELAND
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2013

1. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds £	Restricted Funds £	2013 £	2012 £
Development Appeal	-	25,973	25,973	33,630
Third World Groups	-	31,000	31,000	-
Solidarity Gifts	-	4,914	4,914	692
Donations	23,547	-	23,547	19,116
Volunteer Contributions	17,260	-	17,260	21,094
Flip Flop Friday	4,997	-	4,997	4,057
Bank Interest Receivable	-	-	-	-
	<u>45,804</u>	<u>61,887</u>	<u>107,691</u>	<u>78,589</u>

2. TANGIBLE FIXED ASSETS

	Office Equipment £	Computer Equipment £	Total £
COST			
As at 1st February 2012	-	-	-
Additions	-	-	-
Disposals	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>
As at 31st January 2013	<u>-</u>	<u>-</u>	<u>-</u>
DEPRECIATION			
As at 1st February 2012	-	-	-
Charge for year	-	-	-
Eliminated on disposal	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>
As at 31st January 2013	<u>-</u>	<u>-</u>	<u>-</u>
Net book value 2013	<u>-</u>	<u>-</u>	<u>-</u>
Net book value 2012	<u>-</u>	<u>-</u>	<u>-</u>

SERVE IN SOLIDARITY IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

3. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging/(crediting)

Auditors remuneration
 Depreciation
 Capital grant credit

2013	2012
£	£

780	768
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-	-
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-	-
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4. SALARY COSTS

Gross pay - core staff
 Employer's National Insurance Contributions - core staff

2013	2012
£	£

-	-
---	---

-	-
---	---

5. ACCRUALS AND DEFERRED INCOME

Capital grant reserve:

Balance at 1st February 2012

Received in year

Credit for the year

Balance at 31st January 2013

2013	2012
£	£

-	-
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-	-
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-	-
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-	-
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-	-
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SERVE IN SOLIDARITY IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST JANUARY 2013

6. UNRESTRICTED FUNDS

	2013	2012
	£	£
Balance at 1st February 2012	24,174	23,612
Net incoming resources for the year	15,365	562
	<hr/>	<hr/>
Balance at 31st January 2013	39,539	24,174

7. RESTRICTED FUNDS

	2013	2012
	£	£
Balance at 1st February 2012	38,044	44,896
Net incoming resources for the year	57,784	(6,852)
	<hr/>	<hr/>
Balance at 31st January 2013	95,828	38,044

8. LEGAL STATUS

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

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

SERVE IN SOLIDARITY IRELAND
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2013

		Unrestricted £	Restricted £	2013 £	2012 £
INCOMING RESOURCES					
Activities for generating funds					
Income generation		-	-	-	-
Donations and fundraising	1	45,804	61,887	107,691	78,589
		45,804	61,887	107,691	78,589
Incoming resources from charitable activities					
Grants receivable		-	-	-	-
		-	-	-	-
		-	-	-	-
TOTAL INCOMING RESOURCES		45,804	61,887	107,691	78,589
RESOURCES EXPENDED					
Charitable activities:					
Development projects - support costs		7,026	4,103	11,129	48,831
Development projects - administration costs		5,963	-	5,963	-
Belfast Outreach Programme		1,000	-	1,000	1,160
Programme for overseas volunteer expenses		620	-	620	20,360
Development education programme		720	-	720	760
Global citizenship programme		13,539	-	13,539	13,000
Fair trade support		615	-	615	-
Sundry expenses		-	-	-	-
Depreciation		-	-	-	-
		29,483	4,103	33,586	84,111
Governance costs					
Membership, training and affiliation fees		176	-	176	-
Audit fees		780	-	780	768
Bank fees		-	-	-	-
		956	-	956	768
TOTAL RESOURCES EXPENDED		30,439	4,103	34,542	84,879
NET INCOME/(EXPENDITURE)		15,365	57,784	73,149	(6,290)

This page does not form part of the statutory financial statements

SERVE IN SOLIDARITY IRELAND
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JANUARY 2013

1. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds	Restricted Funds	2013	2012
	£	£	£	£
Beira Project	-	4,579	4,579	2,571
Third World Groups	-	31,000	31,000	-
African Projects	-	4,355	4,355	10,556
India Project	-	3,056	3,056	2,385
Thailand Project	-	-	-	4,740
Brazil Project	-	12,365	12,365	3,491
Kenya Appeal	-	-	-	2,298
Flip Flop Friday	4,997	-	4,997	4,057
South Africa Appeal	-	1,618	1,618	7,588
Volunteer Contributions	17,260	-	17,260	21,094
Other Fundraising and Donations	23,547	-	23,547	19,116
Solidarity Gifts	-	4,914	4,914	693
Bank Interest Receivable	-	-	-	-
	45,804	61,887	107,691	78,589

This page does not form part of the statutory financial statements