

Voluntary Service Overseas (Ireland) CLG  
(A Company Limited by Guarantee and not  
having a Share Capital)

Reports and Financial Statements  
For the Financial Year Ended  
31 March 2018

*Registration number 351799*

## Voluntary Service Overseas (Ireland) CLG

### Reports and Financial Statements for The Financial Year Ended 31 March 2017

---

#### Contents

Directors and Other Information.....	2
Directors' Report.....	3-18
Directors' Responsibilities Statement.....	19
Independent Auditors' Report.....	20-22
Statement of Financial Activities.....	23
Balance Sheet.....	24
Cash Flow Statement.....	25
Notes to the Financial Statements.....	26-39

## Voluntary Service Overseas (Ireland) CLG

### Directors and Other Information

---

<b>DIRECTORS</b>	Stephen Pidgeon (Chairperson) Tom Collins Christine Littlefield
<b>SECRETARY</b>	Bradwell Ltd Arthur Cox Ten Earlsfort Terrace Dublin 2
<b>REGISTERED OFFICE</b>	Unit 7 Whitefriars Aungier Street Dublin 2
<b>AUDITORS</b>	Crowe Horwath Bastow Charleton Marine House Clanwilliam Place Dublin 2
<b>BANKERS</b>	Allied Irish Bank plc 7/12 Dame Street Dublin 2  Bank of Ireland Priorsgate Main Road Tallaght Co. Dublin
<b>SOLICITORS</b>	Beauchamps Solicitors Riverside Two Sir John Rogerson's Quay Dublin 2
<b>CHARITY STATUS NUMBER</b>	CHY 15048
<b>COMPANY NUMBER</b>	351799
<b>CHARITIES REGULATORY AUTHORITY NUMBER</b>	20050863

The Directors present their report and the audited financial statements for the financial year ended 31 March 2018.

## STRATEGIC REPORT

### Vision, Mission and Values

VSO's **vision** is a world without poverty.

Our **mission** is to bring people together to address marginalisation and poverty.

Our unique role in international development is to place committed volunteers with carefully selected organisations so their skills generate the greatest value.

We have four **values** which underpin everything we do.

- By thinking globally, we can change the world.
- Progress is only possible when we work together.
- Knowledge is our most powerful tool.
- People are the best agents of change.

These values form part of our **People First strategy** – we understand that sustainable change cannot take place without sharing experience, skills and ideas. All VSO programmes are designed in collaboration with local partners who know best the needs of the local communities in which we work. International volunteers' work passes on fresh ways of thinking, while local staff and national volunteers bring cultural knowledge to programmes. In this way, we identify innovative solutions to development challenges and campaign for change.

Our *People First* strategy is built upon the following **principles**:

- **Accountability:** Our decisions are driven by the voices and evidence from primary actors to whom we are accountable.
- **Collaboration and Knowledge Sharing:** We create opportunities for collaboration and knowledge sharing in order to promote good practice across VSO.
- **Reflective Practice:** We invest in and nurture a culture of learning, create space and time for reflective practice, and respond and act upon our learning in order to constantly improve our programmes.
- **Effective and Appropriate:** We provide adequate and appropriate resources to ensure that the right people are in the right place at the right time.
- **Evidence-Based:** We design interventions based upon quality research and evidence, seeking to understand the complex dimensions of poverty and power.
- **People-Centred:** We use participatory practice to engage and listen to primary actors and stakeholders to ensure we are always contributing to social change.

Putting these principles into practice, VSO supported over 1.5 million people in 24 countries last year. We worked with thousands of volunteers and partners to help create long-lasting change across some of the poorest communities in the world.

### Where VSO Ireland Works

In 2017/18 VSO worked in 24 countries:

Bangladesh, Cambodia, Ethiopia, Ghana, India, Kenya, Lesotho, Malawi, Mozambique, Myanmar, Nepal, Nigeria, Pakistan, Papua New Guinea, Philippines, Rwanda, Sierra Leone, South Africa, Swaziland, Tanzania, Thailand, Uganda, Zambia, Zimbabwe

## Voluntary Service Overseas (Ireland) CLG

### Directors' Report

This table captures all VSO Ireland volunteers who were in placement during part or all of the financial year 2017 - 2018.

Country	Job Title	Programme
<b>Papua New Guinea</b>	Researcher	Health
<b>Uganda</b>	Organisational Development Specialist	Livelihoods
	Education Researcher - Baseline and Inception	Education
	Teacher Educator - Gender and Inclusive Education Specialist	Education
	Teacher Educator - Gender and Inclusive Education Specialist	Education
	Health Researcher - Baseline and Inception	Health
	Community Development Specialist	Education
<b>Malawi</b>	Education Advisor - Unlocking Talent	Education
	Education Advisor - Unlocking Talent	Education
	Natural Resources Advisor	Livelihoods
<b>South Africa</b>	School Management Advisor	Education
<b>Tanzania</b>	Researcher	Health
	Health Technical Advisor - eVolunteer	Health
	Researcher	Livelihoods
	MNH Researcher	Health
	MNH Researcher	Health
<b>Bangladesh</b>	Social Franchisor Advisor	Livelihoods
<b>Rwanda</b>	Teacher Trainer - Numeracy and Literature	Education
<b>Cambodia</b>	Programme Management Advisor	Livelihoods
<b>Nepal</b>	School Leadership Advisor	Education
<b>Ethiopia</b>	Anaesthetist	Health

### How We Work

VSO Ireland is an international development organisation that fights poverty and inequality through volunteers in some of the world's poorest communities. By enabling people and communities to play a more active role in development, volunteering provides the means through which the essential preconditions for sustainable change – ownership, participation, empowerment and inclusion – can be realised. VSO Ireland forms part of the global VSO family that was founded in 1959 and has sent nearly 40,000 professional volunteers on placements to date. With a small team of eight, we fulfil a diverse range of functions from our office in Dublin 2 - volunteer management and recruitment, fundraising, marketing and communications, finance, advocacy, grant proposal and programme development. We're extremely proud of our achievements to date, primarily the success of our previous and existing Irish Aid funded programmes and the impact our incredible Irish volunteers have on placement every day.

### Playing to our strengths

VSO has a targeted approach to international development – instead of spreading ourselves finely, we've identified the areas where we have the most experience and can have the greatest impact. These core programme areas are:

#### Education

- Inclusive education: We work with schools, communities and governments to ensure marginalised children, such as girls and those with disabilities, get the education they need.

#### Health

- Maternal, neonatal and child health: VSO volunteers improve maternal and neonatal health by sharing their skills with local health workers and establishing Neonatal Intensive Care Units.
- Adolescent and Youth Sexual and Reproductive Health and Rights: We work with growing youth populations in developing countries to improve sexual and reproductive health services and advocate for their rights.

#### Livelihoods

- Empowered Youth for Employment and Entrepreneurship: VSO volunteers mentor marginalised young people to nurture their entrepreneurial ability and increase their employability.
- Agri-based Value Chains: We empower rural communities through training and supporting farmers to increase their bargaining power and profits.

### What makes VSO Ireland different?

VSO Ireland stands out in the international development sector for a number of reasons.

1. Our programmes are all about upskilling local people and supporting them to extend services and improve livelihoods. In exceptional cases, we provide resources on programmes but this is usually to coincide with volunteer training. For example, we have provided basic equipment for a Neonatal Intensive Care Unit in Uganda, which enabled a VSO volunteer to train local midwives in its use.
2. Our volunteer placements are for professionals, requiring a qualification and at least three years' professional experience, sometimes more. There is no age limit to volunteering with VSO, with some volunteers taking time out of retirement to go overseas with us.
3. VSO roles are demand-driven – we only send volunteers overseas when there is a need for specific skills on a programme that cannot be found locally.
4. VSO programmes are all designed and implemented in collaboration with local partner organisations. They best understand the needs of local people and so determine the skills that are required on programmes. They are heavily involved throughout programme development and the recruitment process, having final say about whether a volunteer is selected or not.
5. 59% of VSO volunteers are national volunteers who, like those in the local partner organisations, bring knowledge of the cultural context and can work side-by-side with international volunteers.
6. It takes volunteers time to develop trusting relationships with new colleagues and understand the context in which they are working. For this reason, the majority of our volunteer placements are for at least a year. While long-term placements aren't for everyone, they mean we are most effective in our mission to eradicate poverty.
7. We believe volunteering should be cost-neutral and open to people from all backgrounds. VSO volunteers receive a comprehensive support package, including flights, accommodation, medical insurance and in-depth training. They also receive a monthly allowance, usually around the same as their local colleagues make, to cover basic living expenses in country.
8. Our 'relational' volunteering model enables greater engagement and empowerment of primary actors and brings about change in a variety of different ways, including collaboration, inclusion and innovation.

#### Partners in the Irish Development sector:

At VSO Ireland, we are very proud of the close relationship we have with our peers in the international development sector. We are a member of Dóchas, the Irish Association for Non-Governmental Organisations, and signatories to the Dóchas Code of Conduct on Images and Messages, fulfilling all nine criteria. This Code defines standards of best practice for NGOs involved in emergency relief, long-term development and development education. We are committed to avoiding stereotypical or sensational images and messages in all campaigns, and depicting the complexities of the situations in which we work overseas. The VSO Ireland team are also actively involved in a number of Dóchas Working Groups, including those for communications; governance, compliance and finance; policy; results and education in international development.

VSO Ireland is also a solidarity partner of Comhlámh, a membership and supporter organisation for volunteers and development workers in Ireland. In December 2017, we were also recognised as the first organisation to be found fully compliant with all 44 indicators of Comhlámh's Code of Good Practice for Volunteer Sending Organisations. This Code is funded by the Irish Government and relates to all aspects of volunteering programmes, including best recruitment practices, volunteer safety, and partner involvement in programme development and monitoring and evaluation. Deemed by the Guardian as "the highest-regarded set of guidelines" of its kind, this was a real honour and demonstrates our commitment to comprehensive support and training.

#### Trust and transparency

Now more than ever before, it's of utmost importance to develop a trusting relationship with the Irish public and be transparent in all aspects of our operations. VSO Ireland is a registered charity with the Revenue Commissioners (CHY 15048) and the Charities Regulatory Authority (20050863). We are fully aligned with all global VSO policies and work hard to ensure everyone who comes into contact with VSO feels respected and safe at all time. These policies include:

- Our Safeguarding and Child Protection Policy which outlines our commitment to ensuring that people who work with our organisation are free from abuse or exploitation.
- Our Global Criminal Practices and Whistleblowing Policy which outlines our commitment to maintaining the highest standards of openness, integrity and accountability, and to eliminate any criminal activity, such as bribery, fraud and theft.
- Our Global Procurement Policy which requires all staff and volunteers to follow the procurement principles of fairness, transparency, ethical behaviour, compliance and ensuring value for money.
- Our Code of Good Practice which sets out the standards and expectations of employees' and volunteers' behaviour.

All VSO Ireland employees and volunteers are trained in these policies before they start working with VSO and must adhere to them at all times. There are clear disciplinary procedures in place if a breach of one of the above policies occurs. In 2017 – 2018, we assessed our existing policies to ensure they were as robust as possibly could be.

Last year, we were thrilled to be shortlisted in the Good Governance Awards 2017, which recognises charities that lead with transparency, integrity and accountability. This shortlisting was based on the 2016 – 2017 annual report and financial statements that details our programme outcomes, funding sources, expenditure and organisational risks. We're very thankful to the judges for their positive feedback and will continue to uphold transparency in all aspects of our operations and reporting.

#### Global Programmes: Core Approaches

VSO has three core approaches – social accountability, social inclusion and gender, and resilience – which underpin everything we do.

##### Social accountability

VSO is committed to ensuring that poor and marginalised people have access to more responsive and inclusive services and are able to hold decision-makers to account. Throughout our programmes, we aim to:

### Directors' Report

---

- Build willingness and capacity of government and other service and resource providers to be accountable to citizens, especially poor and marginalised people
- Build willingness and capacity of citizens to exact accountability from those in power
- Develop spaces and processes for engagement
- Advocate for the inclusion of marginalised people

We work from the bottom up – empowering individuals and communities to have a voice on the issues affecting their lives – and the top down – advising government officials on how to improve planning and service delivery. Over the past year, our focus on community development in particular has massively increased. We recognise the need to facilitate community discussion around important issues and then communicate those viewpoints to those in power. Patrick Ferrity from Belfast is one such volunteer. He is currently working with communities in Karamoja, Uganda to ensure they are part of decision-making in terms of education services.

### Social inclusion and gender

The Sustainable Development Goals are a promise to end global poverty by 2030, leaving no one behind. But today thousands of the people VSO works with are discriminated, marginalised and excluded on the grounds of their gender, race, age, sexual orientation, disability and many other factors. All VSO programmes across education, health and livelihoods are targeted to reach these groups, usually the poorest and most marginalised in society.

But it is not enough to merely meet their needs – we also need to address the reasons why such inequality happens in the first place. This is why we place such a huge emphasis on research before programmes even begin, to ensure we have a clear awareness of the context in which we are working and what barriers need to be broken. For example, in 2017 – 2018, VSO Ireland volunteers Barbara Burns from Co. Mayo and Patricia Callanan from Co. Cork carried out in-depth gender analysis to determine the societal norms affecting women's health in Tanzania. Their ground-breaking research will be pivotal when designing future maternal and neonatal health programmes in the area to ensure the needs of marginalised women and girls are always taken into consideration.

### Resilience

Resilience means the capacity of an individual, population group or system to anticipate, absorb, and recover from hazards, shocks and stresses. VSO has identified a number of factors that can negatively impact our programmes, including health epidemics, natural disasters, conflicts and political instability. We assess the risk of these kinds of shocks occurring before a programme begins and work with vulnerable groups to increase their capacity to deal with them.

The vast majority of harmful greenhouse gases are produced by industrialised countries in the Global North, yet developing countries often suffer the most. Temperature increases and changing precipitation patterns are seriously harming agricultural growth, a trend that is set to worsen in countries like Malawi over the next few years. Climate change is drastically reducing the food supply, forcing more people to live a life of extreme poverty. Miriam Alonso, a Spanish-born environmental scientist from Co. Dublin, is currently working with the VSO Malawi team to identify the ways climate change needs to be considered on Malawian programmes and how to prepare locals in the best way possible.

Sarah Henderson from Co. Down is another volunteer doing fantastic work to increase resilience on VSO programmes. Currently in Uganda, Sarah has been using her wealth of experience in crisis preparedness and humanitarian response to help local communities prepare for climate-related shocks and stresses, such as flooding and drought. Only a few months into her placement, Sarah has already seen the potential impact this type of work can have – “We are only at the early stages of our work, but it is clear that there are a lot of inter-linking issues in these communities which reduce their resilience, cutting across all of VSO's core areas, and we hope that by building projects which include elements from the core areas, as well as additional interventions where necessary, we can sustainably build resilience in these communities”.



#### Global Programmes: Education

*In 2017 – 2018, over 325,000 people were supported through VSO's education programmes.*

Knowledge is our most powerful tool – and education is the key that unlocks it. This is recognised in Sustainable Development Goal 4, which aims to “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all”. Education has always been a primary focus for VSO, with the global organisation currently running education programmes in 15 countries. While the VSO Ireland team recruit volunteers and raise funds for these 15 programmes, we also have our very own girls' education programme, with support from Irish Aid.

#### Irish Aid funded girls' education programme

Early and forced marriage, teenage pregnancy, menstrual taboos and community prejudices are keeping girls out of school in many marginalised communities around the world, including Karamoja, one of the poorest regions in Northern Uganda. In one district of Karamoja, only 6.4% of girls finish primary school. VSO Ireland's Irish Aid funded programme, is supporting local teachers to create a more inclusive school environment for girls and addressing societal norms that prevent them from getting the education they need.

This programme was heavily informed by VSO Ireland's previous inclusive education programme in Karamoja, which saw the introduction of child-centred learning methods to increase literacy and numeracy outcomes. As this programme progressed, it became increasingly apparent that girls have differing learning needs to boys and that we also needed to focus on girls who had dropped out of school. 'From the Ground Up', a research report from Co. Dublin volunteer Pauline Faughnan confirmed this further. After three months of conducting interviews with teachers, students and community members in Karamoja, Pauline found that attitudes to girls' education were even worse than anticipated, with many girls who continue their schooling being labelled as lazy, immoral “prostitutes”.

Since the programme launched in June 2017, Irish volunteers have been working side-by-side with Ugandan volunteers to promote girls' education in three ways:

- Supporting District Education Offices to enhance their means of supporting girls' education in schools.
- Supporting local teachers to create a more inclusive environment in schools.
- Supporting communities to engage with and promote girls' education.

Over the next three years, our volunteers will empower 21,500 students, 2,150 children who are not in school and 15,100 community members and parents to encourage and promote girls' education. Lisa Barrins, a primary school teacher from Co. Sligo, is one such volunteer. As a Teacher Educator, she has been helping teachers to form health clubs in schools, which can then produce information on reproductive health and advice on menstrual management for girls. Already, 33 new health clubs have been established and 80 teachers, both male and female, have been trained. Lisa has also been involved in the strengthening of other types of school clubs, such as debating clubs, which help girls develop their confidence in the classroom and have a voice on important issues. She said, "I've found it a great experience working with schools in Moroto especially rural schools. It's great to see schools that did not have functioning clubs to now be getting motivated and coming up with new ideas. The children really seem to enjoy participating in club activities."

#### Technology transforming teaching in Malawi

VSO volunteers like Seán Fitzmaurice, a retired teacher from Co. Dublin, are helping to improve literacy and numeracy rates in Malawian primary schools. With an average class size of up to 90 pupils, our Unlocking Talent through Technology project makes teaching manageable, by getting children to complete exercises on iPads. Seán and other volunteers are showing teachers how to use bespoke local-language apps for literacy and numeracy lessons and helping to establish special social-powered learning centres where children receive half an hour of interactive tuition per day. This type of technology enables teachers to see at a glance which pupils need more attention – and improves attendance by making learning fun.

The Unlocking Talent project, initially rolled out in 63 schools across ten education districts, has been taken up by Malawi's Ministry of Education, Science and Technology and will be rolled out across all 5,300 primary schools nationwide with time. Already, 55,000 children have benefited from the project.

68-year old Seán was motivated to volunteer after walking by the VSO Ireland office in Dublin one day. After a year of waiting for the right role, he finally accepted a two-year Education Adviser placement in Lilongwe, Malawi's capital city, in early 2017. Of his placement, Seán said, "I find the work in this challenging environment very rewarding and meaningful. Other VSO staff, whether voluntary or otherwise, are very supportive and help greatly in overcoming the many daily obstacles which one faces. As a retiree, I heartily recommend this type of voluntary work."

#### **Global Programmes: Health**

*In 2017 – 2018, over 900,000 people were supported through VSO's health programmes.*

Around the world, people are suffering due to a lack of quality health services – but it doesn't need to be that way. VSO works with health workers, communities and governments to improve and extend essential healthcare services, and break down the barriers that prevent people from accessing them. This supports Sustainable Development Goal 3, which aims to "ensure healthy lives and promote well-being for all at all ages". VSO currently has health programmes in 14 countries, which focus on two areas – maternal and neonatal health, and adolescent, sexual and reproductive health. As with education, the VSO Ireland team has vested interest in our Irish Aid funded programme, also based in Karamoja, Uganda.

#### **Irish Aid funded maternal and neonatal health programme**

One in four teenage girls aged between 15 and 19 have had a child or are pregnant in Uganda. These girls are particularly at risk when giving birth, as their bodies may have not fully developed and there is an increased likelihood of eclampsia, puerperal endometritis and systemic infections. Babies born to adolescent mothers also face higher risks of low birthweight, pre-term delivery and several neonatal conditions infections (World Health Organisation).

While promoting inclusive education on a previous Irish Aid funded project in Karamoja, Uganda, VSO Ireland recognised the negative implications pregnancy had for teenage girls, as they are forced to leave school and put their health at risk. Our previous maternal and neonatal health programme in Ethiopia showed us how powerful interventions like introducing Neonatal Intensive Care Units (NICUs) and training local nurses in life-saving techniques, could be in instances like this. In 2017, Barbara Burns, a VSO volunteer from Co. Mayo, conducted research for three months in Karamoja to support the proposal of a new maternal and neonatal health programme. We were delighted to receive funding from Irish Aid for this programme in December 2017.

Over the next three years, this project will work towards providing improved health services to young mothers, and increasing general awareness of sexual and reproductive health issues among teenagers. Irish volunteers, including nurse and midwife mentors and neonatal nurses, and Ugandan volunteers, including a social worker and a nutritionist, will work side-by-side to deliver the programme. Speaking after the programme grant opening workshop in Kampala, VSO Ireland's Programme Development and Grants Manager Rebecca Grogan said, "It's fantastic to have the support of the Irish public for this new health programme in Karamoja. I've spoken to nurses and midwives in the health facilities there who are so eager to develop their skills and help save more young mothers and their babies. This programme is one of VSO's biggest in health globally. I look forward to seeing the progress Irish volunteers make on this programme in the coming years."

This programme aims to equip 10,700 mothers with the knowledge they need to make informed health decisions, provide 1,780 neonates with specialist care in the first days of their life, and train 334 health workers and community-based organisation staff in providing and implementing life-saving services. We look forward to updating our supporters and donors of the impact we have on this programme in future annual reports.

#### **Improving care to surgery patients in Ethiopia**

Despite improvements in recent years, statistics for health issues in Ethiopia remain startling, with many people facing an ongoing threat of disease and death. The country has the second highest population in sub-Saharan Africa – approximately 107 million people, many of whom live in rural areas far from health facilities and trained medical professionals. Rates of infectious illnesses such as malaria, HIV/AIDS and tuberculosis are high, and malnutrition is rife. Even in urban areas, a lack of trained medical staff and basic resources mean that patients are suffering or dying needlessly.

### Directors' Report

---

Anaesthesia, which includes administering pain medication and anaesthetic before surgery, is an area of medicine that is vital in countries like Ethiopia but sadly lacking. Currently, there are only 24 anaesthesiologists serving the whole of Ethiopia. Anaesthesiologist Dr Michelle Walsh from Co. Waterford travelled there last year to share her expertise with local health workers, particularly with regard to pre- and post-operative care. In Butajira, she helped to establish a pre-operative pain management programme, while in Hosaena, she ran training courses which focused on the identification and treatment of critically ill patients. This incredible work has meant that local health staff provide better care to patients and can save more lives during surgeries.

Volunteering with VSO Ireland made a difference to Michelle's life, both personally and professionally. – "Towards the end of my placement, I came in one day to see two anaesthetists on call doing their own self-directed learning with resources I had put together. From not attending training sessions at the beginning, they had become motivated enough to learn all by themselves. This was one of the things that stood out to me most in terms of impact." She would encourage anyone thinking of volunteering to go for it, saying, "The experience was overwhelming positive. I felt very welcomed, and really enjoyed the whole culture and richness of the people. I would definitely recommend it!"

### Global Programmes: Livelihoods

*In 2017 – 2018, over 115,000 people were supported through VSO's education programmes.*

From market dynamics to social marginalisation, there's rarely ever just one cause of poverty. We help break down the barriers that perpetuate inequality and exclusion. By working to change attitudes and open doors, we want to make sure everyone can live in dignity and security, with better skills, income and fairer access to markets. VSO currently runs livelihoods programmes in 14 countries, focusing on improving agriculture practices and enhancing the employability of marginalised youth populations.

In 2017 – 2018, VSO Ireland saw an increase in the number of applications coming from Irish professionals for roles on our livelihoods programmes. These roles are extremely varied in their focus – everything from marketing and engineering to business development, finance and even welding. This helps to broaden the definition of what it means to be a VSO volunteer and the multitude of individuals involved in our international development projects. While we don't have an Irish Aid funded livelihoods programme, we recruit volunteers and raise funds for global VSO livelihoods projects on an on-going basis.

### Enhancing employment opportunities for young people in Uganda

Uganda is the second youngest country in the world, with 77% of its population under 30. Unfortunately, youth unemployment is spiralling with eight out of ten young people out of work. VSO volunteers, like Lorna Preston from Co. Dublin, work with Vocational Training Institutes (VTIs) to create a professional, market-orientated training environment that produces more employable graduates. With more relevant skills, these graduates have a much better chance of getting a job, earning a better income, starting their own business and playing a more meaningful role in society.

Lorna's one-year placement was based in Kasese and Hoima, located in the west of Uganda where the emerging oil and gas industries have a lot of potential for youth employment. As an Organisational Development Specialist, her role was largely focused on developing the capacity of five VTIs. She carried out assessments with all stakeholders, from the Chairperson of the Board and Principals to students and staff, which looked at the following areas – Management Leadership and Strategy, HR, Financial Management, Operations Management and Service Delivery. From this, Lorna helped to compile capacity building plans that outlined any gaps that needed to be filled and how to best support students to get the training they need.

After returning home to Ireland, Lorna reflected on the positive impact of her volunteer placement: "It was so great to see the development of the VTIs over the year following the participatory Organisation Capacity Assessment. This allowed them to identify their needs and subsequently work with VSO volunteers and staff to develop their capabilities."

### Supporting crab farmers in Bangladesh

Almost half of Bangladeshi people rely on agriculture for their livelihoods but climate change, land scarcity and poor access to markets mean that 35% of people in rural areas live below the poverty line. VSO and Syngenta, a Swiss agrichemical and seed company, have developed a three-year partnership to help to

### Directors' Report

---

improve the livelihoods of 10,000 such smallholder farmers in a sustainable way. The 'Growing Together' project harnesses our collective expertise in agricultural techniques and value chains to dramatically improve incomes for these farmers – some have reported an 80% increase on vegetable yields alone. As increased profits are spent, the local economy is also boosted, which has a knock-on positive effect for other people in the community.

In 2017 – 2018, Michael Palmer from Co. Cork travelled with VSO Ireland to support the crab production business of local women as part of this project. With over 20 years' experience in business development, Mike was in a perfect position to help these women to nurture their entrepreneurial skills, apply for loans with urban banks and increase profits through more strategic selling. His placement was based in Dhaka and involved close collaboration with six VSO-sponsored farm centres in the north of the country. Michael said, "The impact of VSO's Growing Together project is incredibly impressive. Marginalised farmers working plots as small as a tenth of an acre now have access to markets and to finance. Putting their training into action and using the right inputs, their yields have increased significantly, and they have a growing confidence. It has been a fantastic experience working with the communities and I am sure the enthusiasm they have will bring them to even higher levels of success."

### Public Engagement

In 2017 – 2018, we expanded our work on public engagement, developing a new plan that has been supported by Irish Aid. While our programmes focus on helping the poorest of the poor overseas, we recognise that there is much work that needs to be done to change attitudes and increase support for international aid here in Ireland. Well-informed citizens are far more likely to be committed to global justice and solidarity, and in turn support international development programmes by volunteering their skills, making donations or spreading ideas. The power of effective communications is outlined in Ireland's policy for International Development, *One World One Future* which states "We will continually engage with the Irish public about the work and impact of our aid programme and our development efforts and about the important difference the work is making in the lives of people and communities living in poverty." Having a stronger voice on the issues that we care about and stimulating dialogue around international development is a key focus for us going forward.

### What we aim to do

The objectives of our public engagement plan are as follows:

- Increase public awareness in Ireland of the role volunteers play in development and the sustainable impact they have, particularly in context of the 2030 Agenda for Sustainable Development. We worked closely with networks like the Volunteer Groups Alliance to influence the creation of the Sustainable Development Goals (SDGs) and underline the unique power of volunteers in achieving them, so this is something we feel very passionately about.
- Increase awareness amongst professionals, particularly those in the health and education sectors in Ireland, of volunteering for development opportunities and motivating them to pursue them. This means getting in front of more target groups at sector events, relaying the professional benefits of volunteering in our communications and broadening the definition of what it means to be an international volunteer.
- Create space for volunteers, both current and returned, to share their experiences with the Irish public. Volunteers are our best advocates as they understand the incredible impact volunteering for development can have, and the multitude of personal and professional benefits for both primary actors and volunteers themselves.

### Getting the basics right

Before increasing the number and variety of volunteer stories, it was important to assess our communication channels and make improvements to ensure they are fit for purpose. In 2017 – 2018, we did the following:

- Migrated to a new website, complete with more up-to-date information about placements and programmes, improved navigation, a cleaner design and clearer calls to action.
- Developed a section on the website devoted to promoting the SDGs and how Irish people can promote these in their everyday lives.

## **Voluntary Service Overseas (Ireland) CLG**

### **Directors' Report**

---

- Relunched our monthly newsletter, which features stories from volunteers and primary actors in the field, as well as updates on events and campaigns in Ireland.
- Embraced stronger branding, with a new logo, fonts and colour scheme across print and online channels.
- Updated all print marketing materials, including posters, leaflets and banners, and created new products to fill gaps, such as a media support pack and FAQ document.

### **Supporting volunteers to tell their stories**

VSO Ireland's work wouldn't be possible without the incredible volunteers that make it happen. While our volunteers share competencies like adaptability and resilience, they come from many different professions and walks of life. In the past year alone, we've had experts in marketing, agriculture, primary education, anaesthesia, community development and business management pass through our doors. Sharing their stories helps to broaden the definition of what it is to be an international volunteer and is really helpful for our recruitment and fundraising drives. Last year, we reached out to returned volunteers in Ireland asking for their favourite memories and stories from VSO placements. A specially created media support pack, with information on how to write a blog and approach local press, was also shared. The response was overwhelmingly positive and we now have blog posts from returned volunteers to take us up to the end of 2018. We have also carried out interviews with overseas volunteers to get a better sense of what life for them is like on placement and create case studies that encourage more people to apply for roles.

### **Spreading awareness of the SDGs**

The SDGs are 17 Goals agreed by the UN which call on all countries to take action and responsibility for the role they play in fighting poverty and inequality. These Goals are about making the world a fairer place, and cover everything from gender equality and environmental sustainability to hunger and quality education. We've always been passionate about the value of the SDGs, but 2017 – 2018 was the first year we took a more active approach to promoting them amongst our networks. Through a series of blog posts, we have helped to break down the Goals into more easy-to-understand concepts and ways in which people can advocate for them locally. Some content has also focused on the interconnectedness of issues experienced in programme countries and those also happening here in Ireland, such as climate change and gender rights. We continue to collaborate with other organisations and individuals in Coalition 2030 and Comhlámh's SDG Working Group to increase public participation in the Goals and influence decision makers in government.

### **Promoting our work in person**

When it comes to spreading awareness of volunteering opportunities and development issues, nothing beats face-to-face interactions. Last year, we participated in more events than ever before. These included development sector events, such as Irish Aid's flagship event Africa Day and the Dóchas Conference in May and the annual Irish Aid Volunteer Fair in October, as well as those targeting health and education professionals, including those run by Irish National Teachers' Organisation, Teachers Union of Ireland, Health Sector Jobs and the Irish Nurses and Midwives Organisation. We also increased the regularity of our Meet VSO information sessions to once a month, giving more people the chance to speak with returned volunteers about their experiences and learn about volunteering opportunities.

### **Income Generation**

VSO Ireland's work is only made possible by the vital funding and donations received from Irish Aid, Trusts, Foundations and the generous donations of the Irish general public.

### **Irish Aid**

In 2017 – 2018, we were delighted to receive funding from under Irish Aid's Volunteering Initiative for two new programmes. The first programme, which launched in June 2017, is focused on improving girls' education in Karamoja, Uganda and received €353,821 for this year. This will be used by volunteers to provide training to teachers on guidance and counselling, establish health and debate clubs and support communities to reduce barriers to girls' education. A small proportion of this funding, €10,848, is going towards our public engagement plan. The second programme, which received €127,959 in December 2017, is supporting maternal and neonatal health services, especially for adolescent girls. This money is being used to train nurses to carry out life-saving techniques, like resuscitation, and provide community outreach so more local women can access health facilities.

## Voluntary Service Overseas (Ireland) CLG

### Directors' Report

---

Long-term support and funding from Irish Aid is invaluable as it enables us to develop and implement sustainable programmes that have a long-lasting impact. These programmes are run over three years, which means we are better able to plan programme and recruitment activities. The impact of our previous Irish Aid funded programmes in Ethiopia (maternal and neonatal health), Uganda (inclusive education) and Zambia (good governance) was very powerful, and we look forward to seeing similar results on our new Uganda programmes. Ensuring these programmes achieve success and compiling in-depth monitoring and evaluation reports is our priority over the next three years. We will also support VSO country offices wherever possible to apply for Irish Aid funding in-country.

VSO Ireland was delighted to be quoted in the Oireachtas Joint Committee on Foreign Affairs and Trade and Defence's review of Irish Aid programmes. One of the recommendations of the Joint Committee was that Irish Aid encourage initiatives that focus on development education and volunteering. We will continue to engage with White Paper Reviews, and continue to work with organisations like Dóchas and Comhlámh on joint submissions in key areas of interest, such as education and volunteering for development.

### Trusts and Foundations

Funding received by VSO Ireland from trusts and foundations has enabled us to extend the reach of our existing programmes and help more people escape a life of poverty. This year we were delighted to receive four grants from ElectricAid, a charity established by ESB and EirGrid staff which co-funds projects that aim for long-term sustainable development in marginalised communities. These grants have enabled us to purchase vital equipment for hospitals in Sierra Leone and Ethiopia, such as observation monitors, blood pressure machines, phototherapy lamps and delivery beds. This funding has helped us set up four separate projects and train local health workers, which means that more mothers and babies can receive life-saving care and treatment. We are so grateful for ElectricAid's support of our work and look forward to seeing the ongoing impact these grants will have.

Going forward, we envisage that other grant applications to trusts and foundations will focus on providing added value to our existing maternal and neonatal health programmes, where there is often a need for capital items to supplement training.

### Individual givers

*In 2017 – 2018, VSO Ireland's monthly individual giving programme and public fundraising appeals raised €514,872.*

The unrestricted income received from VSO Ireland's monthly givers is vitally important in supporting the work of VSO in fighting poverty. We are indebted to over 2,400 monthly donors whose support enables us to send more Irish volunteers on our health, education and livelihoods programmes each year. In 2017/18, we ran two fundraising appeal campaigns to increase our number of monthly donors. The first launched in June 2017 and focused on our health programmes in post-Ebola Sierra Leone. The second featured Irish education volunteer Lisa Barrins from Co. Sligo and ran over Christmas 2017. We also ran two successful supporter reactivation campaigns in May 2017 and March 2018, taking on learnings from a recent VSO reactivation campaign in the UK and employing experienced Irish telemarketing teams. A new stewardship programme was also put in place to improve supporter engagement and to better inform our supporters of the impact of their generous donations.

### Three-year fundraising plan

In 2017 – 2018, we worked closely with the VSO fundraising teams based in the UK and took advantage of the fundraising expertise of our new Board to outline a new three-year fundraising plan. In a challenging fundraising climate, we need to take a more strategic approach to income generation and diversify our public fundraising streams so we are not overly reliant on any one source of income. This plan will see us trialling new channels for income generation and using our learnings to make fundraising decisions for the coming years. We are focusing on three main areas – supporter acquisition and care, corporate engagement and fundraising, and volunteer and community fundraising. We also recognise the urgent need for funds in emergency situations where we have programmes, such as in Bangladesh which is now home to thousands of traumatised Rohingya refugees. Our future fundraising plans will also consider the long-term needs caused by emergency situations such as the Rohingya crisis.

## STRUCTURE AND GOVERNANCE

### Structure

VSO Ireland is proud to operate as part of the Voluntary Service Overseas (VSO) family, an international development organisation operating globally, whose mission is to bring people together to address marginalisation and poverty. In 2017/18 this mission was being delivered through VSO's *People First* strategy, working with volunteers across Africa and Asia-Pacific. VSO's strategy is framed by the Sustainable Development Goals, drawing particularly on the principles of universality and leaving no-one behind.

VSO Ireland is constituted as an independent entity. It is a company limited by guarantee registered in Ireland and an Irish registered charity (Charity Number CHY 15048). Its governing document is the VSO Ireland Constitution, a copy of which can be found on the VSO Ireland website. The Constitution of VSO Ireland provides that its purpose is to advance education and to aid in the relief of poverty in any part of the world and for this purpose to:

- Send volunteers to other countries to share and develop their skills and understanding and to share their experience with others on return
- Educate the public concerning the nature, causes, and effects of poverty and limited education in other countries, to conduct and pursue research concerning these matters and to publish or otherwise make the results of such research available to the public.

### Governance

The governing body for VSO Ireland is the Board of Directors, who are both trustees and the legal directors under company law. The Board of VSO Ireland has three directors – Stephen Pidgeon (who is also a member of VSO's International Board), Christine Littlefield and Dr. Tom Collins. Having VSO represented on the Board provides real synergies between VSO Ireland and VSO globally.

Directors are non-executive and serve on a voluntary basis and receive no remuneration for services. New appointees take part in an induction programme where they are informed of the work of VSO Ireland.

The board of VSO Ireland is responsible for ensuring that the results and impact generated by VSO Ireland are in line with their purpose and that of VSO, dealing with issues of relevance and coherence as they arise. They ensure that the executive team is on track with their results and contribution to the VSO operating plan and that all the necessary practices, structure and management requirements are in place.

The Board is committed to ensuring VSO Ireland employs best-practice standards of corporate governance in line with the recommendations in the Irish Development NGOs Code of Corporate Governance. VSO Ireland abides by the Code of Practice for Good Governance for the Community, Voluntary and Charity Organisations in Ireland. VSO Ireland adheres to a number of relevant best practices and standards; and is compliant with the International VSO Criminal Practices and Whistleblowing Policy, the Dóchas Code of Conduct on Images and Messages, a signatory of the Comhlámh Code of Good Practice for Volunteer Sending Agencies, and provides training on the appropriate use of images and messages to outgoing volunteers. VSO Ireland is compliant with the Irish Charity Tax Reform Group's Guiding Principles for Fundraising and adheres to the Data Protection Acts 1988 and 2003. VSO Ireland prepares and presents its Financial Statement using the latest Charities SORP 2015 and is in line with the new Companies Act 2014. VSO Ireland is fully compliant with the CRA regulations and reporting requirements.

To fulfil its obligations, the board of VSO Ireland meets four times a year. The Board approves an annual budget, work plan and risk register, and is informed on progress against these plans by a quarterly executive report, which is provided by the VSO Ireland management team. The Board of VSO Ireland provides reports on progress to VSO's International Board, and on how this progress contributes to the overall plan for VSO.

VSO Ireland holds an Annual General Meeting each year which approves and authorises the statutory accounts and other statutory reports for VSO Ireland.

#### Management

While VSO Ireland is a distinct Irish legal entity, its operations are fully aligned with the strategy and mission of the overall VSO organisation. VSO Ireland now benefits from clearer access to global VSO resources and closer working relationships across all VSO teams, with joint agreement of plans, objectives and budgets. Operationally the VSO Ireland management team report monthly on performance through the global functional teams at VSO. VSO Ireland management reports to the board of VSO Ireland, which has a quarterly review process.

The Board delegates day-to-day management of VSO Ireland through VSO global functions and Ireland team members. Team members have responsibilities that reflect the scale and scope of VSO Ireland's work, including finance, human resources and organisational development. The management team meets every month to review and implement strategy, allocate resources, monitor standards and core approaches to how we work, including the engagement and development of employees.

This is the basis on which VSO Ireland is committed to contributing to the Sustainable Development Goals through strong programmes with volunteers; through increased engagement across our core programme areas; and building on these to be a leading actor in the volunteering sector in Ireland.

#### Public Benefit

VSO's strategy and corporate business plan advance our charitable objectives, while ensuring we provide public benefit. VSO volunteers contribute to VSO programmes in health, education, and secure livelihoods. VSO volunteers live and work alongside their colleagues and beneficiaries, and gain a valuable perspective on the lives of the world's poorest people and what can be done to support them to fight poverty more effectively. This report shows how our organisation operates for the public benefit by detailing our activities, achievements and performance.

#### Risk Management

The directors have responsibility for and are aware of the risks associated with the operating activities of VSO Ireland. The senior management team identifies the key risks facing VSO Ireland. These key risks are documented in a risk register which is reviewed with the Board of Directors. The risk register is updated to reflect operational and financial developments, strategic annual organisational objectives and changes in the external environment. Each risk item is analysed according to its perceived potential impact and likelihood of occurrence, together with risk mitigation actions that either have been or will be taken. The risk register is reviewed twice a year and amended, and actions are taken accordingly.

The Directors are satisfied that there are procedures in place commensurate with the size of the key risks and other identified risks to prevent or manage their effects. These procedures include active implementation of control systems and processes, the transfer of risk to external insurers and the acceptance of risks that cannot be avoided. Where appropriate, financial provision through reserves, are set aside in case of adverse events in the future.

It is important to note that VSO manages and makes provision for the risk of the country and volunteer programmes and for the central support functions, including security for volunteers. It also manages the large-scale risks affecting all parts of VSO. Globally, VSO has a security policy which aims to inform staff and other parties connected with VSO about the organisation's approach to managing security so that they can take an active role in reducing risk in their work and daily lives. The Organisational Safety and Security Plan shows how VSO operates the policy. Separate security plans are developed for each country in which VSO works. Country office and programme level risk registers are maintained by all Country Offices who report to VSO quarterly. The global internal audit plan is based on, and consistent with, the identified risk. The global audit and risk committee monitors the implementation of the internal audit plan.

The key risks that were identified and managed through the risk management process for VSO Ireland for 2017/18 were reduction in unrestricted income and matching volunteers with programme demands.



#### Financial Review

In 2017/18 VSO Ireland recorded a deficit of (€68,662), comprising an unrestricted deficit of (€99,944) and a restricted surplus of €31,282.

As of 31 March 2018 unrestricted reserves totalled €1,073,040. The unrestricted reserves include a fund designated for future programmes activities of €473,040 and a general fund of €600,000. This level of unrestricted funds provides VSO Ireland with the financial resilience to counter uncertainty in the funding environment and other operating risks. It also provides funds for VSO Ireland to invest in appropriate programme delivery opportunities to further the aims of VSO's mission.

#### Income

In 2017/18 incoming resources totalled €1,057,671, a decrease of €95,282 (8%) on the previous year (2017: €1,152,953).

#### Governmental Income

Through Irish Aid's Volunteer Initiative funding programme VSO Ireland have agreed a new three year funding cycle with the Department of Foreign Affairs and Trade (Irish Aid) to support our Inclusive Education and Maternal and Neo-natal Health programmes in Uganda. The total funding received from Irish Aid in 2017/18 for both programmes amounted to €481,780 (2017:€312,985), an increase of 54% on the previous year. Irish Aid funding represents 46% of VSO Ireland's total income for 2017/18, an increase of 19% from 2016/17. VSO Ireland is appreciative of Irish Aid for its continued support and looks forward to working with Irish Aid through 2018/19 and beyond.

#### Other Income

**Regular giving** Income for the year amounted to €502,389 a decrease of 14.7% on the previous year (2017: €588,953). This represents 47.5% of VSO Ireland's total income for 2017/18 down from 51% in 2016/17. Regular giving from individuals continues to be a crucial source of income for VSO Ireland and we and our overseas volunteers appreciate the generosity of the Irish public and would like to thank all our donors for their continued support of VSO Ireland's work.

**Community fundraising** income amounted to €12,483, a decrease of 63% (2016/17: €33,773). This decrease was primarily due to VSO Ireland discontinuing its annual fashion show event (16/17: €17,266) to deploy resources towards other income generating activity. VSO Ireland is very appreciative of the fundraising efforts of our volunteers and community supporters and would like to thank them for their financial and other contribution to VSO Ireland's work.

**Trusts and foundations** income received during the year totalled €32,330 (2017: €8,500). We are extremely grateful for the support of Electric Aid. This funding enabled delivery of four Maternal and Neo Natal projects in Ethiopia and Sierra Leone during 2017/18.

**Donations/services in kind** received by VSO Ireland during the year totalled €38,322 (2017: €64,861). The matched costs in relation to these donations/services in kind are included under expenditure. We would like to thank the companies that supported VSO through donating their services or giving discounts, including Google and AIB.

Following VSO Ireland's change of structure and governance in January 2017 it was agreed that no income would be received from VSO for 2017/18. In 2017/18 VSO Ireland made an income adjustment of (€21,774) relating to the income received from VSO International in 2016/17 of €131,309. This adjustment related to the portion of income for the two month period under the new structure in 2016/17 which was subsequently deemed not payable to VSO Ireland.

## Voluntary Service Overseas (Ireland) CLG

### Directors' Report

---

#### Expenditure

Charitable expenditure is presented in accordance with the requirements of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) 2015. VSO Ireland's cost of generating funds, charitable activities and donations in kind is consistent with SORP. This has been achieved through the direct allocation of costs to activities undertaken, together with the indirect allocation of costs where they cannot be directly attributed to a single charitable activity.

The charity spent €972,992 (2016/17: €842,467) on charitable activities, an increase of €130,525 on the previous year. Charitable expenditure represented 86% (16/17: 81%) of total expenditure.

2017/18 has seen some changes in the expenditure levels of our charitable activities to that of previous years notably;

- Costs to support our volunteers from application through to post-placement have decreased by 19%.
- Overseas programme costs of €567,923 (16/17: €323,668) show an increase of 75% on the previous year. This is underpinned by the year 1 income from a new 3 year grant agreement with Irish Aid which runs to June 2020. In addition to the increased Irish Aid expenditure, VSO Ireland has also expended an additional €103,765 from unrestricted funds on direct overseas programme costs

In 2017/18 costs of raising funds were €153,341 (2016/17: €201,541), a decrease of 24%. In note 5 of the financial statements the cost of raising funds is shown between:

- Voluntary Income € 38,565 (2016/17: € 40,943), a decrease of 6%
- Investment in fundraising €114,776 (2016/17: €160,598), a decrease of 29%

VSO Ireland continues to adopt a focused and conservative approach regarding the costs of generating income in a continually difficult and challenging fundraising environment. During the year VSO Ireland's fundraising team has been focused on the development of a new fundraising strategy, working closely with VSO colleagues worldwide to ensure that its new strategy addresses the challenges presented by a changing fundraising environment while continuing to align its strategy with VSO's vision and mission of a World without Poverty. The fundraising team, in line with other functional areas, have also expended resources during the year in ensuring that VSO Ireland is ready and compliant with the new GDPR.

#### Reserves Policy

VSO Ireland has a policy of retaining sufficient reserves to ensure the continuity of its charitable operations. Total reserves at 31 March 2018, amounted to €1,109,512 comprised of Unrestricted Reserves of €1,073,040 and Restricted Reserves of €36,472.

The unrestricted reserves include a general reserve of €600,000 to mitigate the risk of unforeseen and uncontrollable fluctuations in income and expenditure. The remaining unrestricted reserves of €473,040 are available to take advantage of unbudgeted charitable activities opportunities that cannot be effectively planned such as programme development and to meet future matching programmes funding requirements.

#### Investment Policy

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation.

These deposits are placed only with reputable institutions that have a credit rating of B+ or above.

#### GOING CONCERN

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future, for this reason, they continue to adopt the going concern basis in preparing the financial statements.

#### RESULTS AND DIVIDENDS

The results for the financial year are set out on page 23.

## **Voluntary Service Overseas (Ireland) CLG**

### **Directors' Report**

---

#### **DIRECTORS AND SECRETARY**

The present membership of the board who were appointed on 31 January 2017 is as follows:

Stephen Pidgeon (Chairperson)  
Tom Collins  
Christine Littlefield

#### **Secretary**

The present Secretary is Bradwell Limited who were appointed on 31 January 2017

#### **POST BALANCE SHEET EVENTS**

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

#### **ACCOUNTING RECORDS**

The measures that the directors have taken to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Unit 7 Whitefriars, Aungier Street, Dublin 2.

#### **POLITICAL DONATIONS**

During the financial year the company contributed €NIL to political parties.

#### **AUDITORS**

In accordance with section 383 (2) of the Companies Act 2014 the Auditors, Crowe Horwath Bastow Charleton, Chartered Accountants, will continue in office.

#### **STATEMENT OF RELEVANT AUDIT INFORMATION TO AUDITORS**

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- So far as that director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- That director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Signed on behalf of the Board by:

---

Stephen Pidgeon  
Director

---

Tom Collins  
Director

Date:

## Voluntary Service Overseas (Ireland) CLG

### Directors' Responsibilities Statement

---

The Directors are responsible for preparing the Directors' 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 for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and the Republic of Ireland and promulgated by the Institute of Chartered Accountants in Ireland and with the Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP) applicable to charities preparing their accounts in accordance with FRS102 (effective 1 January 2015).

Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing those 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;
- 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 confirm that they have complied with the above requirements in preparing the financial statements.

The Directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. 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. The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

Signed on behalf of the Board by:

---

Stephen Pidgeon  
Director

---

Tom Collins  
Director

Date:

**Independent Auditors' Report to the Members of  
Voluntary Service Overseas (Ireland) CLG**

---

**Report on the audit of the financial statements**

**Opinion**

We have audited the financial statements of Voluntary Service Overseas (Ireland) Company Limited by Guarantee for the year ended 31 March 2018, which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 March 2018 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015;
- 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

**Independent Auditors' Report to the Members of  
Voluntary Service Overseas (Ireland) CLG**

---

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion 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 has no realistic alternative but to do so.

**Independent Auditors' Report to the Members of  
Voluntary Service Overseas (Ireland) CLG**

---

**Auditors' 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 Auditors' 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.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://www.iaasa.ie/Publications/ISA-700-> (Ireland). The description forms part of our Auditors' report.

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

This 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 Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by: \_\_\_\_\_  
**Neil Davitt**

For and on behalf of

**Crowe Horwath**  
**Bastow Charleton**  
Chartered Accountants and Statutory Audit Firm  
Marine House  
Clanwilliam Place  
Dublin 2

Date:

## Voluntary Service Overseas (Ireland) CLG

### Statement of Financial Activities (incorporating the Income and Expenditure Accounts) for the Year Ended 31 March 2018

	Notes	Unrestricted Funds 2018 €	Restricted Funds 2018 €	Total Funds 2018 €	Unrestricted Funds 2017 €	Restricted Funds 2017 €	Total Funds 2017 €
<b>Income from:</b>							
Donations and legacies	4a	526,872	-	526,872	634,826	-	634,826
Charitable activities	4b		514,110	514,110	19,519	301,966	321,485
Other income	4c	<u>16,689</u>	<u>-</u>	<u>16,689</u>	<u>196,642</u>	<u>-</u>	<u>196,642</u>
<b>Total income and endowments</b>		<u>543,561</u>	<u>514,110</u>	<u>1,057,671</u>	<u>850,987</u>	<u>301,966</u>	<u>1,152,953</u>
<b>Expenditure on:</b>							
Raising funds	5	(153,341)	-	(153,341)	(201,541)	-	(201,541)
Charitable activities	6	<u>(490,164)</u>	<u>(482,828)</u>	<u>(972,992)</u>	<u>(498,406)</u>	<u>(344,061)</u>	<u>(842,467)</u>
<b>Total resources expended</b>		<u>(643,505)</u>	<u>(482,828)</u>	<u>(1,126,333)</u>	<u>(699,947)</u>	<u>(344,061)</u>	<u>(1,044,008)</u>
<b>Net Incoming / (outgoing) resources</b>	8	<u>(99,944)</u>	<u>31,282</u>	<u>(68,662)</u>	<u>151,040</u>	<u>(42,095)</u>	<u>108,945</u>
<b>Reconciliation of funds</b>							
Total funds brought forward	16	<u>1,172,984</u>	<u>5,190</u>	<u>1,178,174</u>	<u>1,021,944</u>	<u>47,285</u>	<u>1,069,229</u>
<b>Total funds carried forward</b>	16	<u>1,073,040</u>	<u>36,472</u>	<u>1,109,512</u>	<u>1,172,984</u>	<u>5,190</u>	<u>1,178,174</u>

All income and expenditure arises from continuing operations.

There are no recognised gains or losses other than the surplus / (deficit) for the above two financial years.



## Voluntary Service Overseas (Ireland) CLG

### Balance Sheet as at 31 March 2017

---

	Notes	2018 €	2017 €
<b>Fixed Assets</b>			
Tangible assets	12	<u>3,872</u>	<u>10,396</u>
<b>Current Assets</b>			
Debtors	13	44,701	53,094
Cash at bank and in hand		<u>1,113,820</u>	<u>1,204,966</u>
		1,158,521	1,258,060
<b>Creditors: Amounts falling due within one year</b>	14	<u>(52,881)</u>	<u>(90,282)</u>
<b>Net Current Assets</b>		<u>1,105,640</u>	<u>1,167,778</u>
<b>NET ASSETS</b>		<u>1,109,512</u>	<u>1,178,174</u>
<b>Funds of the Charity:</b>			
Unrestricted Reserves	16	1,073,040	1,172,984
Restricted Reserves	16	<u>36,472</u>	<u>5,190</u>
<b>TOTAL FUNDS OF THE CHARITY</b>		<u>1,109,512</u>	<u>1,178,174</u>

Signed on behalf of the Board by:

---

Stephen Pidgeon  
Director

---

Tom Collins  
Director

Date:

## Voluntary Service Overseas (Ireland) CLG

### Cash Flow Statement as at 31 March 2018

---

	Notes	2018 €	2017 €
Net cash flows from operating activities	17	<u>(90,242)</u>	<u>76,828</u>
<u>Cash provided by investing activities</u>			
Interest received	8	141	472
Purchase of tangible assets	12	<u>(1,045)</u>	<u>-</u>
Net cash flows from investing activities		<u>(904)</u>	<u>472</u>
Change in cash and cash equivalents in the reporting year		(91,146)	77,300
Cash and cash equivalents at the beginning of the reporting year		<u>1,204,966</u>	<u>1,127,666</u>
Cash and cash equivalents at the end of the reporting year		<u>1,113,820</u>	<u>1,204,966</u>
Reconciliation to cash at bank and in hand: Cash and cash equivalents at end of financial year		<u>1,113,820</u>	<u>1,204,966</u>

## **Voluntary Service Overseas (Ireland) CLG**

### **Notes to the Financial Statements for the Financial Year Ended 31 March 2017**

---

#### **1. GENERAL INFORMATION**

Voluntary Service Overseas (Ireland) CLG is constituted under Irish company law as a company CLG by guarantee and is a registered charity. In prior years, company law scoped out companies not trading for gain for the members from the requirements with regard to formats and content of financial statements which applied to for profit companies thus permitting the adoption of a format appropriate to a charity. Accordingly, Voluntary Service Overseas (Ireland) CLG reports its performance in accordance with the format provided for in the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" as published by the Charity Commission for England and Wales. In particular, it reports its performance for the financial year in the format of the SORP's Statement of Financial Activities (SOFA).

The Companies Act 2014 became effective in law on 1 June 2015 and from that date applies the format and content of financial statements requirements appropriate for a company trading for the profit of its members to a company that is a not for profit organisation such as Voluntary Service Overseas (Ireland) CLG.

In order to provide information relevant to understanding the stewardship of the directors and the performance and financial position of the Charity, Voluntary Service Overseas (Ireland) CLG has prepared its financial statements in accordance with the formats provided for in the Charities SORP.

Had the Companies format and content of financial statements requirements suitable for a company trading for the profit of its members been presented instead, a profit and loss account with related notes showing items such as Turnover and Cost of Sales would have been reported along with a "profit" on ordinary activities before taxation.

#### **2. ACCOUNTING POLICIES**

##### **Basis of preparation**

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value, and in accordance with the Statement of Recommended Practice (SORP 2015) "Accounting and Reporting by Charities", in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), issued by the Financial Reporting Council, and promulgated for use in Ireland by the Institute of Chartered Accountants Ireland, effective 1 January 2015 and the Companies Act 2014.

The financial statements are presented in euro.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies. (see note 3)

The following principal accounting policies have been applied:

##### **Going Concern**

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future, for this reason, they continue to adopt the going concern basis in preparing the financial statements.

## **2. ACCOUNTING POLICIES (CONTINUED)**

### **Recognition of Income**

- (i) Grant income from operating activities, in furtherance of the charity's programmes is accounted for on a receivable basis.
- (ii) Public donations and similar income arising from fundraising events and activities are accounted for when received. As with many charitable organisations, independent groups and individuals from time to time organise fundraising activities. However, as amounts collected in this way are outside the control of the company, they are not included in the financial statements until received by the company.
- (iii) Donations in kind such as services rendered to the company are recognised in income with an equal amount being charged against expenditure where valuations can be measured with confidence. Valuations of donations in kind are based on the unit cost to the donor. If such a valuation is not available, reasonable market rates are used.
- (iv) Interest income is recognised in the period in which it is earned.

### **Recognition of Expenditure**

- (i) Expenditure is analysed between the activities in furtherance of the charity's objects, cost of generating funds and governance costs.
- (ii) The costs of each activity have been separately accumulated and disclosed. Expenditure is recognised in the period to which it relates. Expenditure incurred but unpaid at the balance sheet date is included in accruals and other creditors. Charitable expenditure comprises all expenditure incurred by the charity in meeting its charitable objectives as opposed to the costs of raising funds to finance these activities. Any publicity costs are included under the costs of generating funds due to the nature of the costs being linked to the raising of funds in furtherance of the charity's objects.
- (iii) Expenditure in project locations overseas is recognised as charitable expenditure in the period it occurs.
- (iv) Governance costs are the costs associated with the stewardship arrangements of the company. They comprise costs arising from constitutional and statutory obligations, as well as costs associated with the strategic management of the company's activities. Typical costs would be internal and external audit, and legal fees.

### **Taxation**

The company, having charitable status is not subject to corporation tax.

Expenditure recorded included VAT where applicable as the company is classified as an exempt entity for VAT purposes.

### **Foreign Currencies**

Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rates ruling at the balance sheet date. Revenues, costs and non-monetary assets are translated at the exchange rates ruling at the dates of the transactions. The resulting surplus and deficit are dealt with in the statement of financial activities.

**2. ACCOUNTING POLICIES (CONTINUED)**

**Retirement Benefit**

The retirement benefit charged in the financial statements represents the contribution payable by the company during the financial year to Personal Retirement Savings Accounts (PRSAs) for staff.

**Restricted and Unrestricted Funds**

Voluntary Service Overseas (Ireland) CLG maintains various types of funds as follows:

**Restricted Income Fund:**

The Restricted income fund represents income, which has been received and recognised in the financial statements, which is subject to specific conditions imposed by the donors or grant making institutions. Donations or grants may become repayable in the event that the conditions of the related agreements are not adhered to.

**General Fund:**

The General fund represents amounts which are expendable at the discretion of the company in furtherance of the objects of the charity. Such funds may be held in order to finance working capital or capital investment.

Voluntary Service Overseas (Ireland) CLG holds reserves for the following purposes:

- (i) To allow for uncontrollable fluctuations in income and expenditure and for unbudgeted essential expenditure, without disproportionate disruption to operations.
- (ii) To absorb setbacks and the (adverse) effects of large scale external events.
- (iii) To take advantage of unbudgeted opportunities which cannot effectively be planned in future financial periods

**Designated Funds:**

Voluntary Service Overseas (Ireland) CLG may at its discretion and/or with the agreement of the original donors of the funds, set aside funds for specific purposes in the furtherance of the charity's objects, which would otherwise form part of the general reserves of the organisation.

**Operating Leases**

Rentals in respect of operating leases are charged to the Statement of Financial Activities as incurred.

## 2. ACCOUNTING POLICIES (CONTINUED)

### Tangible Fixed Assets and Depreciation

All tangible fixed assets are initially recorded at historic cost.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost less the residual value of each asset systematically over its expected useful life, as follows:

Fixtures, fittings and equipment	15% straight line
Computer equipment	25% straight line
Leasehold improvements	33.33% straight line

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of the age and in the condition expected of its useful life.

### Financial instruments

Financial assets and financial liabilities are recognised when the charitable company becomes a party to the contractual provisions of the instrument. Financial liabilities are classified according to the substance of the contractual arrangements entered into.

#### *Financial assets and liabilities*

All financial assets and liabilities are initially measured at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a finance transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets are de-recognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charitable company transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charitable company, despite having retained some significant risks and rewards of ownership, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer.

Financial liabilities are de-recognised only when the obligation specified in the contract is discharged, cancelled or expires. Balances that are classified as payable or receivable within one year on initial recognition are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

**2. ACCOUNTING POLICIES (CONTINUED)**

**Impairment of Assets**

Assets, other than those measured at fair value, are assessed for indicators of impairment at each balance sheet date. If there is objective evidence of impairment, an impairment loss is recognised in the Statement of Comprehensive Income as described below.

**Non-financial assets**

An asset is impaired where there is objective evidence that, as a result of one or more events that occurred after initial recognition, the estimated recoverable value of the asset has been reduced to below its carrying amount. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

Where indicators exist for a decrease in impairment loss, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

**3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

In the application of the company's accounting policies, which are described in note 2, 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. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The directors do not consider there are any critical accounting judgements or any key sources of estimation uncertainty requiring disclosure.

## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2018

#### 4. INCOME

Income is received from various organisations and is analysed as follows:

	Unrestricted Funds 2018 €	Restricted Funds 2018 €	Total Funds 2018 €	Total Funds 2017 €
(a) Donations and legacies:				
Regular giving donations	502,389	-	502,389	588,953
Volunteer fundraising	5,371	-	5,371	12,231
Fundraising events	0	-	0	17,266
Other donations	7,112	-	7,112	4,376
Other income	<u>12,000</u>	-	<u>12,000</u>	<u>12,000</u>
	<u>526,872</u>	-	<u>526,872</u>	<u>634,826</u>
(b) Charitable activities:				
Irish government	-	481,780	481,780	312,985
Electric Aid	-	32,330	32,330	8,500
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>0</u>	<u>514,110</u>	<u>514,110</u>	<u>321,485</u>
(c) Other income:				
Operating grant from VSO	(21,774)	-	(21,774)	131,309
Donations in kind	38,322	-	38,322	64,861
Bank interest	<u>141</u>	-	<u>141</u>	<u>472</u>
	<u>16,689</u>	-	<u>16,689</u>	<u>196,642</u>

VSO Ireland no longer receives operating grant income from VSO due to operational changes in the way VSO and VSO Ireland work. These changes were triggered by a change of governance on January 31<sup>st</sup> 2017. The negative income of €21,774 reflects an adjustment to the 2017 income for the two month period of February 1<sup>st</sup> - March 31<sup>st</sup> 2017.



## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2018

#### 5. RAISING FUNDS

	Unrestricted Funds 2018 €	Restricted Funds 2018 €	Total Funds 2018 €	Total Funds 2017 €
Voluntary income				
Staff costs	13,598	-	13,598	15,664
Fundraising	15,151	-	15,151	15,732
Support costs allocation (note 7)	<u>9,816</u>	-	<u>9,816</u>	<u>9,547</u>
	<u>38,565</u>		<u>38,565</u>	<u>40,943</u>
Investment in fundraising				
Staff costs	54,395	-	54,395	62,658
Fundraising	21,114	-	21,114	72,233
Support costs allocation (note 7)	<u>39,267</u>	-	<u>39,267</u>	<u>25,707</u>
	<u>114,776</u>		<u>114,776</u>	<u>160,598</u>
Total	<u>153,341</u>		<u>153,341</u>	<u>201,541</u>

#### 6. CHARITABLE ACTIVITIES

	Unrestricted Funds 2018 €	Restricted Funds 2018 €	Total Funds 2018 €	Total Funds 2017 €
Volunteer staff costs	59,881	-	59,881	100,180
Volunteer placements	516	-	516	1,619
Volunteer recruitment	34,346	-	34,346	15,171
Return volunteers	942	-	942	1,070
Programme learning advocacy	23,901	-	23,901	22,491
Programme management and admin	41,780	13,480	55,260	69,327
Overseas programmes	98,575	469,348	567,923	323,668
Support costs allocation (note 7)	195,091	-	195,091	244,080
Donations in kind	<u>35,132</u>	-	<u>35,132</u>	<u>64,861</u>
	<u>490,164</u>	<u>482,828</u>	<u>972,992</u>	<u>842,467</u>

## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2018

#### 7. SUPPORT COSTS

	Basis of Allocation	Charitable Activities 2018 €	Raising Funds 2018 €	Total 2018 €	Total 2017 €
Staff costs	Time spent	127,266	25,274	152,540	156,527
Communications	Staff cost by function	6,825	2,473	9,298	15,266
Bank charges	By transaction numbers	727		727	5,798
Office rent, supplies and running costs	Staff cost by function	40,215	14,567	54,782	47,696
Travel and subsistence	Type of meeting/event attended		1,502	1,502	-
Professional fees	By transactions	15,848		15,848	40,367
Trustees costs	By transactions	847	211	1,058	3,176
Board training	All charitable	-	-	-	-
Other costs	Staff cost by function	<u>3,363</u>	<u>5,056</u>	<u>8,419</u>	<u>10,504</u>
Total support costs		<u>195,091</u>	<u>49,083</u>	<u>244,174</u>	<u>279,334</u>

#### 8. NET INCOMING / (OUTGOING) RESOURCES

	2018 €	2017 €
Net (expenditure)/income for the financial year is arrived at after charging/(crediting):		
Operating leases	28,223	23,808
Interest earned	(141)	(472)
Depreciation	7,569	8,300
Directors' remuneration	-	-
Auditors' remuneration	<u>8,009</u>	<u>11,445</u>

## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2018

#### 9. EMPLOYEES

	2018 Number	2017 Number
<b>Number of employees</b>		
The average number of employees during the financial year was		
Full time	7	8
Part time	<u>1</u>	-
	<u>8</u>	<u>8</u>

	2018 €	2017 €
The aggregate payroll costs of these persons were as follows:		
Wages and salaries	301,973	346,855
Social welfare costs	35,847	39,516
Pension costs	<u>12,096</u>	<u>11,577</u>
	<u>349,916</u>	<u>397,948</u>

The number of employees whose salaries including staff benefits but excluding employer pension contributions were greater than €60,000 was as follows:

	2018 Number	2017 Number
€60,001 - €70,000	1	1
€70,001 - €80,000	0	1
€80,001 - €90,000	<u>0</u>	<u>0</u>

#### Key management personnel

The total emoluments (including Salaries, PRSI and pension contributions) for key management personnel amounted to €116,217(2017: €163,123).

#### Directors Remuneration

The Directors serve on a voluntary basis and no emoluments are paid to them. Directors are entitled to reimbursement for expenses incurred in fulfilling their duties as Directors if claimed. Expenses claimed and paid during the year amounted to €211(2017: NIL)

#### 10. RETIREMENT BENEFIT

VSO Ireland facilitates a PRSA scheme on behalf of all its employees. The pension charge represents contributions paid or payable by the company and amounted to €12,096 (2017: €11,577). Amounts payable at the financial year end were €1,388 (2017: €1,569).

#### 11. TAXATION

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

## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2018

---

#### 12. TANGIBLE ASSETS

	Computer Equipment €	Fixtures, Fittings & Equipment €	Leasehold Improvements €	Total €
<b>Cost</b>				
At 1 April 2017	<u>7,755</u>	<u>8,586</u>	<u>17,608</u>	<u>33,949</u>
Additions	1,045	0	0	1,045
At 31 March 2018	<u>8,800</u>	<u>8,586</u>	<u>17,608</u>	<u>34,994</u>
<b>Depreciation</b>				
At 1 April 2017	6,164	8,586	8,803	23,553
Charge for the financial year	1,701	0	5,868	7,569
At 31 March 2018	<u>7,865</u>	<u>8,696</u>	<u>14,671</u>	<u>31,122</u>
<b>Net book values</b>				
At 31 March 2018	<u>935</u>	<u>0</u>	<u>2,937</u>	<u>3,872</u>
At 31 March 2017	<u>1,591</u>	<u>-</u>	<u>8,805</u>	<u>10,396</u>

## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2018

#### 13. DEBTORS

	2018 €	2017 €
Other Debtors	5,549	11,685
Amounts due by Related Parties (Note 18)	908	32,475
Prepayments	<u>38,244</u>	<u>8,934</u>
	<u>44,701</u>	<u>53,094</u>

#### 14. CREDITORS

Amounts falling due within one year:	2018 €	2017 €
Trade creditors	7,866	2,891
Other creditors	1,389	31,853
PAYE and social welfare	13,677	6,669
Accrued and deferred costs	<u>29,949</u>	<u>48,869</u>
	<u>52,881</u>	<u>90,282</u>

#### 15. FINANCIAL INSTRUMENTS

The carrying value of the group's financial assets and liabilities are summarised by category below:

	2018 €	2017 €
<b>Financial Assets</b>		
<i>Measured at undiscounted amounts receivable</i>		
Other debtors	5,549	11,685
Amounts due by related parties	<u>908</u>	<u>32,475</u>
	<u>6,457</u>	<u>44,160</u>
<b>Financial liabilities</b>		
<i>Measured at undiscounted amounts payable</i>		
Trade creditors	7,866	2,891
Accruals and deferred costs	<u>29,949</u>	<u>48,869</u>
	<u>37,815</u>	<u>51,760</u>

## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2018

#### 16. FUNDS OF THE CHARITY

	Unrestricted Funds €	Restricted Funds €	Total Funds €
(a) Reconciliation of funds			
At 1 April 2017	1,172,984	5,190	1,178,174
Net movement in funds	<u>(99,944)</u>	<u>31,282</u>	<u>(68,662)</u>
At 31 March 2018	<u>1,073,040</u>	<u>36,472</u>	<u>1,109,512</u>

#### (b) Unrestricted Funds

Of the €1,073,040 of unrestricted funds, €473,040 has been designated by the directors for investment in future charitable activities, including known matching funding requirements and unbudgeted programmes opportunities that may arise in future financial periods. The balance of €600,000 is held for the general purposes of the charity in furtherance of its objectives and provides funding to ensure the continuity of VSO Ireland's work by mitigating the risk of fluctuating income and expenditure flows.

#### (c) Restricted Funds

The balances on restricted funds at 31 March 2018 represent expenditure on overseas programmes to be incurred during the next financial year.

	Balance at 1/4/2017 €	Restricted Income €	Restricted Expenditure €	Balance at 31/3/2018 €
Bank interest	690	-	(690)	-
INTO	4,500	-	(4,500)	-
Irish Aid – Uganda -Health	-	127,959	(120,716)	7,243
Irish Aid – Uganda - Education	-	353,821	(324,592)	29,229
Electric Aid – Ethiopia	-	16,000	(16,000)	-
Electric Aid – Sierra Leone	<u>-</u>	<u>16,330</u>	<u>(16,330)</u>	<u>-</u>
Total restricted funds	<u>5,190</u>	<u>514,110</u>	<u>(482,828)</u>	<u>36,472</u>

	Unrestricted Funds €	Restricted Funds €	Balance at 31/3/2017 €
(d) Analysis of net assets between funds			
Tangible fixed assets	3,872	-	3,872
Current assets	1,122,049	36,472	1,158,521
Liabilities	<u>(52,881)</u>	<u>-</u>	<u>(52,881)</u>
	<u>1,073,040</u>	<u>36,472</u>	<u>1,109,512</u>

## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2018

#### 17. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH OUTFLOW FROM CHARITABLE ACTIVITIES

	2018 €	2017 €
Net (expenditure)/income for the reporting year (as per the Statement of Financial Activities)	(68,662)	108,945
Adjustments:		
Depreciation	7,569	8,300
Bank interest	(141)	(472)
Decrease/(Increase) in debtors	8,393	28,434
(Decrease)/Increase in creditors and accruals	<u>(37,401)</u>	<u>(68,379)</u>
Net cash used in charitable activities	<u>(90,242)</u>	<u>76,828</u>

#### 18. RELATED PARTY TRANSACTIONS

VSO Ireland received grants from VSO, a UK entity with common aims, missions and objectives, of (€21,774) (2017: €131,309). As VSO is responsible for all overseas programmes including volunteers, VSO Ireland remits income to VSO to support these programmes. VSO Ireland incur programme costs on behalf of VSO. These costs are reimbursed by VSO on a quarterly basis. The amount owing at 31st March to VSO by VSO Ireland is €NIL (2017: €NIL). The amount owed by VSO at March 31st to VSO Ireland is €908 (2017: €32,475).

The Directors receive no payments for their services to the Company.

#### 19. COMMITMENTS

Total future minimum payments under non-cancellable operating leases are as follows:

	Buildings 2018 €	Equipment 2018 €	Buildings 2017 €	Equipment 2017 €
Within one year	24,250	-	26,000	1,071
Within two to five years	40,500	-	13,000	-
After five years	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

**Voluntary Service Overseas (Ireland) CLG**

**Notes to the Financial Statements (continued)  
for the Financial Year Ended 31 March 2018**

---

**20. COMPANY CLG BY GUARANTEE**

Paragraph 4 of the memorandum of association states:

'Every member of the Company undertakes to contribute to the assets of the company in the event of its being wound up, while he/she is a member or within one year afterwards for the payments of the debts and liabilities of the Company contracted before he/she ceases to be a member and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amounts as may be required not exceeding €1.00.'

**21. APPROVAL OF FINANCIAL STATEMENTS**

The Board of Directors approved the Financial Statements for issue on .....