

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 2017

*Registration number 351799*

**Contents**

Directors and Other Information.....	2
Directors' Report.....	3-18
Directors' Responsibilities Statement.....	19
Independent Auditors' Report.....	20-21
Statement of Financial Activities.....	22
Balance Sheet.....	23
Cash Flow Statement.....	24
Notes to the Financial Statements.....	25-39

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

### **Directors and Other Information**

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<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 2017.

## **STRATEGIC REPORT**

### **About VSO: Objectives and Activities**

VSO Ireland is a leading international development organisation that works through volunteers to fight poverty in some of the world's poorest countries. 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 1958 and has sent nearly 40,000 professional volunteers on placements to date.

### **Vision**

VSO's vision is a world without poverty.

### **Mission**

Our mission is to bring people together to fight poverty through the lasting power of volunteering.

### **Values**

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

### **Where VSO Ireland Works**

<b>Country</b>	<b>Job Title</b>	<b>Programme</b>
Uganda	Teacher Educator	Education
Uganda	Teacher Educator	Education
Uganda	Inspection Advisor	Education
Uganda	Paediatrician	Health
Uganda	Organisational Development Specialist	Livelihoods
Bangladesh	Corporate Business Model Development Advisor	Livelihoods
Zambia	Financial Management Advisor	Governance
Zambia	Financial Management Advisor	Governance
Zambia	Monitoring & Evaluation Specialist	Governance
Rwanda	Disability - Advocacy Advisor	Inclusive Education
Tanzania	Paediatrician	Health
Tanzania	Paediatrician	Health
Tanzania	Maternal and Neonatal Health Researcher	Health

Directors' Report

Tanzania	Education Manager	Education
Tanzania	Teacher Trainer	Education
South Africa	School Leadership / Education Advisor	Education
Papua New Guinea	Teacher Trainer	Education
Papua New Guinea	Monitoring & Evaluation Capacity Builder	Health
Papua New Guinea	Researcher	Health
Nepal	Disaster Management Co-ordinator Nepal Emergency Response	Emergency Response
Myanmar	English Language Teacher	Education
Myanmar	English Language Teacher	Education
Cambodia	Programme Management Advisor	Livelihoods
Ethiopia	Anaesthetist	Health
Malawi	Education Advisor (Unlocking Talent)	Education

Donor	Country	Programme
Irish Aid	Uganda	Education
Irish Aid	Ethiopia	Health
Irish Aid	Zambia	Livelihoods
Electric Aid	Ethiopia	
Bishops Appeal	Mozambique	

## How We Work

### Living by the *People First* Strategy

It is vital for sustainable and impactful development not to make assumptions about the needs of poor and marginalised communities but to engage with people on the ground. The circumstances, and therefore the services that are required will differ from one community to another. For this reason, VSO has what we call a *People First* Strategy, whereby all VSO programmes are designed in collaboration with local partners. They outline the skills that are required to implement those programmes and have the final say about whether or not a volunteer is selected. In this way, we are always mindful of the needs of the communities we work in, and put those needs first.

During the year, we continued to work with local partners in Uganda, Ethiopia and Zambia on our Irish Aid funded programmes. All volunteers were managed by these partners, with regular meetings to discuss implementation and ensure the programmes were successful. Alongside Irish volunteers, we place national volunteers whose skills and cultural understanding make a big contribution to having a local impact.

### A Targeted Focus on Health and Education

VSO volunteers come from all professional backgrounds and walks of life but they share one common goal – to end world poverty. Our volunteers don't just go on placement to fulfil a role for a short period of time. Instead, they share their skills with local counterparts to ensure that change lasts long after they return home to Ireland. By combining volunteers' diverse skills and ideas with local knowledge and expertise, we identify innovative solutions to development challenges and campaign for change.

### Directors' Report

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In 2016 – 2017, we embraced a more targeted approach to volunteer recruitment, prioritising health and education, where we have access to a pool of high-quality candidates. This is where we have demonstrated significant expertise in the past, particularly on our Irish Aid funded programmes in Uganda and Ethiopia. Irish volunteers are very highly regarded by our overseas partners, for the wealth of experience they bring to programmes and impressive work ethic. Our recruitment plan engaged with health and education institutions, and took into account important dates in the health and education calendars, such as the career break deadline for teachers. This enabled us to reach more teachers, principals, doctors, nurses and midwives than ever before. In addition, we continued to promote recruitment of livelihoods roles on an ad hoc basis given that these roles tend to be very varied and niche.

#### *The Impact beyond Volunteering*

VSO's *Impact beyond Volunteering* report, published in March 2017, explores how the experience of volunteering creates lasting changes in VSO volunteers themselves, impacting their future behaviour, career choices and influence on others. More than three quarters of volunteers reported a change in their social action after volunteering, with 55% of the total being more involved as a result. We've definitely seen this to be true at VSO Ireland. Our network of returned volunteers continue to advocate for the rights of marginalised people when they return home to Ireland- at VSO events, external events and through media outlets. This has been beneficial for our work in 2016 – 2017, allowing us to reach more people and in more places. We've seen how the powerful words of our volunteers have helped to relay our mission and why volunteering for development is important, which in turn has benefited our recruitment and fundraising drives.

#### Working with Dóchas and Comhlámh

VSO Ireland is a proud member of Dóchas, the Irish Association for Non-Governmental Development Organisations. We are signatories of the Code of Conduct of Images and Messages, fulfilling all nine criteria for the Code and ensuring that all stories we use accurately represent of the situations in which we work. We only choose images and related messages that are respectful, truthfully represent our programmes and help to improve public understanding of the complexities of development.

VSO Ireland is also a member of Comhlámh, which is a membership and supporter organisation for volunteers and development workers. We continue to be a committed signatory to the Comhlámh Code of Good Practice for Volunteer Sending Agencies - a set of standards for organisations involved in facilitating international volunteer placements in developing countries. The purpose of this code is to ensure that the placements have a positive impact on the volunteer, volunteer sending organisation and local community.

#### **Thematic Area: Education**

*VSO's work at a glance:*

- 132 partners
- 15 countries
- 900,716 people reached

Since 1958, VSO has been sending skilled education volunteers the world over to improve the lives and learning outcomes of marginalised children. Irish teachers, principals and education managers have been part and parcel of that mission. VSO Ireland is very well placed to recruit high-quality volunteers given Ireland's esteemed child-focused education system and wealth of experienced education professionals. In 2016 – 2017, nearly half of our volunteers were placed on education programmes. In our education programme, instead of teaching in a classroom, they shared their knowledge with local teachers, upgrading their skills, improving education management and increasing community participation, all to support more disadvantaged children, particularly those with disabilities and girls to get the education they need.

In December 2016, we completed our Irish Aid funded programme in Karamoja, Uganda. During this year the programme was implemented through three Irish and two regional volunteers in partnership with the

Ministry of Education, Teacher Training Centres, schools and communities. The programme addressed the factors that affect marginalised children's learning outcomes. It worked with 20 schools in Karamoja supporting teacher supervision and mentoring, school evaluation and planning, and community participation in education. Overall the programme achieved a great deal, leading to an increased percentage of students with a minimum standard of literacy by 20% and numeracy by 10%. Attendance rates of children in these schools also increased substantially.

We developed significant learning during this programme. Initially, the programme worked on inclusive education – introducing child-centred learning that would engage all children, including girls, but not addressing them specifically. As the programme progressed, it became increasingly apparent that there needed to be a greater focus on girls' education, as they have differing needs to boys and there are more barriers preventing them from going to school. The need to include the local community from the beginning and target children who had dropped out of school or who had never begun school also became clearer. These findings will be used to inform the design of VSO Ireland's future education programming in sub-Saharan Africa, particularly the next Irish Aid funded girls' education programme in Uganda.

#### **Case Study: Using technology to improve numeracy and literacy outcomes in Malawian schools**

Despite improvements in certain areas, such as primary school enrolment, Malawi still has a long way to go to achieve the Sustainable Development Goal 4 – inclusive and quality education for all and the promotion of lifelong learning. Since 1994 and the introduction of free primary education, Malawi's education system has in fact worsened, with overcrowding in classrooms, lack of learning materials, poor infrastructure and a shortage of trained teachers. There are sometimes up to 150 students in classroom, which has the knock-on effect of very low rates of primary school completion, particularly among girls.

Unlocking Talent through Technology is a project led by VSO Malawi and local partners which uses tablet technology and child-focused software to improve numeracy and literacy outcomes in specially constructed learning centres. This project, which is being rolled out in 63 schools across ten education districts, is part of a structured scale-up to reach all 5,300 primary schools.

In January 2017, retired secondary school teacher Seán Fitzmaurice (Dublin) travelled to Lilongwe, Malawi to commence his placement as Education Adviser. His role has involved training local teachers in the new methodology and helping to ensure that students get the maximum benefit. So far, Seán has already witnessed the powerful impact this programme has had. "Many teachers have commented that pupil attendance has significantly increased. 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."

#### **Case Study: Enhancing the quality of early childhood education in Rwanda**

VSO's volunteers don't just work with teachers and principals – they also volunteer with community groups, civil society groups and government bodies to ensure that the obstacles preventing children from going to school are removed. This could mean carrying out research on societal norms, organising advocacy campaigns or evaluating current programmes.

Only one in five children of pre-primary age are currently enrolled in school in Rwanda. VSO Ireland's Research and Advocacy Manager James O'Brien (Dublin) took up a volunteering placement in Kigali, Rwanda to research and produce a 'roadmap' to advise the government on how best to scale up access to pre-primary education, while also improving quality. James' placement involved advocating for the rights of children with disabilities in particular. He worked with the National Union of Disabilities Organisations of Rwanda (NUDOR) and the National Council of Persons with Disabilities (NCPD), providing guidance and technical support on project activities relating to research and advocacy campaigns.

Over the course of six months, James helped to produce a long-term capacity development plan to introduce new practices and improve existing ones in local schools. Speaking of his VSO placement, James said, "I

was fortunate to see and support the work that VSO volunteers are doing with teachers in Rwanda, and the transformation they're bringing about in how children are taught."

#### **Thematic Area: Health**

*VSO's work at a glance:*

- 101 partners
- 14 countries
- 970,150 people reached

VSO is constantly seeking to have a greater impact on health, primarily in the areas of maternal and new-born health, and adolescent and youth sexual and reproductive health and rights. Our volunteers build the capacity of doctors, nurses and other health workers so they can save more lives. They share skills with hospital administration and management staff to improve the smooth running of healthcare systems, including vital elements, such as how patient records are kept. They also support communities to challenge the stigma that can stop marginalised people making informed health choices. In 2016 – 2017, VSO helped to improve healthcare in the following countries: Ethiopia, Lesotho, Malawi, Mozambique, Sierra Leone, Swaziland, Uganda, Tanzania, Zambia, Zimbabwe, Bangladesh, Myanmar, Nepal and Papua New Guinea.

2016 saw the successful completion of VSO Ireland's Irish Aid funded programme in Ethiopia. This involved setting up Neonatal Intensive Care Units (NICUs) and training hospital staff in life-saving techniques, such as resuscitation. The programme was very successful – the neonatal death rate fell from 16% to 5.7% in Southern Nations, Nationalities, and Peoples' Region (SNNPR) and from 7.5% to 5.9% in Tigray over the course of three years. Training was provided to Community Based Organisations to raise funds and support women so they could actually reach the hospital to give birth, regardless of distance, terrain or cost. Maternal waiting rooms were also set up for women who were identified as having high-risk pregnancies. NICUs and other features of this health programme have now been adopted by the Ethiopian Government and plans are in place to establish them in hospitals around the country.

This programme confirmed that neonates need to be considered a separate category of patient to be effectively treated. Prior to the programme, there was no specialised care for them in Ethiopia, meaning that neonatal mortality rates remained high even when infant mortality rates decreased. VSO has taken the learning from the NICU model beyond Ethiopia. It is now a central feature of the Maternal and Neonatal Health Core Programme Area and is already being rolled out in Tanzania and Uganda. The project also highlighted the importance of engaging the community, which was key in increasing demand and building up trust in the services, as well as hospital administration and information management teams who are also essential for programme success.

#### **Case Study: Improving maternal and neonatal health in Uganda**

In Uganda, the neonatal mortality rate is ten times higher than it is in Ireland. Many pregnant women do not have the means or money to travel to a health centre to give birth, and so they often deliver at home without the presence of a skilled medical professional. Dr. Aisling Walsh, a Paediatrician from Co. Limerick, volunteered with VSO Ireland for six months in Gulu Regional Referral Hospital in Northern Uganda. This hospital serves an estimated catchment area of 1.5 million people, but has only 250 beds and a severe shortage of medical resources and trained staff. Aisling's role was to support local staff to establish and institutionalise perinatal review systems and support local staff to improve care offered to mothers and new-borns. She shared knowledge of vital medical techniques, such as resuscitation, so more babies' lives could be saved.

From the outset, Aisling had a very positive impact on this health programme. She said, "I did on-the-job coaching and training with the nurses in the unit throughout the day, and I also taught medical students in the afternoons through tutorials and lectures. The staff and students really progressed in their knowledge and skills, and the number of babies admitted to the unit increased markedly. The mortality rate also fell." Her work was featured in VSO's First Breath Christmas donor appeal campaign, as it highlighted how simple, low-cost measures can make such a difference in marginalised communities.



### Directors' Report

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Aisling's placement was one of the first under a new partnership between VSO Ireland and the Royal College of Physicians of Ireland (RCPI). This Paediatric Programme enabled Aisling to gain six months' training accreditation while volunteering overseas with VSO. We look forward to continuing to work with RCPI in the future and place more highly skilled medical professionals like Aisling on our programmes.

### Thematic Area: Secure Livelihoods

*VSO's work at a glance:*

- 112 partners
- 14 countries
- 159,522 people reached

The rural poor, especially women, produce most of the world's food, and yet remain stuck in poverty as they struggle to compete equally in global markets and face a rapidly changing climate. VSO focuses on supporting communities reliant on agriculture to gain better access to markets, improve their bargaining power and learn how to process raw materials to increase their incomes. To date, we have improved incomes and market opportunities for farmers in Bangladesh, Cambodia, Zanzibar, Ghana and Malawi, to name but a few.

Our other area of focus on our livelihoods programmes is improving employability and extending enterprise development services to marginalised young people. Global youth populations are booming, and yet they are three times more likely to be out of work than adults. Our volunteers are working with education and vocational training centres to make graduates more employable, and engaging small businesses to create jobs for young people. This contributes to Sustainable Development Goal 8 – “sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”.

VSO's *People First* strategy, the belief that putting people at the heart of development is the only way to make a real difference in the world, forms the basis of all of our programmes. We are constantly working to ensure we understand the needs, capacity and assets of the communities in which we work and put Primary Actors at the centre of this. In the past year, VSO has been carrying out in-depth evaluation and research activities on a range of livelihoods programmes to better understand the context in which we operate and to improve the quality of impact. We will continue to share success stories at all levels to enhance social accountability and spread the voice of primary actors benefitted by these programmes.

### Case Study: Helping young people gain new skills and jobs in Uganda

Empowering young people to develop the skills they need to gain secure employment and lift themselves out of poverty is a priority for VSO. Organisational Development Specialist, Lorna Preston, has been working with staff in Vocational Training Institutes in Kasese and Hoima, Uganda, helping them to develop their operational, management and governance capacity and gain internationally recognised accreditations.

One of the key deliverables from Lorna's role has been the creation of a Participatory Organisational Capacity Assessment, and subsequent Capacity Building Plan, for the five Vocational Training Institutes involved in the project. This has been shared with sponsors for their input and covers the following topics – Management Leadership and Strategy, HR, Financial Management, Operations Management and Service Delivery. Participants in the Assessment have ranged from the Chairperson of the Board and Principal to support staff, current students and alumni, all of whom were asked to provide a list of their priorities for the institute. VSO is now working with the institutes to upskill young people in these areas. This will in turn allow them to gain employment in local industries and improve their livelihoods.

Early into her placement, Lorna reflected on the personal benefits of volunteering: “Every day brings so much learning. I'm becoming increasingly aware of new cultures, not just Ugandan culture but also that of other European, African, Asian and American volunteers I work with on a daily basis. It's fantastic working together on one common goal – to assist development in Uganda.”

**Case Study: Supporting Cambodian fishing communities to improve livelihoods and increase conservation**

Gillian Ivory (Dublin) has been using her wealth of experience in management consultancy and programme development to provide planning and support to the VSO Cambodia office in Phnom Penh. The project Gillian is working on, Sustainable Fisheries and Livelihoods on Cambodia's Great Lake, supports fishing communities to improve their livelihoods while conserving the natural fishing environment for future generations. Many small-scale fishers live below the poverty line in Cambodia and are dependent on fish catch, which is rapidly decreasing. VSO Cambodia is a leading partner on this two-year, EU-funded project, which works with fishing communities in two rural provinces on Cambodia's largest lake, the Tonle Sap.

Project activities empower communities to manage their own fishing resources in a sustainable way through the set-up of Community Fisheries groups and fishing conservation areas. Gillian has also been working with groups of fishers, through training and resource support, to increase income by developing small fresh fish and fish processing businesses, as well as alternative sources of income like chicken raising, vegetable farming and aquaculture.

Only months into her placement, Gillian has noted the positive impact this project is having for local fishing communities – "Although the project is at early stages, already I have seen communities begin to take control of their conservation areas to protect them from further damage and help prevent illegal fishing. Community members are now taking part in training to develop technical skills in aquaculture and chicken raising, and forming savings groups to fund the small capital investments they will need to make this year to develop their business activities."

**Thematic Area: Participation and Governance**

VSO is committed to ensuring marginalised people have access to more responsive and inclusive services and are able to hold decision-makers to account. We understand the importance of building civil society space and supporting community organisations to advocate for the needs of local people. In 2016 – 2017, we decided that the best way to achieve this goal was not to treat Participation and Governance as a separate thematic area, as we did previously, but to embed approaches to this in all our work. Our Core Approach of **Social Accountability** is now integral to the design of education, health and livelihoods programmes. In the past year, for example, we worked with the National Council of Persons with Disabilities in Rwanda to ensure people with disabilities were considered in local decision-making, provided technical advice to Zambian government officials to improve planning, and helped to strengthen Civil Society Organisations in Cambodia.

Another VSO Core Approach is **Social Inclusion and Gender**, which is vital to achieving the Sustainable Development Goals' underlying principle of "leaving no one behind". VSO works at country level to define examples of marginalisation and exclusion within specific local contexts, for instance discrimination based on religion in Pakistan or caste in India. We carried out detailed social exclusion and gender contextual analyses in the past year, which will help us to refocus programming and reach marginalised members of society. This ensures we use evidence to identify those who are the most vulnerable and don't project our assumptions about one group or situation onto another.

Our third Core Approach is about building **Resilience** so that communities and institutions are better able to cope with the shocks and stresses that affect their lives and livelihoods. This approach requires understanding the risks that are posed in particular contexts, such as earthquakes, conflicts, or political instability – whether they are from natural causes or human activities. VSO recognises that we need to move beyond planning for best-case scenarios to effectively managing these risks, and adapting programmes to do this. For example, last year we worked with School Management Committees in Nepal to ensure that disaster management is a compulsory component of the education system. We also supported the Ministry of Health in Sierra Leone in strengthening health systems' ability to cope with emergencies, and to have the capacity to cope with future shocks.

**Case Study: Building the capacity of local councils in Northern Zambia**

A three-year governance project supported by Irish Aid was successfully completed at the end of 2016. Five local councils in Zambia's Northern Province were supported to improve their planning, community participation and financial management. Three Irish volunteers participated in the final year of this project, Cillian Quinn on community participation and Alison Donnelly and Tom Collins (all from Dublin) on financial management.

Zambia has a developing middle class which is relatively affluent, but the majority of Zambia's population is poor, particularly so in rural areas. Working in rural Northern Province, Cillian was able to raise awareness among communities of the power they have to influence the actions of their elected representatives. He helped local communities to organise themselves into local development committees to identify priority needs which their council should meet.

Alison and Tom assisted the councils with strategic planning, budgeting and performance reporting. These volunteers also provided training on good management practices, risk management, auditing and the effective use of IT applications such as Excel. They developed a cost/benefit analysis tool to identify which council revenue streams had the best chance of increasing funds. This was used by Mpulungu Council to justify its tax rates to tax-payer groups, such as shop owners and taxi drivers. Where normally the council met resistance to payment of taxes, these groups reacted constructively and even proposed increased tax rates while outlining the services which they wanted in return.

During the programme, we also successfully piloted the use of SMS technology to enable local people to report issues to the council and learn of new developments in the community. This SMS system will now be incorporated into new programmes and rolled out in other areas.

On returning from Zambia, Tom Collins said: "This project was one of a number of initiatives of Irish Aid in Zambia over many years. The feelings of good-will from Zambians towards Irish people were palpable on arrival and the appreciation of the people with whom we worked was gratifying on completion. While I recognise that the needs of developing countries are vast, I am pleased to have made a contribution, however small. This was my second time volunteering since I retired ten years ago. Volunteering has enriched my life in retirement and has made me more fulfilled by enabling me to pass on skills and experience which I gained during my working life."

**Influencing Global and National Policy**

VSO Ireland joined with over 100 Irish civil society organisations to form Coalition 2030, an alliance that has come together to ensure that Ireland upholds its commitment to achieving the Sustainable Development Goals at home in Ireland and in over 50 countries by 2030.

We continued to be active in the Irish Coalition of the Global Campaign for Education. VSO Ireland continued to represent VSO on the Post-2015 Volunteering Working Group, which in 2016 became the Volunteer Groups Alliance. This coalition of 40 volunteer-involving organisations works together to promote the role of volunteering in achieving the Sustainable Development Goals at local, national and UN level, and promotes the contribution of volunteering to sustainable development.

We supported VSO's global efforts to integrate policy and advocacy work into its programmes and build the capacity of country teams, volunteers and primary actors on community engagement and advocacy approaches that reflect the needs of poor and marginalised people and engage them in advocacy in their own communities.

We also contributed to strengthening VSO's evidence base for advocacy by building on our Valuing Volunteering research on the role of volunteering in development. We worked to strengthen our monitoring and evaluation of policy and advocacy work, including an extensive review of VSO's efforts to influence the Post-2015 process to agree the Sustainable Development Goals.

#### Media

Regional and national coverage of VSO Ireland's activities across print, broadcast and online media has generated a widespread opportunity for people to learn more about VSO Ireland in the year to 31st March 2017.

VSO Ireland was featured in a special episode of *Nationwide* on Friday 2nd September. This aired to an approximate audience of 400,000 and gave an insight into the benefits volunteering can have at two different stages of an education career. It followed Claire Nic Gabhann, a primary school teacher on a career break in Tanzania, and Tom O'Donoghue, a retired primary school principal who has been volunteering for several years in Zanzibar. It also featured interviews with Kate O'Donnell, VSO Ireland's Head of Country Office, and returned volunteer Jim Ferguson, who has volunteered with VSO Ireland in Sierra Leone, Ethiopia, Mozambique and Rwanda. The episode was fantastic for getting out the message about what VSO does and increasing interest in volunteering.

Engaging returned volunteers and reaching out to journalists in the health, education and development sectors saw features in publications, such as the *Irish Times Business*, *Irish Independent*, *Limerick Leader*, *Evening Echo*, *Irish Examiner*, *Westmeath Examiner* and *Irish Medical Times*. VSO Ireland staff and returned volunteers also took part in interviews on radio stations like *Near FM*, *Northern Sound* and *Connemara Community Radio*.

Mid-November 2016 saw the launch of our Christmas donor appeal campaign, "First Breath". This focused on Dr. Aisling Walsh, a VSO volunteer from Co. Limerick, who worked on a maternal and neonatal health programme in Gulu, Uganda. Aisling spoke passionately about how training local health workers in medical techniques like resuscitation helps to save babies' lives in Neonatal Intensive Care Units. The campaign reached over half a million people on social media alone.

#### Income Generation

VSO Ireland's work is only possible because of the vital funding and donations from Irish Aid, trusts, foundations and the general public.

##### Irish Aid

Long-term support and funding from Irish Aid is invaluable to VSO Ireland as it enables us to develop and implement sustainable programmes that have a long-lasting impact. Since 2013, VSO Ireland and Irish Aid have had a strategic partnership under the Volunteering Initiative. This focuses on leveraging the skills and experience of VSO volunteers to contribute to development outcomes in Ethiopia (Maternal and Neonatal Health), Uganda (Access to Education) and Zambia (Good Governance). During the current year, seven Irish volunteers were placed on Irish Aid funded programmes. They were embedded into the local community and shared their expertise with local counterparts to extend and improve services. Evaluations of these programmes show that they have been very successful – in Ethiopia, the creation of Neonatal Intensive Care Units (NICUs) has led to a noticeable reduction in neonatal mortality rates; in Uganda, pass rates in programme schools have gone up and literacy and numeracy teaching standards are higher; and in Zambia, local government officials have learnt how to include the community in planning and development.

VSO Ireland is committed to promoting volunteering for development as outlined under the Volunteering Initiative in *One World, One Future (Ireland's policy for international development)*. This recognises the huge contribution Irish volunteers have made, and will continue to make, toward the achievement of global sustainable development. It aims to strengthen support for volunteering at each stage of the volunteer process – from providing relevant information to helping returned volunteers settle back into Irish society when they return home from a placement. The VSO Ireland team is very small and we pride ourselves on the close relationship we form with our volunteers through the application and selection process. We keep in touch with overseas volunteers and invite all returned volunteers to a debriefing session and social events after their placements. Last year, we developed a new public engagement plan to increase awareness of development issues and the value of long-term volunteering placements. We also participated in Irish Aid

### Directors' Report

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events, such as Africa Day in Phoenix Park on 29th May and the Volunteer Fair in Dublin Castle on 1st October, to provide information on our programmes and the impact of volunteering for development more generally.

#### Trusts and Foundations

Funding received by VSO Ireland from Irish trusts and foundations has changed the lives of marginalised people in some of the world's poorest communities. It has enabled women in Zimbabwe to reduce the time they spend collecting fuel through the provision of energy-efficient stoves (Bishop's Appeal) and provided life-saving equipment for a Neonatal Intensive Care Unit in Ethiopia (Electric Aid). Last year, we made another successful application to Electric Aid for a maternal and neonatal health programme in Sierra Leone. This project will commence in 2017 – 2018.

#### Individual Giving

We also work with a large number of individual supporters who make regular monthly donations to VSO Ireland to help us in our mission. Volunteer fundraising activities provide both reliable financial support and a way of creating awareness of what we do at VSO Ireland.

#### 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 2016/17 this mission was being delivered through VSO's *People First* strategy, working with volunteers across Africa and the 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 Memorandum and Articles of Association, a copy of which can be found on the VSO Ireland website. The Articles of Association of VSO Ireland provide that its purpose is to advance education and to aid in the relief of poverty in any part of the world. A new constitution for VSO Ireland has been drafted in line with the requirements of the Companies' Act 2014 and has been submitted to the Revenue Commissioners for approval.

#### Governance

Globally, VSO has been re-organising to ensure that there is a very clear link between all organisational activity and the delivery of our mission. One area of this reorganisation has been around streamlining governance and reducing governance costs. Within this context, a change of governance for Voluntary Service Overseas Ireland Company Limited by Guarantee (VSO Ireland) was effected on 31<sup>st</sup> January 2017. This change was based on extensive review, discussion and an agreement between the boards of VSO Ireland and VSO International. The outgoing board provided strong leadership and support in making these changes and bringing VSO Ireland into the new arrangement.

Since January 2017, the Board of VSO Ireland is smaller, and now 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.

### **Directors' Report**

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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 executive 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.

During the year 2016/17, the Board had one formal sub-committee, the Finance Committee. This committee was responsible for assessing the effectiveness of operational and financial risk management and internal controls including recommending remuneration. The Finance Committee consisted of Richard Landon (Chair), Eileen Sheehan and Iarla Mongey, the Financial Controller, Paul Cahill and the Executive Director, Megan Munsell (up to 14/07), and Kate O'Donnell (from 15/07 – 31/01). Four formal meetings were held during the year. Following the change in governance in January 2017, the responsibilities of the Finance Committee are undertaken by the Board.

### **Management**

The overall result of the governance changes is that at the end of the year 2016/17 VSO Ireland operations are now completely aligned with the VSO strategy and mission, while VSO Ireland is still a distinct Irish legal entity. 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 executive 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 to the Executive Director/Head of Country Office and the management team. The 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, participation and governance 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 recent 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 actions that either have been or will be taken in mitigation. 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 2016/17 were timely development and funding of proposals, reduction in unrestricted income and programme management and delivery as per the programme design and donor contracts.

## **Financial Review**

In 2016/17 VSO Ireland achieved a surplus of €108,945, comprising an unrestricted surplus of €151,040 and a restricted deficit of (€42,095).

As of 31 March 2017 unrestricted reserves totalled €1,172,984. The unrestricted reserves include designated funds for fundraising activities and programmes activities of €215,807 and €250,000 respectively. The increased level of reserves provides VSO Ireland with the financial resilience needed for uncertainty in the funding environment and other operating risks. It also provides funds for VSO Ireland to invest in appropriate programme delivery opportunities.

## **Income**

In 2016/17 incoming resources totalled €1,152,953, a decrease of €367,970 (24%) on the previous year (2016: €1,520,923).

VSO Ireland received funding from Department of Foreign Affairs and Trade (Irish Aid) to support programmes in three priority countries: Ethiopia (maternal and neo-natal healthcare), Uganda (Access to Education) and Zambia (Good Governance). The total funding received in 2016/17 amounted to €312,985 for all three countries. Irish Aid funding represents 27% of VSO Ireland's total income for 2016/17, an increase of 4.3% from 2015/16. VSO Ireland is appreciative of Irish Aid for its continued support and looks forward to working with Irish Aid through 2017/18.

Income from regular giving for the year totalled €588,953, a decrease of 8.9% on the previous year (2016: €646,437). This represents 51% of VSO Ireland's total income for 2016/17 up from 42.5% in 2015/16. Regular giving from individuals continues to be a crucial source of income for VSO Ireland and we and our overseas volunteers would like to thank all our donors for their continued support of VSO Ireland's work.

In 2016/17 Community fundraising amounted to €33,873, a decrease of 27% (2015/16: €46,273). VSO Ireland is very appreciative of the fundraising efforts of our volunteers and would like to thank them for their financial contribution to VSO Ireland's work in addition to their work overseas.

Income from trusts and foundations received during the year totalled €8,500 (2016: €18,500). We are extremely grateful for the support of organisations, including the Irish National Teachers Organisation and Electric Aid. Donors have been provided with detailed reports on each of the projects supported.

VSO Ireland is also in receipt of donations/services in kind totalling €64,861 (2016: €28,716). 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.

In 2016/17 VSO Ireland received income from VSO International of €131,309 (2015/16: €350,000) to support the volunteer recruitment activities of VSO Ireland for VSO programmes worldwide.

## **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 €842,467 (2015/16: €1,406,330) on charitable activities, amounting to 81% of total expenditure, a decrease of €563,863 on the previous year. The majority of the decrease relates to the fact that our Irish Aid contract was completed in December 2016.



### **Directors' Report**

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2016/17 has seen some changes in the expenditure levels of our charitable activities to that of the previous years:

- Costs to support our volunteers from application through to post-placement have decreased by 22%.
- Overseas programme costs have decreased by 44% due to timing differences between VSO's financial year end and the funding cycle for the three- year Irish Aid programme which runs until December 2016.

In 2016/17 fundraising costs amounted to €201,541 (2015/16: 166,961), an increase of 21%. In note 5 of the financial statements the cost of raising funds is shown between:

- Voluntary Income                      € 40,943 (2015/16: € 26,815), an increase of 53%
- Investment in fundraising        €160,598 (2015/16: €140,146), an increase of 15%

VSO Ireland continues to adopt a focused and conservative approach regarding the costs of generating income in a continually difficult and challenging fundraising environment.

### **Reserves Policy**

VSO Ireland has a policy of retaining sufficient reserves to ensure the continuity of its charitable operations. Total reserves at 31 March 2017, amounted to €1,178,174 of which Unrestricted Reserves accounted for €1,172,984 and Restricted Reserves for €5,190. Of the unrestricted funds, €707,177 consists of a general fund to allow for uncontrollable fluctuations in income and expenditure, €215,807 is a designated fund to be invested in fundraising and €250,000 is a designated fund to take advantage of unbudgeted opportunities that cannot be effectively planned such as programme development or matching 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 22.

**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

The directors who served during the financial year and retired on 31 January 2017 were Iarla Mongey, Olive Fives, Tracy Keavans, Gerard Murphy, Richard London, Eileen Sheehan, Jane Meehan, Hazel Chu and Daire O'Criodain. Wendy Osborne's term of office expired on 27 October 2016.

**Secretary**

Eileen Sheehan retired 31 January 2017 and was replaced by Bradwell Limited on the same date.

**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**

The auditors, Crowe Horwath Bastow Charleton, Chartered Accountants and Statutory Audit Firm, were appointed by unanimous resolution of the Board of Directors effective from 29 March 2017.

Directors' Report

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**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:

  
\_\_\_\_\_  
Christine Littlefield  
Director

  
\_\_\_\_\_  
Thomas Patrick Collins  
Director

Date: 20.6.17

## Voluntary Service Overseas (Ireland) CLG

### Directors' Responsibilities Statement

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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:

  
\_\_\_\_\_  
Christine Littlefield  
Director

  
\_\_\_\_\_  
Thomas Patrick Collins  
Director

Date: 20.6.17

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

We have audited the financial statements of Voluntary Service Overseas (Ireland) Limited for the financial year ended 31 March 2017 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes 1 to 21. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland) including Financial Reporting Standard 102 'The Reporting Standard applicable in the UK and the Republic of 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).

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.

**Respective responsibilities of directors and auditors**

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 otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with the Companies Act 2014 and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Director's Report and Financial Statements for the financial year ended 31 March 2017 to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies, we consider the implications for our report.

**Opinion on financial statements**

In our opinion, the financial statements:

- give a true and fair view of the state of the assets, liabilities and financial position of the company as at 31 March 2017 and of its net movement in funds for the year ended 31 March 2017, and
- have been properly prepared in accordance with the relevant financial reporting framework and, in particular, with the requirements of the Companies Act 2014

**Matters on which we are required to report by the Companies Act 2014**

- 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.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements.

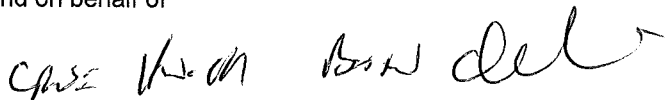
**Matters on which we are required to report by exception**

We have nothing to report in respect of the provisions in the Companies Act 2014 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.

Signed: 

**Sharon Gallen**

For and on behalf of



**Crowe Horwath**

**Bastow Charleton**

Chartered Accountants and Statutory Audit Firm

Marine House

Clanwilliam Court

Dublin 2

Date: 20 June 2017

# Voluntary Service Overseas (Ireland) CLG

## Statement of Financial Activities (incorporating the Income and Expenditure Accounts) for the Year Ended 31 March 2017

	Notes	Unrestricted Funds 2017 €	Restricted Funds 2017 €	Total Funds 2017 €	Unrestricted Funds 2016 €	Restricted Funds 2016 €	Total Funds 2016 €
<b>Income from:</b>							
Donations and legacies	4a	634,826	-	634,826	703,710	-	703,710
Charitable activities	4b	19,519	301,966	321,485	39,912	398,058	437,970
Other income	4c	<u>196,642</u>	<u>-</u>	<u>196,642</u>	<u>379,243</u>	<u>-</u>	<u>379,243</u>
<b>Total income and endowments</b>		<u>850,987</u>	<u>301,966</u>	<u>1,152,953</u>	<u>1,122,865</u>	<u>398,058</u>	<u>1,520,923</u>
<b>Expenditure on:</b>							
Raising funds	5	(201,541)	-	(201,541)	(166,961)	-	(166,961)
Charitable activities	6	<u>(498,406)</u>	<u>(344,061)</u>	<u>(842,467)</u>	<u>(631,613)</u>	<u>(774,717)</u>	<u>(1,406,330)</u>
<b>Total resources expended</b>		<u>(699,947)</u>	<u>(344,061)</u>	<u>(1,044,008)</u>	<u>(798,574)</u>	<u>(774,717)</u>	<u>(1,573,291)</u>
<b>Net Incoming / (outgoing) resources</b>	8	<u>151,040</u>	<u>(42,095)</u>	<u>108,945</u>	<u>324,291</u>	<u>(376,659)</u>	<u>(52,368)</u>
<b>Reconciliation of funds</b>							
Total funds brought forward	16	<u>1,021,944</u>	<u>47,285</u>	<u>1,069,229</u>	<u>697,653</u>	<u>423,944</u>	<u>1,121,597</u>
<b>Total funds carried forward</b>	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>

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	2017 €	2016 €
<b>Fixed Assets</b>			
Tangible assets	12	<u>10,396</u>	<u>18,696</u>
<b>Current Assets</b>			
Debtors	13	53,094	75,528
Cash at bank and in hand		<u>1,204,966</u>	<u>1,127,666</u>
		1,258,060	1,203,194
<b>Creditors: Amounts falling due within one year</b>	14	<u>(90,282)</u>	<u>(152,661)</u>
<b>Net Current Assets</b>		<u>1,167,778</u>	<u>1,050,533</u>
<b>NET ASSETS</b>		<u>1,178,174</u>	<u>1,069,229</u>
<b>Funds of the Charity:</b>			
Unrestricted Reserves	16	1,172,984	1,021,944
Restricted Reserves	16	<u>5,190</u>	<u>47,285</u>
<b>TOTAL FUNDS OF THE CHARITY</b>		<u>1,178,174</u>	<u>1,069,229</u>

Signed on behalf of the Board by:

  
 Christine Littlefield  
 Director

  
 Thomas Patrick Collins  
 Director

Date: 20.6.17



# Voluntary Service Overseas (Ireland) CLG

## Cash Flow Statement as at 31 March 2017

	Notes	2017 €	2016 €
Net cash flows from operating activities	17	<u>76,828</u>	<u>(366,848)</u>
<u>Cash provided by investing activities</u>			
Interest received	8	472	527
Purchase of tangible assets	12	—	<u>(20,801)</u>
Net cash flows from investing activities		<u>472</u>	<u>(20,274)</u>
Change in cash and cash equivalents in the reporting year		77,300	(387,122)
Cash and cash equivalents at the beginning of the reporting year		<u>1,127,666</u>	<u>1,514,788</u>
Cash and cash equivalents at the end of the reporting year		<u>1,204,966</u>	<u>1,127,666</u>
Reconciliation to cash at bank and in hand:			
Cash and cash equivalents at end of financial year		<u>1,204,966</u>	<u>1,127,666</u>

**1. GENERAL INFORMATION**

Voluntary Service Overseas (Ireland) Limited is constituted under Irish company law as a company limited 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) Limited 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) Limited.

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) Limited 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) Limited 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) Limited 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) Limited 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 2017

#### 4. INCOME

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

	Unrestricted Funds 2017 €	Restricted Funds 2017 €	Total Funds 2017 €	Total Funds 2016 €
(a) Donations and legacies:				
Regular giving donations	588,953	-	588,953	646,437
Volunteer fundraising	12,231	-	12,231	15,840
Fundraising events	17,266	-	17,266	21,914
Other donations	4,376	-	4,376	8,519
Other income	<u>12,000</u>	<u>-</u>	<u>12,000</u>	<u>11,000</u>
	<u>634,826</u>	<u>-</u>	<u>634,826</u>	<u>703,710</u>
(b) Charitable activities:				
Irish government	19,519	293,466	312,985	344,839
Electric Aid	-	8,500	8,500	-
INTO	-	-	-	6,500
Unnamed at donor's request	-	-	-	12,000
Bentley	<u>-</u>	<u>-</u>	<u>-</u>	<u>74,631</u>
	<u>19,519</u>	<u>301,966</u>	<u>321,485</u>	<u>437,970</u>
(c) Other income:				
Operating grant from VSO	131,309	-	131,309	350,000
Donations in kind	64,861	-	64,861	28,716
Bank interest	<u>472</u>	<u>-</u>	<u>472</u>	<u>527</u>
	<u>196,642</u>	<u>-</u>	<u>196,642</u>	<u>379,243</u>

# Voluntary Service Overseas (Ireland) CLG

## Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2017

### 5. RAISING FUNDS

	Unrestricted Funds 2017 €	Restricted Funds 2017 €	Total Funds 2017 €	Total Funds 2016 €
Voluntary income				
Staff costs	15,664	-	15,664	3,512
Fundraising	15,732	-	15,732	18,993
Support costs allocation (note 7)	<u>9,547</u>	<u>-</u>	<u>9,547</u>	<u>4,310</u>
	<u>40,943</u>	<u>-</u>	<u>40,943</u>	<u>26,815</u>
Investment in fundraising				
Staff costs	62,658	-	62,658	40,390
Fundraising	72,233	-	72,233	50,186
Support costs allocation (note 7)	<u>25,707</u>	<u>-</u>	<u>25,707</u>	<u>49,570</u>
	<u>160,598</u>	<u>-</u>	<u>160,598</u>	<u>140,146</u>
Total	<u>201,541</u>	<u>-</u>	<u>201,541</u>	<u>166,961</u>

### 6. CHARITABLE ACTIVITIES

	Unrestricted Funds 2017 €	Restricted Funds 2017 €	Total Funds 2017 €	Total Funds 2016 €
Volunteer staff costs	100,180	-	100,180	117,103
Volunteer placements	1,619	-	1,619	5,385
Volunteer recruitment	15,171	-	15,171	28,414
Return volunteers	1,070	-	1,070	828
Programme learning advocacy	22,491	-	22,491	45,063
Programme management and admin	48,934	20,393	69,327	177,051
Overseas programmes	-	323,668	323,668	774,717
Support costs allocation (note 7)	244,080	-	244,080	229,053
Donations in kind	<u>64,861</u>	<u>-</u>	<u>64,861</u>	<u>28,716</u>
	<u>498,406</u>	<u>344,061</u>	<u>842,467</u>	<u>1,406,330</u>



## Voluntary Service Overseas (Ireland) CLG

### Notes to the Financial Statements (continued) for the Financial Year Ended 31 March 2017

#### 7. SUPPORT COSTS

	Basis of Allocation	Charitable Activities 2017 €	Raising Funds 2017 €	Total 2017 €	Total 2016 €
Staff costs	Time spent	148,374	8,153	156,527	153,680
Communications	Staff cost by function	11,908	3,358	15,266	14,630
Bank charges	By transaction numbers	1,114	4,684	5,798	467
Office rent, supplies and running costs	Staff cost by function	37,203	10,493	47,696	78,905
Travel and subsistence	Type of meeting/event attended	-	-	-	328
Professional fees	By transactions	34,112	6,255	40,367	8,610
Trustees costs	All charitable	3,176	-	3,176	3,442
Board training	All charitable	-	-	-	671
Other costs	Staff cost by function	<u>8,193</u>	<u>2,311</u>	<u>10,504</u>	<u>22,200</u>
Total support costs		<u>244,080</u>	<u>35,254</u>	<u>279,334</u>	<u>282,933</u>

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

	2017 €	2016 €
Net (expenditure)/income for the financial year is arrived at after charging/(crediting):		
Operating leases	23,808	39,402
Interest earned	(472)	(527)
Depreciation	8,300	6,162
Directors' remuneration	-	-
Auditors' remuneration	<u>11,445</u>	<u>8,610</u>

## 9. EMPLOYEES

	2017 Number	2016 Number
<b>Number of employees</b>		
The average number of employees during the financial year was		
Full time	8	8
Part time	–	1
	<u>8</u>	<u>9</u>

The aggregate payroll costs of these persons were as follows:	<b>2017</b>	<b>2016</b>
	€	€
Wages and salaries	346,855	430,086
Social welfare costs	39,516	47,903
Pension costs	<u>11,577</u>	<u>18,441</u>
	<u>397,948</u>	<u>496,430</u>

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

	2017 Number	2016 Number
€60,001 - €70,000	1	1
€70,001 - €80,000	1	0
€80,001 - €90,000	<u>0</u>	<u>1</u>

In July 2016, a new Executive Director was appointed on a salary of €74,000. A pension contribution of 5% is being made to the employees' pension, which is available to all VSO employees.

### Key management personnel

The total emoluments (including Salaries, PRSI and pension contributions) for key management personnel amounted to €163,123 (2016: €136,527).

### 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. No expenses were claimed or paid during the year. (2016: 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 €11,577 (2016: €18,441). Amounts payable at the financial year end were €1,569 (2016: €1,165).

## 11. TAXATION

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

**12. TANGIBLE ASSETS**

	<b>Computer Equipment €</b>	<b>Fixtures, Fittings &amp; Equipment €</b>	<b>Leasehold Improvements €</b>	<b>Total €</b>
<b>Cost</b>				
At 1 April 2016	<u>7,755</u>	<u>8,586</u>	<u>17,608</u>	<u>33,949</u>
At 31 March 2017	<u>7,755</u>	<u>8,586</u>	<u>17,608</u>	<u>33,949</u>
<b>Depreciation</b>				
At 1 April 2016	4,219	8,098	2,936	15,253
Charge for the financial year	<u>1,945</u>	<u>488</u>	<u>5,867</u>	<u>8,300</u>
At 31 March 2017	<u>6,164</u>	<u>8,586</u>	<u>8,803</u>	<u>23,553</u>
<b>Net book values</b>				
At 31 March 2017	<u>1,591</u>	<u>-</u>	<u>8,805</u>	<u>10,396</u>
At 31 March 2016	<u>3,536</u>	<u>488</u>	<u>14,672</u>	<u>18,696</u>
In respect of prior financial year:				
<b>Cost</b>				
At 1 April 2015	4,562	8,586	-	13,148
Additions	<u>3,193</u>	<u>-</u>	<u>17,608</u>	<u>20,801</u>
At 31 March 2016	<u>7,755</u>	<u>8,586</u>	<u>17,608</u>	<u>33,949</u>
<b>Depreciation</b>				
At 1 April 2015	2,281	6,810	-	9,091
Charge for the financial year	<u>1,938</u>	<u>1,288</u>	<u>2,936</u>	<u>6,162</u>
At 31 March 2016	<u>4,219</u>	<u>8,098</u>	<u>2,936</u>	<u>15,253</u>
<b>Net book values</b>				
At 31 March 2016	<u>3,536</u>	<u>488</u>	<u>14,672</u>	<u>18,696</u>
At 31 March 2015	<u>2,281</u>	<u>1,776</u>	<u>-</u>	<u>4,057</u>

**13. DEBTORS**

	2017 €	2016 €
Other Debtors	11,685	5,368
Amounts due by Related Parties (Note 18)	32,475	2,357
Prepayments	<u>8,934</u>	<u>67,803</u>
	<u>53,094</u>	<u>75,528</u>

**14. CREDITORS**

Amounts falling due within one year:	2017 €	2016 €
Trade creditors	2,891	86,043
Other creditors	31,853	-
PAYE and social welfare	6,669	11,971
Accrued and deferred costs	<u>48,869</u>	<u>54,647</u>
	<u>90,282</u>	<u>152,661</u>

Amounts owed to related parties are interest-free and repayable on demand.

**15. FINANCIAL INSTRUMENTS**

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

	2017 €	2016 €
<b>Financial Assets</b>		
<i>Measured at undiscounted amounts receivable</i>		
Other debtors	11,685	5,368
Amounts due by related parties	<u>32,475</u>	<u>2,357</u>
	<u>44,160</u>	<u>7,725</u>
<b>Financial liabilities</b>		
<i>Measured at undiscounted amounts payable</i>		
Trade creditors	2,891	86,043
Accruals and deferred costs	<u>48,869</u>	<u>54,647</u>
	<u>51,760</u>	<u>140,690</u>

**16. FUNDS OF THE CHARITY**

	<b>Unrestricted Funds €</b>	<b>Restricted Funds €</b>	<b>Total Funds €</b>
(a) Reconciliation of funds			
At 1 April 2016	1,021,944	47,285	1,069,229
Net movement in funds	<u>151,040</u>	<u>(42,095)</u>	<u>108,945</u>
At 31 March 2017	<u>1,172,984</u>	<u>5,190</u>	<u>1,178,174</u>

**(b) Unrestricted Funds**

Of the €1,172,984 of unrestricted funds, €215,807 has been designated by the directors for investment in future fundraising and a further €250,000 to enable the company to take advantage of unbudgeted opportunities in future financial periods that cannot be effectively planned, such as programme development or matching funding requirements. The balance of €707,177 is held for the general purposes of the charity in furtherance of its objectives.

**(c) Restricted Funds**

The balances on restricted funds at 31 March 2017 represent expenditure on overseas programmes to be incurred during the next financial year.

	<b>Balance at 1/4/2016 €</b>	<b>Restricted Income €</b>	<b>Restricted Expenditure €</b>	<b>Balance at 31/3/2017 €</b>
Bank interest	29,487	-	(28,797)	690
INTO	4,500	-	-	4,500
Irish Aid – Zambia	-	109,947	(109,947)	-
Irish Aid – Uganda	-	133,417	(133,417)	-
Irish Aid – Ethiopia	-	50,102	(50,102)	-
Electric Aid – Ethiopia	-	8,500	(8,500)	-
Bentley – Mozambique	13,288	-	(13,288)	-
Individual donation	<u>10</u>	<u>-</u>	<u>(10)</u>	<u>-</u>
Total restricted funds	<u>47,285</u>	<u>301,966</u>	<u>344,061</u>	<u>5,190</u>

	<b>Unrestricted Funds €</b>	<b>Restricted Funds €</b>	<b>Balance at 31/3/2017 €</b>
(d) Analysis of net assets between funds			
Tangible fixed assets	10,396	-	10,396
Current assets	1,252,870	5,190	1,258,060
Liabilities	<u>(90,282)</u>	<u>-</u>	<u>(90,282)</u>
	<u>1,172,984</u>	<u>5,190</u>	<u>1,178,174</u>

## 16. FUNDS OF THE CHARITY (CONTINUED)

	Unrestricted Funds €	Restricted Funds €	Balance at 31/3/2017 €
<b>In respect of prior financial year:</b>			
(e) Reconciliation of funds			
At 1 April 2015	697,653	423,944	1,121,597
Net movement in funds	<u>324,291</u>	<u>(376,659)</u>	<u>(52,368)</u>
At 31 March 2016	<u>1,021,944</u>	<u>47,285</u>	<u>1,069,229</u>

The balances on restricted funds at 31 March 2016 represent expenditure on overseas programmes to be incurred during the next financial year.

	Balance at 1/4/2015 €	Restricted Income €	Restricted Expenditure €	Balance at 31/3/2016 €
Bank interest	29,487	-	-	29,487
Into	3,000	6,500	(5,000)	4,500
Irish Aid – Zambia	61,739	121,049	(182,788)	-
Irish Aid – Uganda	92,648	136,930	(229,578)	-
Irish Aid – Ethiopia	229,060	46,948	(275,998)	-
Bishops Appeal – Zimbabwe	8,000	-	(8,000)	-
Bentley – Mozambique	-	74,641	(61,343)	13,288
Anonymous – Zimbabwe	-	12,000	(12,000)	-
Individual donation	<u>10</u>	<u>-</u>	<u>-</u>	<u>10</u>
Total restricted funds	<u>423,944</u>	<u>398,058</u>	<u>774,717</u>	<u>47,285</u>

	Unrestricted Funds €	Restricted Funds €	Balance at 31/3/2016 €
(f) Analysis of net assets between funds			
Tangible fixed assets	18,696	-	18,696
Current assets	1,155,909	47,285	1,203,194
Liabilities	<u>(152,661)</u>	<u>-</u>	<u>(152,661)</u>
	<u>1,021,944</u>	<u>47,285</u>	<u>1,069,229</u>

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

	2017 €	2016 €
Net (expenditure)/income for the reporting year (as per the Statement of Financial Activities)	108,945	(52,368)
Adjustments:		
Depreciation	8,300	6,162
Bank interest	(472)	(527)
(Increase)/decrease in debtors	28,434	(63,966)
(Decrease)/increase in creditors and accruals	<u>(68,379)</u>	<u>(256,149)</u>
Net cash used in charitable activities	<u>76,828</u>	<u>(366,848)</u>

**18. RELATED PARTY TRANSACTIONS**

VSO Ireland received grants from VSO, a UK entity with common aims, missions and objectives, of €131,309 (2016: €350,000). 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 (2016: €NIL). The amount owed by VSO at March 31st to VSO Ireland is €32,475 (2016: €2,357).

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 2017 €	Equipment 2017 €	Buildings 2016 €	Equipment 2016 €
Within one year	26,000	1,071	26,000	3,520
Within two to five years	13,000	-	39,000	1,071
After five years	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

**20. COMPANY LIMITED 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 .....