

**Volunteering Ireland**  
**Annual Report and Audited Financial Statements**  
**for the financial year ended 31 December 2020**

**Crowe Ireland**  
**Chartered Accountants and Statutory Audit Firm**  
**Marine House**  
**Clanwilliam Place**  
**Dublin 2**

**Company Number: 362625**  
**Charity Number: CHY 15474**  
**Charities Regulatory Authority Number: 20053505**

# Volunteering Ireland

## CONTENTS

	<b>Page</b>
Reference and Administrative Information	3
Directors' Annual Report	4 - 16
Directors' Responsibilities Statement	17
Independent Auditor's Report	18 - 19
Statement of Financial Activities	20
Balance Sheet	21
Statement of Cash Flows	22
Notes to the Financial Statements	23 - 45
Supplementary Information relating to the Financial Statements	47 - 48

# Volunteering Ireland

## REFERENCE AND ADMINISTRATIVE INFORMATION

<b>Directors</b>	Barbara Kilbride Sarah Harte Donncha Foley Ian Dinan Padraic Fingleton William Earley Gerard Keating Margaret Rogers (Resigned 10 November 2020) Carmel Murphy Francis Kehoe
<b>Chairperson</b>	William Earley
<b>Company Secretary</b>	Gerard Keating
<b>Chief Executive Officer</b>	Nina Arwitz
<b>Charity Number</b>	CHY 15474
<b>Charities Regulatory Authority Number</b>	20053505
<b>Company Number</b>	362625
<b>Registered Office and Principal Address</b>	Molyneux House 67/69 Bride Street Dublin 8 D08 C8CN
<b>Auditors</b>	Crowe Ireland Chartered Accountants and Statutory Audit Firm Marine House Clanwilliam Place Dublin 2
<b>Bankers</b>	Bank of Ireland 33 Arran Quay Smithfield Dublin 7

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2020.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Volunteering Ireland present a summary of its purpose, governance, activities, achievements and finances for the financial year 2020.

Volunteering Ireland CLG under the trade name Volunteer Ireland, is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

The directors, who are also the trustees of the charity, at the date of this report and those who served during the financial year together with the dates of any changes are set out on page 3.

The charity is limited by guarantee not having a share capital.

### Mission, Objectives and Strategy

#### Mission Statement

The principal activity of the company is to promote, support and facilitate volunteering.

"The Main Object for which the company is established is to benefit the community by working for the creation of an enabling environment for volunteering; develop an ethos of volunteerism across all sectors of society; and be an independent and representative voice for and of volunteering."

Aims of the Charity:

2020 was the third year of Volunteering Ireland's new 2018-2022 strategic plan. The vision in our strategic plan is "an Ireland where everyone who wants to volunteer can volunteer to create a better society".

Volunteering Ireland's (hereinafter referred to as VI) core values are:

a) Inclusion

We work to foster a positive and inclusive workplace in VI, where the talents and contribution of each member of our team can be utilised. Our policies and practices are inclusive and accessible. We value each other as equals. Everyone is encouraged to perform well and enjoy their work.

b) Respect

We show consideration for and value one another. We acknowledge and respect the unique contribution of each team member, their ideas, work styles, backgrounds, experiences and talents. We strive to conduct our work in a manner respectful to all.

c) Integrity

We conduct ourselves to the highest professional standards. We work cooperatively and engage openly and honestly with all our stakeholders. We operate a transparent organisation and commit to working in partnership with those who share our values.

d) Courage

We bring courage to our work and we are willing to pioneer new ways forward. We lead boldly and act decisively for good. We enjoy freedom to change and pursue new possibilities for our future and the future of volunteering.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

### Objectives

The strategic aims adopted in our strategic plan (2018-2022) are:

- 1) Advance volunteering. Objective: Volunteering is recognised as a practical and powerful mechanism to support the implementation of national priorities.
- 2) Support the volunteering infrastructure. Objective: The volunteering infrastructure is supported to maximise its positive impact on volunteering in Ireland.
- 3) Support volunteering and volunteers. Objective: There is an increase in the volume, quality and diversity of volunteering in Ireland.
- 4) Celebrate volunteering. Objective: The benefits of volunteering are showcased both for those who volunteer and those organisations who choose to involve volunteers.
- 5) Strengthen our competence and capacity. Objective: VI's presence as the national agency for volunteering in Ireland is sustained and strengthened.

Achievements and performance measured against these objectives, are explained further on in the director's report.

### Structure, Governance and Management

#### Structure

The constitution of VI sets out the purpose and objectives of the organisation, and how it conducts itself. A Board comprising no less than three and no more than fifteen members governs the organisation. The members of the Board are also members of the company.

In addition to the members of the Board, the signatories to the original Memorandum and Articles of Association of the organisation were invited to become members of the company.

VI is committed to ensuring that the Board represents three special interests or 'communities of interest':

- i) Volunteers;
- ii) Volunteer-involving organisations; and
- iii) Volunteer Centres (VCs).

Two positions on the Board are reserved for nominations from VCs. The remaining members of the Board are recruited with reference to the following skills, experience and knowledge areas: volunteers, volunteer-involving organisations, volunteering infrastructure, local community development, community and voluntary sector, fundraising, employer supported volunteering, marketing and communications, governance and the law, government and public policy, strategic planning, human resource management, accountancy and finance.

Board members of VI receive no remuneration beyond vouched expenses to a maximum set in the annual budget.

#### Governance

In 2015 VI became compliant with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland (the Governance Code). We review our compliance with the code annually and did so most recently in November 2018. In 2018 the Charities Regulator issued its own governance code, and in November 2019 VI became compliant with that. The Board is guided by a Board handbook that was developed in 2014 and is reviewed regularly, most recently in 2018.

Responsibility for the day-to-day management and administration of VI is delegated to CEO Nina Arwitz. The CEO manages VI in accordance with the strategic plan, work plans, policies and procedures and delegations approved by the Board. Delegation includes implementation of the strategic plan as well as leading and managing staff and volunteers, programmes, projects, finances, pricing, and administrative aspects, so that the organisation's ongoing vision and strategies can be fulfilled. The CEO is responsible for preparing materials for the Board and strategic planning processes.

Decisions reserved for the Board include strategic planning and operating budgets; appointment/removal of auditor; Board membership; subgroup chairs and members; and approval of finance facilities.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

### Staff and Volunteers

The Directors express their appreciation to staff, volunteers and interns for their ongoing contribution. Their hard work, dedication and collaborative efforts are the basis of VI. VI is an equal opportunities employer.

Salaries are benchmarked against similar roles in the sector. The Charity adheres to the Guiding Principles for Salaries to ensure they are competitive, fair and transparent. These principles are benchmarked against salaries from the 2019 National Guide to Pay and Benefits in Community, Voluntary and Charitable Organisations. In 2020 the Board decided to adjust some salaries in line with the Guiding Principles for Salaries.

A Volunteer Policy is in place to ensure that volunteers receive appropriate support and recognition for their commitment and contribution. In 2020 we achieved the international quality mark for volunteer-involving organisations, "Investing in Volunteers". 2 volunteers contributed to VI in 2020 in the corporate volunteering team, (13 in 2019). The decrease in volunteers contributing to VI was due to the pandemic. In 2020 volunteers contributed an estimated 560 hours valued at €14,319 (2019: 1,105 hours valued at €26,443).

### Affiliates

VI is a support body for all local VCs. The relationship between VI and affiliate VCs is not a legal relationship. Instead, it is guided by a memorandum of understanding. The relationship between VI and VISs is not a legal relationship and is guided by a signed application form that outlines each party's role and responsibilities. In 2019, DRCD tasked VI to lead on the process of developing seven new Volunteer Centres in those counties that do not have one. In 2020 VI worked on setting up board for the new VCs, getting charitable status and recruiting staff. By the end of 2020, all seven were set up as CLGs with an independent board, one had been granted charitable status, one had a manager and 4 more had managers appointed to start in January 2021.

### Review of Activities, Achievements and Performance

The charity's achievements as measured against the objectives set in the 2018-2022 strategic plan, and outlined under Mission, Objectives and Strategy are detailed further on.

### Financial Review

The results for the financial year are set out on page 20 and additional notes are provided showing income and expenditure in greater detail.

### Income

VI's core grant from the Department of Rural and Community Development (DRCD), remained the same as the previous year at €351,800.

In 2020, VI saw similar level of income from the VI Awards (€21,152 in 2019 and 21,100 in 2020) as we secured sponsorship from Healthy Ireland and DRCD.

We secured funding in 2019 of €26,825 to deliver a capacity building project for VCs, through a series of "train the trainer" sessions in 2020, that aims to empower VCs to deliver more training locally. €14,048 is reflected as income for this project from DRCD in 2020 (2019: €Nil).

We secured new funding of €46,231 from the Department of Finance under the Temporary Wage Subsidy Scheme to assist in maintaining employment in the uncertain environment at the onset of the pandemic.

We secured new funding of €312,554 for the Community Response for COVID-19 from the Department of Rural and Community Development. This initiative was to assist Volunteer Ireland, in providing additional financial support to Volunteer Centres and Volunteer Information Services in order to meet the significant extra demand placed on them during the onset of the pandemic.

Income via Pobal from the COVID-19 Stability Fund was €121,381 in 2020. This fund is to assist organisations in danger of redundancies and closure due to a reduction in funds raised or traded income because of COVID-19 restrictions.

We saw a decrease in income for our corporate programme (from €87,702 in 2019 to €30,815 in 2020), as demand from corporates to engage employees in volunteering was significantly halted due to COVID-19 and VI could not operate corporate programmes for much of 2020. Income from Points of Light also reduced (from €114,168 in 2019 to €38,049 in 2020), for the same reasons.

Making it Matter decreased (from €19,852 in 2019 to €104 in 2020). Income in 2020 was used for training. The majority of the grant was drawn down in 2019 with the remainder being drawn down in 2021.

Income from DRCD for the Volunteer Centres Formation rose in 2020 to €88,973 (from €48,376 in 2019). We also received €50,000 from the Dept of Housing, Local Government and Heritage to support the VIS's already in place at the beginning of 2020 until they transitioned over to their Volunteer Centre structure (2019 VIS funding was €100,000).

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

Income for our project with Volunteer Centres in Working Even Better Together, decreased from €14,317 in 2019 to €9,599 due to decreased activity on professional development for Volunteer Centre staff.

Funding from the DRCD toward the I-VOL development project in 2020 was €11,632 (down from €126,595 in 2019). This was to complete the development on I-VOL, the national searchable database of volunteering opportunities in Ireland. The majority of this IT development took place in 2019.

We received funding from Pobal's Scheme to Support National Organisations (2019-2022), which started in July 2019. Income in 2020 was €63,239 (€74,721 in 2019 i.e. €38,365 related to the 2019-2022 programme and Pobal's 2016-2019 Scheme to Support National Organisations came to an end in June 2019, with €38,365 in income in 2019).

In 2019 we secured EU funding toward a two-year project on family volunteering which started in 2020. Income in 2020 was €12,800. This is an Erasmus+ project, which aims to develop and show the value of Family Volunteering. The project had a delayed start due to the pandemic and will subsequently be extended by 6 months into 2021.

Income from training and consultancy remained steady (€14,671 in 2019 and €14,710 in 2020). Despite the pandemic, the team were able to continue the programme through the use of technology. Training on good volunteer management practice was delivered throughout the country supported by the Volunteer Centre network. A series of training was designed and delivered.

Income from Volunteer Impact increased slightly (from €502 in 2019 to €837 in 2020) as the team focused their efforts on supporting volunteer involving organisations to navigate their way through the pandemic and the funding model agreement we have as the local agent for this software, changed.

Volunteer management programme income reduced significantly in 2020 (from €29,466 in 2019 to €2,860 in 2020). This was due to the government restrictions on events, festivals and the gathering of large groups of people. All events and festival programmes were cancelled or suspended in 2020. We expect some may recommence in late 2021 at the earliest.

Income from Investing in Volunteers decreased (from €6,098 in 2019 to €4,048 in 2020) because of a decrease in sign-ups on the previous year (income for Investing in Volunteers usually comes in about a year after the sign-up, as organisations complete the process of assessment).

Income from Garda vetting for the Senior Alerts Scheme decreased (from €6,880 in 2019 to €5,230 in 2020) as there were less applications processed in 2020 due to less volunteering taking place during the pandemic. Garda vetting income reduced in 2020 to €5,210 (€2019: €11,920), due to organisations closing temporarily due to COVID-19 and not recruiting new volunteers.

Sundry income decreased (from €419 in 2019 to €7 in 2020). Sundry income is minimal in the context of income as a whole. Income from the postal survey decreased (from €1,386 in 2019 to €126 in 2020) as we stopped managing the postal survey for individual Volunteer Centres through VI.

Income from our national conference decreased (from €16,196 in 2019 to €13,935 in 2020), the conference did not go ahead due to the pandemic, but our main sponsors allowed us to keep the funding that they had already provided, however we lost income due to the lack of ticket sales.

National Volunteering Week, and affiliation fees remained largely unchanged in 2020. From VI's perspective National Volunteering Week is largely a media-based campaign which we were able to run as normal with additional events held on zoom to replace any in person events that would have been planned.

In 2020 we did not receive funding for our social prescribing pilot project, Volunteering to Improve Wellbeing, as most funding for the project came through in 2019: €5,541.

### Expenditure

Core costs:

- Expenditure on core salaries increased from €316,379 in 2019 to €331,524 in 2020 due to some salary increases in line with the Guiding Principles for Salaries. An additional staff member was also hired in March 2020. Volunteer Ireland signed up to the Revenue administered Temporary Wage Subsidy Scheme from April until the end of June in 2020 which supported salary costs when we had a significant reduction in income.
- Expenditure on computer and IT software and hardware stayed high with a spend of €13,483 in 2020, €14,689 in 2019, due to investment in equipment for the whole team to work from home.
- Spend on financial and professional services also decreased from €17,959 in 2019 to €9,299 in 2020 because we were no longer paying fees to a contractor, under this budget.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

- Website support costs increased from €2,386 in 2019 to €16,775 in 2020 due to employing a company to do a redesign of the Volunteer Ireland website.
- Board expenses increased slightly from €314 in 2019 to €721 in 2020 due to Board members claiming expenses for long distance travel to meetings early in 2020.
- Spend on I-VOL administration salaries were similar at €20,686 in 2020 and €20,705 in 2019. VI uses an in-house I-VOL Super Administration function.
- Spend on I-VOL database administration to an external contractor was similar, decreasing slightly from €3,028 in 2019 to €2,669 in 2020).
- Other core costs remained largely the same in 2020 as in 2019. In 2020 we decided to move our head office, due to the pandemic as our old office space was no longer suitable. It would not allow for social distancing and as a shared facility we had no control over other tenants in the building. The cost for the move was €2,516. Our new office space is less expensive and incorporates large spaces for staff meetings and training. It is also an accessible building which is an important characteristic missing from the old office space.

Non-core costs:

- Expenditure on the national conference decreased (from €8,779 in 2019 to €1,018 in 2020) due to the cancellation of the conference in response to COVID-19 restrictions. However, some budget had already been spent on flights and airline charges for speakers, staff travel to Galway (where the conference was due to be held), promotional leaflets, name badges and name badge labels and some paid social media advertising.
- Expenditure on the VI Awards increased (from €15,246 in 2019 to €19,337 in 2020) due to an increased number of awardees and associated costs as result of recognizing all shortlisted nominees as winners in 2020 from 11 awardees in 2019 to 40 awardees in 2020.
- Spend on National Volunteering Week decreased (from €2,812 in 2019 to €1,222 in 2020) because the campaign was completely virtual so there were no transport, logistics or merchandise costs.
- Spend on Garda vetting decreased (from €1,777 in 2019 to €140 in 2020) because we brought in a temporary external contractor to cover this function during a gap in staffing in 2019. This was no longer needed in 2020.
- Spend on Volunteer Impact, Investing in Volunteers and Garda vetting for the Senior Alerts Scheme, decreased as a reflection of decreased income and activity on these projects.
- Spend on training and consultancy increased from €2,710 in 2019 to €5,880 in 2020 due to the purchase of additional equipment to deliver training and webinars online both in Volunteer Ireland and across the network and the delivery of training by external specialists during the year which were at zero cost to participants.
- Spend on the volunteer management programme decreased from €14,377 in 2019 to €1,041 in 2020 which reflects the cancelation of all events and festivals in 2020.
- Spend on corporate events decreased (from €125,930 in 2019 to €26,147 in 2020) for two reasons: the demand for corporate projects decreased due to the onset of COVID-19 so the overall income for the corporate programme decreased; and the corporate projects that did take place were mostly virtual which meant the need for supplies and materials decreased and in turn there was limited spending on supplies and materials.
- Project expenditure also decreased for the Working Even Better Together project (from €10,103 in 2019 to €Nil in 2020), the Making it Matter project (from €7,802 in 2019 to €410 in 2020) as a reflection of decreased income and activity for these projects. The I-VOL development project had a decrease in expenditure (from €126,595 in 2019 to €11,284 in 2020) due to the project coming to an end in 2020.
- Expenditure for the 2019-2022 Scheme to Support National Organisations was €8,364 in 2020 (€22,632 in 2019). Salary costs related to this project remained similar.
- Volunteer Centre formation expenditure was €38,810 in 2020 up from €18,850 in 2019 as a reflection of greater activity on this project.
- Expenditure on COVID-19 Response in 2020 was €276,224, was new expenditure due to the outbreak of the pandemic and Volunteer Irelands role in responding to the crisis. Much of this expenditure was funding distributed to the VCs to assist with their local response to the crisis or spend on IT supports and platforms to move training and other areas of VI's work online.
- Other increases in project-specific salaries (Volunteer Centre Formation, and Family Volunteering) reflect those projects' income and expenditure as per the above.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

### Financial Results

At the end of the financial year the charity has assets of €1,291,172 (2019 - €766,779) and liabilities of €979,493 (2019 - €559,041). The net assets of the charity have increased by €103,941.

### Reserves Position and Policy

The Board of VI has agreed that the desirable level of reserves to allow for VI to source alternative funding, or for an orderly winding down, is between six- and nine-months' running costs. Reserves are maintained in realisable form. The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle. It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted;
- Planned activity level; and
- Organisation's commitments.

This policy is reviewed annually. At 31 December 2020, unrestricted free reserves are €311,679, which equates to approximately 6 months' core expenditure (2019: reserves of €209,145 equating to 4 months' core expenditure).

### Principal Risks and Uncertainties

As part of its commitment to the Governance Code, VI developed a Risk Policy, undertook an associated Risk Assessment, and developed a Contingency Plan in 2015. Since then, these have been reviewed and updated annually.

The Risk Assessment identifies potential risks in the following categories: Funding; Legal; Human Resources; Technology; Finance; PR/Reputation; Governance; Health & Safety; and Miscellaneous/General.

Each risk area details impact, likelihood, gross risk rating, mitigating measures, impact and likelihood following mitigation measures, net risk rating and action to take if risks materialise to become an issue. Measures that mitigate risks with the highest gross risk rating are prioritised. The risk assessment is reviewed each year and was reviewed in November 2020. The Board discussion on risk focused on the top four risks identified by the Governance sub-committee.

The key risks identified and mitigated against in 2020 were: security of Government funding long term, risk of loss or reduction of core grant due to COVID-19 and expected recession; risks associated with loss or significant reduction in sponsorship contracts, demand for charged services; risks associated with the high profile "Volunteer Reserves" project and a new category was added to the risk register with general risks associated with COVID-19.

### Plans for Future Periods

Core funding from the Department of Rural and Community Development (DRCD) for VI in 2021 has been confirmed at €351,800 (2020: €351,800).

In 2021, VI expects income from Volunteer Centres Formation to be €139,405 to continue the establishment of 8 new Volunteer Centres and related project management fees.

In 2020 VI secured €444,481 from the Department of Rural and Community Development (DRCD) and Local Authorities (LAs) for the purpose of setting up a National Volunteer Reserve with the Network of Volunteer Centres to have volunteers trained and ready to respond to future emergencies. €198,834 was received in 2020, which was all deferred to 2021 with the rest of the funding expected in 2021.

In 2020, VI secured additional funding from the COVID-19: Stability Scheme for Community and Voluntary, Charity and Social Enterprise Organisations, €121,381 was recognised as income in 2020 (€117,208 in income is deferred to 2021). This funding was to provide financial support to organisations delivering critical front-line services during the pandemic.

In 2018 we secured €31,325 over three years in EU funding to deliver a European Project called Making It Matter, which was due to come to an end in 2020. The project has been extended into 2021 due to COVID-19. €25,060 income has been received and recognised as income to date, and a further €6,265 is expected on completion of the project.

In 2019, VI secured separate EU funding toward a two-year project on family volunteering starting in 2020. In 2020, €27,473 was received, with €12,800 recognised as income in 2020 and €14,673 income is deferred to 2021. A further €6,868 is due on completion of the project.

VI secured three-year funding of €221,616 from SSNO (Scheme to Support National Organisations) that started on 1 July 2019 and runs to 30 June 2022. Income expected for 2021 is €84,012 and €38,009 for 2022.

The organisation will continue to pursue other revenue streams so that it can diversify funding, manage risk and deliver on its strategic objectives.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

Although restrictions due to COVID-19 are reduced for the summer months, in consideration of possible future lockdowns and restrictions for the forthcoming flu season later in the year, the organisation has developed its budget and operational plan, as outlined under 'Going Concern' to reflect such possibilities.

### Reference and Administrative details

The organisation is a charitable company with a registered office at Molyneux House, 67/69 Bride Street, Dublin 8, D08 C8CN. The charity has been granted charitable tax status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No 15474 and is registered with the Charities Regulatory Authority, No 20053505. The company's registered number with the Companies Registration Office is 362625.

The directors, who are also the trustees of the charity, at the date of this report and those who served during the financial year together with the dates of any changes are set out above and on page 3.

The names and addresses of organisations providing banking and professional services are also set out on page 3.

### Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Barbara Kilbride  
Sarah Harte  
Donncha Foley  
Ian Dinan  
Padraic Fingleton  
William Earley  
Gerard Keating  
Margaret Rogers (Resigned 10 November 2020)  
Carmel Murphy  
Francis Kehoe

In accordance with the Constitution, each Director shall retire from office at the close or adjournment of the Annual General Meeting held on or next following the third anniversary of his or her appointment. The Board handbook states that a term of office for a Board member is three years from the date of their appointment, after which point, they are eligible to be re-elected for a second term. Board members must step down after two three-year terms. The Board can make an exception to this rule, but its rationale must be explicitly made and minuted at a Board meeting.

The secretary who served throughout the financial year was Gerard Keating.

### Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector.

Volunteering Ireland subscribes to and is compliant with the following:

- The Charities Governance Code
- The Companies Act 2014
- The Charities SORP (FRS 102)

### Post-Balance Sheet Events

There have been no significant events affecting the company since the financial year-end, with the exception of the pandemic, which the company is managing, and which commenced before the balance sheet date.

### Achievements and Performance

The following describes the achievements and performance of the charity during the reporting period:

#### Achievement on Strategic Objective 1: Advance volunteering

Outcome 1.1: Improved understanding of volunteering and its contribution to Irish society

- (a) In 2020 we completed and disseminated a research project, delivered by IPSOS MRBI on quantitative research into volunteering trends before, during and after COVID-19. The research was launched with a press release, and shared with key stakeholders (VCs, DRCD). It was presented by the VI CEO to Volunteer Managers from Volunteering Involving Organisations at a coffee morning for Volunteer Managers.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

Outcome 1.2: Increased political awareness of the importance of volunteering, VI and volunteering infrastructure, and its relevance to policy

- (a) We worked closely with the Department for Rural and Community Development (DRCD) to develop a national volunteering strategy (NVS). We consulted on the penultimate draft of the strategy. The NVS was finalised and launched in 2020. We also secured last minute addition of all VC contact details as an Appendix.
- (b) We met with Minister Michael Ring in March at a government press briefing launching the community response to COVID-19. We had a telephone call with new Minister Joe O'Brien 14 July; and secured Minister O'Brien's engagement with the NVS e.g. tweeting of the Storybook. This was followed by a video conference with the Joint Executive (Exec) made up of representatives from the Volunteer Centres and VI, and Minister Joe O'Brien on 25<sup>th</sup> November 2020.
- (c) We developed and disseminated a Storybook which showcased the work of Volunteer Ireland and the Volunteer Centres in response to COVID-19. Political party spokespersons received printed and digital copies of the storybook publication.
- (d) In terms of developing links beyond DRCD, we made a submission to the Oireachtas Special Committee on Covid 19 - through Mary Weir via Event Industry Association of Ireland (EIAI). We engaged (via email and then video conference) with DPER on whistleblowing; followed by a submission, consultation with and then engagement with HSE/Slainte regarding the need for Volunteer Reserves and potential volunteer support in the roll-out of vaccinations at mass vaccination centres. We acted as the main point of contact for stakeholder groups liaising with the Department of the Taoiseach to disseminate information on COVID-19 to the VC network. We also acted as main point of contact for the COVID-19 Advisory Group on Community Response on the needs of vulnerable people, which reports to the sub-group on vulnerable people who report to NPHET (National Public Health Emergency Team) who advise the Cabinet and acted to get relevant information out to VCs.
- (e) We developed the concept of "Volunteer Reserves" in partnership with VCs (Exec) and secured DRCD buy-in to the concept. DRCD signed off on the proposal and funding was secured.

Outcome 1.3: Strengthened partnerships with other stakeholders contributing to a more enabling and cohesive environment for volunteering

- (a) The framework for coordinating the community response was established giving local authorities the lead to establish local response forums on which VCs are to be represented. We act as the main point of contact representing VI and VCs with the CCMA (County and City Management Association) and LGMA (Local Government Management Association). We also liaised with Muintir na Tíre, ALONE, Irish Rural Link, Senior Alert Scheme and other members of the DRCD COVID-19 Stakeholder group to ensure a coordinated approach.

### Achievement on Strategic Objective 2: Support the volunteering infrastructure

Outcome 2.1: The volunteering infrastructure works together with a coordinated and constructive approach to maximise our collective impact on volunteering

- (a) The Volunteer Network Support Officer continued to provide administrative support to the Volunteer Centre Managers Network, the VC Placement Officers' Forum, the Joint VI Volunteer Centre Executive Group, the Trainers' Forum and several other network-wide working groups. Meetings significantly increased due to COVID-19.
- (b) We provided general administrative support to the infrastructure including answering general queries, administering mailing lists, and supporting delivery of continued professional development across the network. We increased support to the VCs throughout the pandemic. Network satisfaction with VI's response was 80%.
- (c) We facilitated the Volunteer Centre Managers conference in person in Feb 2020, which had very high satisfaction rates from VCs: 100% would attend again and 98% learned something new to implement. 73% VC staff attended for at least 1 day.
- (d) 86% of VCs engaged with National Volunteering Week (85% satisfaction from VCs). There was 100% engagement from VCs with the Awards (nominations were received from each county).
- (e) We sent out 20 issues of the Digest, our internal network-wide newsletter that goes out every other week, with an additional 50 daily digests sent out during COVID-19.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

- (f) We continued to provide direct support to the 4 VISs in place. We also supported the VCs looking after 3 former VIS counties (Wexford, Kilkenny, Offaly) until the new VC is established.
- (g) We collated and disseminated shared learning and ideas from the network gathered during the response to COVID-19.

Outcome 2.2: Volunteer Centres are enabled and supported to deliver training locally

- (a) We continued the provision of Volunteer Leadership Training (VLT) materials and provided support to VCs in its delivery. 2 VCs, Dublin City and Cork delivered VLT. Roscommon piloted 2 courses for the new Fundamentals of Volunteer Engagement programme. 3 Trainer Forums were held virtually with 11 to 13 VCs in attendance per forum.
- (b) 2 training sessions were delivered by Mark Collard and Sligo IT to the training team on how to deliver training online with 16 (from 10 VCs) and 30 (from 14 VCs) participants each.

Outcome 2.3: Increased level of adherence to best practice in volunteering infrastructure

- (a) VI continued to support all Volunteer Centres in continuous quality improvement (CQI), following their successful achievement of the VC Quality Standard in 2018. A new Quality Committee was set up with one representative from each region plus a VI representative. All quality reviews were completed for the existing VCs (22). Delivered remotely, an extensive desktop review and follow up interviews were conducted with VC managers. The Quality review reports were completed for all VCs.

Outcome 2.4: Facilitated placement service through national database

- (a) During 2020, we continued to develop the national database of volunteering opportunities, I-VOL. The major redevelopment of I-VOL which started in 2019 was completed in early 2020 and launched with the VCs in January 2020, with 30+ staff from VCs in attendance and a full presentation on the developments in I-VOL were well received.
- (b) We delivered 9 regional training day sessions (7 in Feb and 2 online in Q4). In addition, the I-VOL Super Admin had 8 individual zoom training sessions with VCs. An I-VOL discussion was held as part of a session at the VC National Conference.
- (c) A new I-VOL Working Group was set up with a representative from each region. Clear Terms of Reference were drafted and signed off on, and an addendum was added to reflect the relationship between the I-VOL regional representatives committee and the Quality Committee.

Outcome 2.5: Establishment of new volunteer centres

- (a) VI was mandated by DRCD with setting up 8 new Volunteer Centres in late 2019. This work mainly took place in 2020. Each new VC registered as a Company Limited by Guarantee with the Companies Registration Office, adopted a constitution, and registered the legally required number of directors to set up and run the organisation by the end of 2020. They had also all applied for charitable status to the Charities Regulatory Authority (CRA) by the end of December 2020. Volunteer Ireland provided a lot of support to the local boards to get through this process. VI also provided support with funding applications, governance, staff recruitment and training of boards and staff.

### Achievement on Strategic Objective 3: Support volunteering and volunteers

Outcome 3.1: Reduced barriers to volunteering

- (a) VI provided Garda vetting and processed 357 vetting applications in 2020. We delivered 6 Garda Vetting training sessions to advise and support organisations/VCs on Garda Vetting, new e-vetting systems and legislation. The National Vetting Bureau clarified issues in relation to Garda vetting for COVID-19 volunteering, and shared this info where relevant.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

- (b) We delivered a national survey to all volunteers and organisations on I-VOL to inform practice, which saw 1,417 responses from volunteers and 617 responses from organisations. We continued to deliver the EU Erasmus-funded "Making It Matter" project, which looks at measuring the impact of volunteering on social inclusion. We also started work on another EU Erasmus funded project on family volunteering.

Outcome 3.2: Increased number of organisations accessing training, consultation and seminars / conferences

- (a) We delivered 19 regular (non-COVID related) training sessions throughout the year. All training moved to webinars and was delivered for free. We also created e-learning training for volunteer managers based on "volunteer management essentials". This was developed to publicise them under our messaging that - "good volunteer management essentials still apply" during COVID-19.
- (b) We developed multiple videos, guides, toolkits and webinars specifically around COVID-19. This included: a resource on "Be Winter Ready – Practical Advice for Volunteers"; a national toolkit on returning to volunteering safely; a new guide on Thinking Ahead – Valuing Your Volunteer including Lessons Learned; a Volunteer Manager's COVID-19 Action Plan, and finally a new video for Volunteers thinking of volunteering during COVID-19. All of this was shared with the VCs and published on our website for organisations to use.

Outcome 3.3: Increased levels of participation through event volunteering

- (a) Unfortunately, all events and festivals were cancelled in 2020 due to the pandemic. However, a coffee morning was held online for Event Volunteers and regular communication was upheld.

Outcome 3.4: Increased number of employee volunteers engaged

- (a) During 2020 our corporate volunteer programme received 150 enquiries. 1 Team Impact Day was delivered before COVID-19. A Contract with Regeneron was secured, and a variety of projects developed including: Virtual science experiments with primary and secondary school students; virtual games with Irish Wheelchair Association members; business advice sessions; and kit assembly for homeless and children's charities. Total volunteer numbers across all corporate programme services were 176 and hours contributed were 1,174.
- (b) Under Points of Light, the Alexion Global Week of Service took place virtually with 156 volunteers participating, contributing 384 hours. 230 service users/clients were directly impacted.
- (c) The Business Advice Programme (BAP) was developed and launched. BAP was developed to give company volunteers the opportunity to provide business advice to the Community & Voluntary sector. Webinars included: Managing Change by Carr Communications; LinkedIn for non-profits by LinkedIn staff; and Twitter for non-profits by Twitter staff.

Outcome 3.5: Increased quality and implementation of best practice in volunteer programmes of volunteer involving organisations

- (a) We continued to manage and deliver Investing in Volunteers (IiV), the international quality mark for volunteer-involving organisations. We received 5 IiV enquiries and delivered one IiV health check webinar with 7 attendees. We secured one new IiV sign-up, delivered two IiV assessment reports, supported two and awarded one organisation with the IiV award. We also continued to provide volunteer management software, 'Better Impact' and signed up 1 new organisation to this software.

### Achievement on Strategic Objective 4: Celebrate volunteering

Outcome 4.1: Increase public awareness of volunteering

- (a) In 2020 we secured general media coverage valued at (using Advertising Value Equivalent x 3) €1,854,338 as well as €273,498 for National Volunteering Week and €278,750 for the VI Awards for a total of media coverage valued at €2,406,586. We achieved circulation of 14,958,62. We saw 402,031 and 310,306 unique visitors to www.volunteer.ie. (2019; 263,034 visitors and 180,254) The increase was largely due to COVID-19.
- (b) On social media we grew our followers to 12,001 on Twitter, 14,600 on Facebook and 15,273 on LinkedIn. We achieved engagement on Twitter of 53,738 and social media impressions of 1,704,841. We delivered the annual VI Awards and received 804 nominations. We also played a leading role in the Charities Regulator's Charity Trustees' Week communications campaign.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

Outcome 4.2: Increase VI brand and recognition as the national volunteer development agency

- (a) We continued the implementation of VI's internal brand guidelines and renewed VI brand guidelines were implemented across all materials with a brand refresh project underway by the end of Q4 in 2020.
- (b) We delivered another successful National Volunteering Week supported by Healthy Ireland. All events were held online due to the pandemic. 70% of VCs engaged with National Volunteering Week and we achieved €315,000 worth of media coverage.

Outcome 4.3: Establish VI as thought leader in volunteering

- (a) We published 11 new guides/resources for COVID-19 all of which were published on [www.volunteer.ie](http://www.volunteer.ie).
- (b) The news and events section of the website was kept up to date and we put out a tender for a refresh of the VI website. A company was selected through the tender process and work began on the redevelopment of the website in Q4 of 2020.
- (c) We participated in DRCD-led media engagements relating to role in mobilising volunteers to respond to COVID-19, including presenting at the March government briefing on community response to COVID-19 (RTE news).

### Achievement on Strengthen our competence and capacity

Outcome 5.1: Transparent and sound financial systems in place

- (a) Our 2019 accounts were audited in line with SORP (Statement of Recommended Practice, Accounting and Reporting by Charities).
- (b) We ensured VI continued implementing good financial management practice during COVID-19 with new finance procedures written for virtual working which were approved by the Finance and Audit sub-committee of the board.

Outcome 5.2: Transparent and sound legal systems in place

- (a) VI delivered its 2020 reporting requirements to the Charities Regulatory Authority and the CRO. We continued to ensure our compliance with GDPR legislation. We also registered on [lobbying.ie](http://lobbying.ie) and submitted returns every four months.

Outcome 5.3: Transparent, sustainable, and sound systems and practices in place to support employees and volunteers

- (a) In 2020 we completed personal objectives and development plans for each member of the team. We updated them as a result of COVID-19 to include specifying a deputy in case of absence due to illness. We also delivered our annual staff away day virtually, by holding a quiz with service users of the Irish Wheelchair Association in Limerick. Our staff away days are primarily centered around volunteering but also involve team building outside the office environment.
- (b) We continued to deliver our own volunteer programme, which saw 2 volunteers give 560 hours, and we continued the process of working toward the Investing in Volunteers quality mark for the VI volunteer programme which we achieved and will hold the liV Quality Standard from 2020-2023. We revised our Staff policy and added changes due to COVID-19.

Outcome 5.4: Transparent and sound governance systems in place

- (a) We conducted a board review in September 2020. We continued to be compliant with the Governance Code for Community, Voluntary and Charitable Organisations in Ireland, and with the Charity Regulator's new Governance Code. We monitored our risk as per our risk policy and reviewed this in June 2020, adding some additional risks due to COVID-19. We paused the process of achieving compliance with Trusted Charity (formerly known as PQASSO), the quality mark for charities, due to staff time being taken up with more urgent work during the pandemic. We will return to it in 2021. We updated 7 organisational policies and reformatted and version controlled 6 policies.

# Volunteering Ireland

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

Outcome 5.5: Best practice in relation to organisational processes and systems

- (a) We installed a new IT support system and moved everything from our physical server over to a cloud based sever in January 2020. New IT hardware was purchased for staff to support working from home.
- (b) We scheduled a “stop the train” admin day for filing and organising, with no regular work undertaken. This took place over the course of August-September. As part of the office move, staff went into the old office to do a clear out in preparation for moving.
- (c) We established and maintained a Crisis Response Team (CRT) to implement the COVID-19 business continuity plan.
- (d) We decided to move from our old office in Eustace Street due to the unsuitability of the office space for our needs going forward. A new office was identified, and the office move was complete by October 2020.

Outcome 5.6: Diversified and sustainable revenue streams

- (a) We secured funding from DRCD in 2021 at the same levels as in 2020. We also secured funding from the Pobal Stability Fund.

Outcome 5.7: External stakeholders are familiar with the work and impact of VI and support VI in achieving its vision

- (a) We issued 6 Volunteering Matters newsletters to our stakeholders and 22 training ezines, and we published a Storybook report about the VC/VI network impact on COVID-19.

Outcome 5.8: Staff, volunteers and board members take pride in being part of VI

- (a) We continued to implement a staff and volunteer exit survey and undertook an annual appraisal of the functioning of the Board and its subcommittees. We also developed and sent out a new staff satisfaction survey. We surveyed staff on their opinions of how we will work going forward remotely and in the office. Five staff members attended international meetings/conferences, either in person or virtually. Seven team members took up the opportunity to use one or more of their staff volunteer days.

### Going Concern

COVID-19 had an enormous impact on all facets of society in 2020 and continues to do so for the foreseeable future. Severe lockdowns had been implemented for much of 2020 and are still ongoing in 2021. This resulted in harsh restrictions on movement, on economic activity and people’s personal lives.

At the outset of the pandemic, the directors foresaw a significant impact on the finances of the charity. In particular, they expected a severe decrease in events that engage volunteers and corporate volunteering, which came to pass. However, through careful management and direction, the overall picture for 2020 was better than expected.

In our original 2020 budget we aimed to achieve sponsorship for at least two of our three flagship events. Additional income was expected from Garda vetting, training and consultancy, volunteer management programme, sale of Better Impact volunteer management software, corporate programmes and events, Points of Light and affiliation fees from VCs and VISs. However, some of these revenue streams were impacted by the COVID-19 crisis.

VI revised its budget in April 2020 taking into consideration COVID-19, and the significant negative impact on earned income from corporates and charities expected.

This revised budget showed that total unrestricted income was expected to decrease by €230,981. The outcome was a decrease of €124,215 for 2020 i.e. €106,766 better than expected. This was helped in large part by some one-off funding that was provided specifically to support organisations impacted significantly by the crisis, and also the goodwill of some sponsors who continued to provide funding in spite of its impact on events.

The directors at this time, maintain a positive outlook for 2021, particularly considering increased societal immunity to the virus and the hope by some, that vaccination will facilitate a swifter return to normality.

The 2021 budget and operational plan reflects a conservative approach in consideration of possible future restrictions with the advent of next flu season. Unrestricted income for 2021 is expected to increase by 4% on 2020 income. Unlike 2020, the organisation expects a small surplus for 2021. The impact of restrictions is expected to reduce in 2021 due to implementation of the vaccine programme and increased societal immunity, together with alterations to working procedures that provide much increased flexibility.

# Volunteering Ireland DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

VI are grateful to all our funders for their continued support.

The directors are not in a position to assess the full financial impact of continuation of the restrictions imposed by Government. However, it is the directors' assessment that the company has the necessary reserves to take it through this period of uncertainty.

The directors will continue to monitor the financial stability of the organisation in line with any changes to the financial outlook in 2021 and beyond. Despite the widespread disruption caused by the COVID-19 pandemic, VI continues to operate normally and in line with Government and HSE advice and guidelines, and the situation is kept continuously under review.

Assumptions made include:

- Core funding has been secured for 2021;
- Other funding agreements are in place for 2021 and 2022;
- The company has sufficient reserves to take it through this period of uncertainty;
- The company has taken measures to adjust working practices and client contacts that facilitate remote working and takes account of required health measures; and
- With vaccination and societal immunity, restrictions would ease in the coming months at least for periods of time.

As a result of actions taken, the current assessment of the directors is that the adoption of the going concern basis continues to be appropriate.

## Auditors

The auditors, Crowe Ireland, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

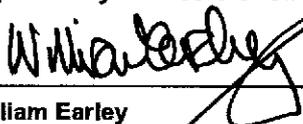
## Statement on Relevant Audit Information

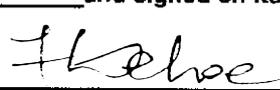
In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

## Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Molyneux House, 67/69 Bride Street, Dublin 8, D08 C8CN.

Approved by the Board of Directors on 15<sup>th</sup> June 2021 and signed on its behalf by:

  
\_\_\_\_\_  
William Earley  
Chairperson

  
\_\_\_\_\_  
Francis Kehoe  
Director

# Volunteering Ireland

## DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2020

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and 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 the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. 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 charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (second edition - 2019);
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, 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 charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

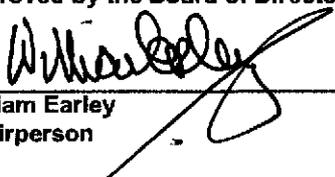
The directors are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

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

Approved by the Board of Directors on 15<sup>th</sup> June 2021 and signed on its behalf by:

  
\_\_\_\_\_  
William Earley  
Chairperson

  
\_\_\_\_\_  
Francis Kehoe  
Director

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Volunteering Ireland**

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

#### **Opinion**

We have audited the charity financial statements of Volunteering Ireland for the financial year ended 31 December 2020 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 5. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2020 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; and
- have been properly 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 described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) 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**

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

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

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

#### **Other Information**

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

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 course of 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.

#### **Opinions on other matters prescribed by the Companies Act 2014**

In our opinion, based solely on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
  - the Directors' Report has been prepared in accordance with the Companies Act 2014.
- We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.
- In our opinion the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited. In our opinion the financial statements are in agreement with the accounting records.

## Volunteering Ireland

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

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual 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, which relate to disclosures of directors' remuneration and transactions are not complied with by the company. 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 in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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 charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

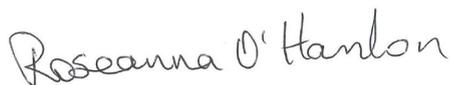
#### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

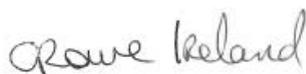
A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors'\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors'_responsibilities_for_audit.pdf). The description forms part of our Auditor's Report.

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

Our report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Roseanna O'Hanlon**  
for and on behalf of



#### **CROWE IRELAND**

Chartered Accountants and Statutory Audit  
Firm Marine House  
Clanwilliam Place  
Dublin 2

18 June 2021  
.....

# Volunteering Ireland

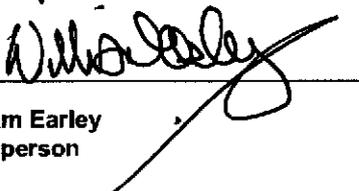
## STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)  
for the financial year ended 31 December 2020

	Notes	Unrestricted Funds 2020 €	Restricted Funds 2020 €	Total 2020 €	Unrestricted Funds 2019 €	Restricted Funds 2019 €	Total 2019 €
<b>Income</b>							
Donations and legacies	7.1	351,840	46,231	398,071	351,800	-	351,800
Charitable activities							
Grant income and other funding	7.2	211,565	624,023	835,588	474,920	238,187	713,107
Other income	7.3	133	-	133	1,805	-	1,805
<b>Total incoming resources</b>		<b>563,538</b>	<b>670,254</b>	<b>1,233,792</b>	<b>828,525</b>	<b>238,187</b>	<b>1,066,712</b>
<b>Expenditure</b>							
Charitable activities	8.1	459,297	669,444	1,128,741	819,754	241,163	1,060,917
Other expenditure	8.2	690	420	1,110	2,597	-	2,597
<b>Total Expenditure</b>		<b>459,987</b>	<b>669,864</b>	<b>1,129,851</b>	<b>822,351</b>	<b>241,163</b>	<b>1,063,514</b>
<b>Net income/(expenditure)</b>		<b>103,551</b>	<b>390</b>	<b>103,941</b>	<b>6,174</b>	<b>(2,976)</b>	<b>3,198</b>
Transfers between funds		(1,017)	1,017	-	(2,532)	2,532	-
<b>Net movement in funds for the financial year</b>		<b>102,534</b>	<b>1,407</b>	<b>103,941</b>	<b>3,642</b>	<b>(444)</b>	<b>3,198</b>
<b>Reconciliation of funds</b>							
Balances brought forward at 1 January 2020	18	209,145	(1,407)	207,738	205,503	(963)	204,540
<b>Balances carried forward at 31 December 2020</b>		<b>311,679</b>	<b>-</b>	<b>311,679</b>	<b>209,145</b>	<b>(1,407)</b>	<b>207,738</b>

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 15 June 2021 and signed on its behalf by:

  
William Earley  
Chairperson

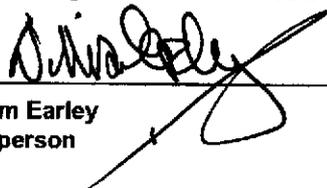
  
Francis Kehoe  
Director

# Volunteering Ireland BALANCE SHEET

as at 31 December 2020

	Notes	2020 €	2019 €
<b>Fixed Assets</b>			
Tangible assets	13	8	95
<b>Current Assets</b>			
Debtors	14	44,297	65,657
Cash at bank and in hand		1,246,867	701,027
		<u>1,291,164</u>	<u>766,684</u>
Creditors: Amounts falling due within one year	15	(979,493)	(559,041)
<b>Net Current Assets</b>		<u>311,671</u>	<u>207,643</u>
<b>Total Assets less Current Liabilities</b>		<u>311,679</u>	<u>207,738</u>
<b>Funds</b>			
Restricted funds		-	(1,407)
General fund (unrestricted)		311,679	209,145
<b>Total funds</b>	18	<u>311,679</u>	<u>207,738</u>

Approved by the Board of Directors on 15<sup>th</sup> June 2021 and signed on its behalf by:

  
 \_\_\_\_\_  
 William Earley  
 Chairperson

  
 \_\_\_\_\_  
 Francis Kehoe  
 Director

# Volunteering Ireland

## STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2020

	Notes	2020 €	2019 €
<b>Cash flows from operating activities</b>			
Net movement in funds		103,941	3,198
Adjustments for:			
Depreciation		87	929
Gains and losses on disposal of fixed assets		-	777
		<hr/>	<hr/>
		104,028	4,904
Movements in working capital:			
Movement in debtors		21,360	(18,263)
Movement in creditors		420,452	367,039
		<hr/>	<hr/>
Cash generated from operations		545,840	353,680
		<hr/>	<hr/>
<b>Net increase in cash and cash equivalents</b>		545,840	353,680
<b>Cash and cash equivalents at 1 January 2020</b>		701,027	347,347
		<hr/>	<hr/>
<b>Cash and cash equivalents at 31 December 2020</b>	23	<u>1,246,867</u>	<u>701,027</u>

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

### 1. KEY MANAGEMENT COMPENSATION

Key management are defined as the management team. The compensation paid or payable to key management for employee services is shown below. Inclusion of support from the Temporary Wage Subsidy Scheme has resulted in a decrease in gross income for 2020.

	2020	2019
	€	€
Wages and salaries	62,527	67,736
Pension costs	2,047	2,037
	<u>64,574</u>	<u>69,773</u>

### 2. INCOME

The income for the financial year has been derived from:-

	2020	2019
	€	€
Republic of Ireland	1,183,732	907,546
Rest of the World	50,060	159,166
	<u>1,233,792</u>	<u>1,066,712</u>

Income attributable to geographical markets outside the Republic of Ireland amounted to 3% for the financial year.

### 3. GENERAL INFORMATION

Volunteering Ireland is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is Molyneux House, 67/69 Bride Street, Dublin 8, D08 C8CN which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company. The company registration number is 362625.

The company is a public benefit entity whose primary objective is to support, promote and celebrate volunteering in the community. The company's primary objective is of social benefit, whose funds are applied to supporting the company's primary objectives. This means the company operates for the benefit of the community and on a not-for-profit basis.

### 4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

#### Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention modified to include certain items at fair value. The financial reporting framework that has been applied in their preparation is "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) (second edition - 2019) issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland and the Statement of Recommended Practice (Charities SORP (FRS 102)) as published by the Charity Commission for England and Wales and the Office of the Scottish Regulator which is recognised by the UK Accounting Standards Board (ASB) as the appropriate body to issue SORPs for the charity sector in the UK.

Financial reporting in line with SORP is considered best practice for charities in Ireland. The directors consider that the adoption of the SORP standard is the most appropriate accounting to properly reflect and disclose the activities of the organisation

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

The financial statements are prepared in Euro which is the functional currency of the company.

Format:

In prior years, company law exempted companies not trading for gain for members, from the requirements with regard to format and content of financial statements which applied to for-profit companies, thus permitting the adoption of a format appropriate to a charity. Accordingly, the company adopts and reports its performance in accordance with the format provided for in the Charities SORP and in particular reports its performance for the financial year in the format of the SORP's Statement of Financial Activities (SOFA).

True and fair view:

Financial reporting in line with the SORP is considered best practice for charities in Ireland and the Directors consider the adoption of the SORP requirements is the most appropriate accounting format to properly reflect and disclose the activities of the organisation. In the opinion of the Directors the format of the financial statements as presented in these financial statements better describes the not-for-profit activities undertaken by the company.

### Statement of compliance

The financial statements of the charity for the year ended 31 December 2020 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)" and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

### Fund accounting

The following are the categories of funds maintained:

#### Restricted funds

Restricted funds consist of grants and income received which can only be used for the purposes specified by the donors and are subject to specific conditions imposed by them.

#### Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Unrestricted free reserves:

Unrestricted funds consist of grants, donations and surpluses from service level agreements which can be spent at the discretion of the charity to enable it to achieve its overall aims and objectives.

### Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

### Donations and legacies

Donations and legacies or voluntary income, represents grant income of a general nature that funds core activities and includes donations. They are credited to income in the period in which they are receivable.

### Income from charitable activities

Income from charitable activities includes income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

- Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable, and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

### Deferred income

Voluntary income or capital is included in the Statement of Financial Activities when the company is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accruals basis.

### Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

### Costs of charitable activities

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

### Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received. A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Statement of Financial Position date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Statement of Financial Position date.

### Provisions

Provisions are recognised when the company has a present legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the same value of money and the risks specific to the obligation. An increase in the provision due to passage of time is recognised as interest expense.

### Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation.

Policy is to capitalise items of a capital nature that cost in excess of €1,000.

The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Equipment - 25% Straight line

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

The company's policy is to review the remaining useful economic lives and residual values of tangible fixed assets on an on-going basis and to adjust the depreciation charge to reflect the remaining estimated useful economic life and residual value.

Fully depreciated equipment are retained in the cost of equipment and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the profit and loss account.

### Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at year end, is included in debtors.

### Creditors

Creditors and accruals are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

### Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

### Taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

As a result of the company's charitable status, no charge to corporation tax arises under the provision of Section 207 and 208 of the Taxes Consolidation Act 1997. Volunteer Ireland is compliant with relevant tax circulars including circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".

### Grants receivable

Grants are recognised at their fair value in profit or loss where there is a reasonable assurance that the grant will be received, and the company has complied with all attached conditions.

Capital grants are initially recognised as deferred income on the balance sheet and credited to the profit and loss account by instalments on a basis consistent with the depreciation policy of the relevant asset, as adjusted for any impairment.

Revenue grants are credited to income so as to match them with the expenditure to which they relate.

### Pensions

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. Annual contributions payable to the charity's pension scheme are charged to the income and expenditure account in the period to which they relate

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

### 5. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Management is of the opinion there are no critical judgements (other than those involving estimates) that have a significant effect on the amounts recognised in the financial statements.

Estimates and judgements made in the process of preparing the company financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The directors make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

Useful lives of tangible fixed assets:

The company estimates the useful lives of tangible property based on the period over which the assets are expected to be available for use. The estimated useful lives of tangible fixed assets are reviewed periodically and are updated if expectations differ from previous estimates due to wear and tear, technical or commercial obsolescence and other relevant factors. It is possible that future results of operations could materially effect changes in these estimates and cause an increase in recorded expenses and a decrease in non-current assets.

Impairment of debtors:

The directors make an assessment at the end of each financial year of whether there is objective evidence that debtors are recoverable. When assessing impairment of other debtors, the directors consider factors including the age profile of outstanding balances and recent corresponding and historical experience of cash collections from the debtor.

Accruals:

The company makes accruals for expenditure incurred in the reporting period but measurement of cost is not final at the reporting date. Deductions are made based on estimates, and actual deductions might differ from those estimates.

Such differences could impact accruals recognised in the balance sheet in future periods and consequently the level of expenditure recognised in the income and expenditure account in a future period, as there can be a time of lag of several months between recording the estimate and the final accounting.

### 6. GOING CONCERN

COVID-19 had an enormous impact on all facets of society in 2020 and continues to do so for the foreseeable future. Severe lockdowns had been implemented for much of 2020 and are still ongoing in 2021. This resulted in harsh restrictions on movement, on economic activity and people's personal lives.

At the outset of the pandemic, the directors foresaw a significant impact on the finances of the charity. In particular, they expected a severe decrease in events that engage volunteers and corporate volunteering, which came to pass. However, through careful management and direction, the overall picture for 2020 was better than expected.

In our original 2020 budget we aimed to achieve sponsorship for at least two of our three flagship events. Additional income was expected from Garda vetting, training and consultancy, volunteer management programme, sale of Better Impact volunteer management software, corporate programmes and events, Points of Light and affiliation fees from VCs and VISs. However, some of these revenue streams were impacted by the COVID-19 crisis.

VI revised its budget in April 2020 taking into consideration COVID-19, and the significant negative impact on earned income from corporates and charities expected.

This revised budget showed that total unrestricted income was expected to decrease by €230,981. The outcome was a decrease of €124,215 for 2020 i.e. €106,766 better than expected. This was helped in large part by some one-off funding that was provided specifically to support organisations impacted significantly by the crisis, and also the goodwill of some sponsors who continued to provide funding in spite of its impact on events.

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

The directors at this time, maintain a positive outlook for 2021, particularly considering increased societal immunity to the virus and the hope by some, that vaccination will facilitate a swifter return to normality.

The 2021 budget and operational plan reflects a conservative approach in consideration of possible future restrictions with the advent of next flu season. Unrestricted income for 2021 is expected to increase by 4% on 2020 income. Unlike 2020, the organisation expects a small surplus for 2021. The impact of restrictions is expected to reduce in 2021 due to implementation of the vaccine programme and increased societal immunity, together with alterations to working procedures that provide much increased flexibility.

VI are grateful to all our funders for their continued support.

The directors are not in a position to assess the full financial impact of continuation of the restrictions imposed by Government. However, it is the directors' assessment that the company has the necessary reserves to take it through this period of uncertainty.

The directors will continue to monitor the financial stability of the organisation in line with any changes to the financial outlook in 2021 and beyond. Despite the widespread disruption caused by the COVID-19 pandemic, VI continues to operate normally and in line with Government and HSE advice and guidelines, and the situation is kept continuously under review.

Assumptions made include:

- Core funding has been secured for 2021.
- Other funding agreements are in place for 2021 and 2022;
- The company has sufficient reserves to take it through this period of uncertainty;
- The company has taken measures to adjust working practices and client contacts that facilitate remote working and takes account of required health measures; and
- With vaccination and societal immunity, restrictions would ease in the coming months at least for periods of time.

As a result of actions taken, the current assessment of the directors is that the adoption of the going concern basis continues to be appropriate.

### 7. INCOME

#### 7.1 DONATIONS AND LEGACIES

	Unrestricted Funds €	Restricted Funds €	2020 €	2019 €
Core funding	351,800	46,231	398,031	351,800
Donations	40	-	40	-
	<u>351,840</u>	<u>46,231</u>	<u>398,071</u>	<u>351,800</u>

#### 7.2 CHARITABLE ACTIVITIES

	Unrestricted Funds €	Restricted Funds €	2020 €	2019 €
Promotions and events	41,035	-	41,035	42,348
Programmes and training	170,530	624,023	794,553	670,759
	<u>211,565</u>	<u>624,023</u>	<u>835,588</u>	<u>713,107</u>

#### 7.3 OTHER INCOME

	Unrestricted Funds €	Restricted Funds €	2020 €	2019 €
Sundry income	133	-	133	1,805
	<u>133</u>	<u>-</u>	<u>133</u>	<u>1,805</u>

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

### 8. EXPENDITURE

8.1 CHARITABLE ACTIVITIES	Direct Costs €	Other Costs €	Support Costs €	2020 €	2019 €
Promotions and events	41,990	-	223,028	265,018	246,139
Programmes and training	560,838	-	302,885	863,723	814,778
	<u>602,828</u>	<u>-</u>	<u>525,913</u>	<u>1,128,741</u>	<u>1,060,917</u>

Of expenditure on charitable activities, €459,297 represents unrestricted activities and €669,444 represents restricted activities.

8.2 OTHER EXPENDITURE	Direct Costs €	Other Costs €	Support Costs €	2020 €	2019 €
Sundry expenses	1,110	-	-	1,110	2,597
	<u>1,110</u>	<u>-</u>	<u>-</u>	<u>1,110</u>	<u>2,597</u>

Of expenditure on other expenditure, €690 represents unrestricted activities and €420 represents restricted activities.

8.3 SUPPORT COSTS	Charitable Activities €	2020 €	2019 €
Salaries and staff costs	384,125	384,125	372,482
Premises and administration	80,777	80,777	59,398
Professional services	42,674	42,674	22,972
Audit fees	8,901	8,901	6,054
Board expenses	721	721	314
Organisational development	8,715	8,715	1,277
	<u>525,913</u>	<u>525,913</u>	<u>462,497</u>

Support costs represent operating expenses that are shared across more than one activity of the charity. Support costs as detailed below, are apportioned towards the activity they support, and are reflected in the overall figures shown in the Statement of Financial Activities. In 2020, support costs represent €525,913 of overall expenditure of €1,129,851. The remaining €603,938, is expenditure directly attributable to that activity.

### 9. ANALYSIS OF SUPPORT COSTS

	Basis of Apportionment	2020 €	2019 €
Salaries and staff costs	Staff time	384,125	372,482
Premises and administration	Staff time	80,777	59,398
Professional services	Staff time	42,674	22,972
Audit fees	Staff time	8,901	6,054
Board expenses	Staff time	721	314
Organisational development	Staff time	8,715	1,277
		<u>525,913</u>	<u>462,497</u>

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

<b>10. NET INCOME</b>	<b>2020</b>	2019
	€	€
<b>Net Income is stated after charging/(crediting):</b>		
Depreciation of tangible assets	87	929
(Surplus)/deficit on disposal of tangible fixed assets	-	777
	<u>          </u>	<u>          </u>

### 11. EMPLOYEES AND REMUNERATION

#### Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	<b>2020</b>	2019
	<b>Number</b>	Number
Manager	1	1
Project management	10	9
Administration	2	2
	<u>          </u>	<u>          </u>
	<b>13</b>	12
	<u>          </u>	<u>          </u>

The staff costs comprise:

	<b>2020</b>	2019
	€	€
Wages and salaries	461,729	427,357
Social security costs	40,537	46,134
Pension costs	9,059	8,186
	<u>          </u>	<u>          </u>
	<b>511,325</b>	481,677
	<u>          </u>	<u>          </u>

No employees received employee benefits (excluding employer pension costs) of more than €70,000 for the reporting period.

The Chief Executive Officer (CEO) is the highest earning employee and only employee in receipt of income of more than €60,000.

The CEO avails of the 3% defined contribution pension available to all staff (once probation has passed) and is not in receipt of any other remuneration or benefit-in-kind.

Income protection insurance is paid for employees.

### 12. EMPLOYEE REMUNERATION

The number of employees earning more than €60,000, whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	<b>Number of</b>	Number of
	<b>Employees</b>	Employees
Salary band €60,001 - €70,000	1	1
	<u>          </u>	<u>          </u>

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>13. TANGIBLE FIXED ASSETS</b>	<b>Equipment</b>	
<b>Cost</b>	<b>€</b>	
At 31 December 2020		784
<b>Depreciation</b>		
At 1 January 2020		689
Charge for the financial year		87
At 31 December 2020		776
<b>Net book value</b>		
At 31 December 2020		<b>8</b>
At 31 December 2019		95
<b>14. DEBTORS</b>	<b>2020</b>	<b>2019</b>
	<b>€</b>	<b>€</b>
Trade debtors	<b>13,675</b>	43,498
Other debtors	<b>1,734</b>	3,367
Prepayments	<b>12,803</b>	13,552
Accrued Income	<b>16,085</b>	5,240
	<b>44,297</b>	65,657
<b>15. CREDITORS</b>	<b>2020</b>	<b>2019</b>
<b>Amounts falling due within one year</b>	<b>€</b>	<b>€</b>
Trade creditors	<b>17,823</b>	25,406
Taxation and social security costs	<b>12,204</b>	12,352
Other creditors	<b>355,248</b>	219,695
Accruals	<b>34,435</b>	15,123
Deferred Income	<b>559,783</b>	286,465
	<b>979,493</b>	559,041

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

**16. PENSION COSTS - DEFINED CONTRIBUTION**

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the Statement of Financial Activities in the year in which they become payable.

Pension costs are a restricted expense in 2020.

**17. GRANTS**

**Government Department**

**Department of Rural and Community Development**

Agency

None

Grant Programme

Core funding

Purpose of the Grant

Core funding is provided by the Department of Rural and Community Development to support a percentage of the core running costs of Volunteer Ireland and in doing so, support the various programmes and initiatives undertaken by the Charity in the achievement of its aims and objectives. These Core running costs are analysed in the supplementary information

Term

2020

Total Fund

Total grant award was €351,800

Income

€351,800 in the financial year

Expenditure

€351,800 in the financial year

Fund deferred at financial year end

€Nil deferred at financial year end (2019: €Nil)

Received in the financial year

€351,800 received in the financial year

Capital Grant

There was no capital element to the grant awarded

Restriction on use

The grant was unrestricted for these purposes

Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"

An agreed workplan is submitted prior to funding being granted, and an annual report is submitted each year

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>Government Department</b>	<b>Department of Finance</b>
Agency	Revenue Commissioners
Grant Programme	Temporary Wage Subsidy Scheme
Purpose of the Grant	The primary aim of the scheme was to provide funding to support the salary costs of organisations experiencing significant economic disruption due to the COVID-19 pandemic.
Term	April to June 2020
Total Fund	Total grant award was €46,231
Income	€46,231 in the financial year
Expenditure	€46,231 in the financial year
Fund deferred at financial year end	€Nil deferred at financial year end (2019: €Nil)
Received in the financial year	€52,066 received in the financial year. Of €5,835 repayable to the Department of Finance, €1,859 was owed at 31 December 2020 to the Department
Capital Grant	There was no capital element to the grant awarded
Restriction on use	The grant was restricted for these purposes  Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"  VI underwent a successful compliance check by the Department in 2020

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

### Government Department

### Department of Rural and Community Development

Agency

Pobal

Grant Programme

Scheme to Support National Organisations (SSNO)

Purpose of the Grant

The primary aim of the scheme is to provide funding to support the core costs of a broad range of national organisations in the Community and Voluntary sector, around a number of strategic priorities

Priority is given under SSNO to supporting national organisations who work directly, or indirectly, with disadvantaged target groups

Costs associated with this programme are shown separately and represent salary costs and service provision. There was one full-time person employed under this scheme

Term

July 2019 to June 2022

Total Fund

Total grant award is €221,616

Income

€63,239 in the financial year

Expenditure

€61,925 in the financial year

Fund deferred at financial year end

€10,252 deferred at financial year end (2019: €Nil)

Received in the financial year

€73,491 received in the financial year

Capital Grant

There is no capital element to the grant awarded

Restriction on use

The grant was restricted for these purposes

Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"

Expenditure reports are required every 6 months as set out in Agreement

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>Awarding Body</b>	<b>European Commission</b>
Agency	Erasmus+
Grant Programme	Family Volunteering
Purpose of the Grant	The primary aim of the project is to promote, engage and develop family volunteering programmes in concert with European network organisations
Term	December 2019 to January 2022
Total Fund	Total grant award is €42,139
Income	€12,800 in the financial year
Expenditure	€12,800 in the financial year
Fund deferred at financial year end	€14,673 deferred at financial year end (2019: €27,473)
Received in the financial year	€Nil received in the financial year
Capital Grant	There is no capital element to the grant awarded
Restriction on use	The grant was restricted for these purposes
	Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"
	An interim and final report is required as set out in the agreement

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>Awarding Body</b>	<b>European Commission</b>
Agency	Erasmus+
Grant Programme	Making it Matter
Purpose of the Grant	This project aimed to promote and increase the recognition of volunteering as one of the key components of social inclusion and integration of disadvantaged young people
Term	February 2018 to July 2020
Total Fund	Total grant award was €31,325
Income	€104 in the financial year
Expenditure	€410 in the financial year
Fund deferred at financial year end	€Nil deferred at financial year end (2019: €104)
Received in the financial year	€Nil received in the financial year
Capital Grant	There was no capital element to the grant awarded
Restriction on use	The grant was restricted for these purposes
	Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"
	Two progress reports and a final report including documentation are required as set out in the Agreement

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>Government Department</b>	<b>Department of Rural and Community Development</b>
Agency	None
Grant Programme	Volunteer Centres formation
Purpose of the Grant	Volunteer Ireland is to facilitate the establishment of 8 new volunteer centres.
Term	Started October 2019 and duration extended to June 2021
Total Fund	Total grant award is €252,768
Income	€88,937 in the financial year
Expenditure	€88,937 in the financial year
Fund deferred at financial year end	€139,405 deferred at financial year end (2019: €204,392)
Received in the financial year	€23,950 received in the financial year
Capital Grant	There is no capital element to the grant awarded
Restriction on use	The grant was restricted for these purposes  Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"  A project report is required as set out in the Agreement

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>Government Department</b>	<b>Department of Rural and Community Development</b>
Agency	None
Grant Programme	Volunteer Involving Organisations (VIO) Capacity Building
Purpose of the Grant	This project delivered training to local volunteer centres so they could develop the capacity to deliver training locally
Term	2020
Total Fund	Total grant award was €26,825
Income	€14,048 in the financial year
Expenditure	€13,956 in the financial year
Fund deferred at financial year end	€12,777 deferred at financial year end (2019: €26,825)
Received in the financial year	€26,825 received in the financial year
Capital Grant	There was no capital element to the grant awarded
Restriction on use	The grant was restricted for these purposes
	Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"
	A project report is required as set out in the Agreement

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>Government Department</b>	<b>Department of Rural and Community Development</b>
Agency	None
Grant Programme	Volunteer Information Services
Purpose of the Grant	The aim of this programme was to provide funding to locations that maintain a volunteer information service where there was no volunteer centre
Term	2020
Total Fund	Total grant award was €50,000
Income	€50,000 in the financial year
Expenditure	€50,000 in the financial year
Fund deferred at financial year end	€Nil deferred at financial year end (2019: €Nil)
Received in the financial year	€50,000 received in the financial year
Capital Grant	There was no capital element to the grant awarded
Restriction on use	Of the €50,000 received in the financial year, €48,000 was restricted for these purposes and €2,000 was unrestricted
	Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"
	A budget is submitted prior to funding being allocated, an annual report is required each year, and finally a social impact assessment of the funding is required

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

**Government Department**

**Department of Rural and Community Development**

Agency

None

Grant Programme

Mobilising Volunteers in Response to COVID-19

Purpose of the Grant

The aim of this funding was to augment volunteering to help those in need of support during the COVID-19 pandemic

Term

2020

Total Fund

Total grant award was €312,553

Income

€312,553 in the financial year

Expenditure

€313,263 in the financial year

Fund deferred at financial year end

€Nil deferred at financial year end (2019: €Nil)

Received in the financial year

€312,553 received in the financial year

Capital Grant

There was no capital element to the grant awarded

Restriction on use

Of the €312,553 received in the financial year, €275,513 was restricted for these purposes and €37,040 was unrestricted

Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"

A project report is required as set out in the Agreement

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>Government Department</b>	<b>Department of Rural and Community Development</b>
Agency	None
Grant Programme	I-VOL development
Purpose of the Grant	This funding was to support the I-VOL database which is a national searchable database of volunteering opportunities in Ireland. The aim of this funding was to strengthen and supportvolunteering.
Term	2018 to 2020
Total Fund	Total grant award was €140,000
Income	€11,632 in the financial year
Expenditure	€11,284 in the financial year
Fund deferred at financial year end	€Nil deferred at financial year end (2019: €11,632)
Received in the financial year	€Nil received in the financial year
Capital Grant	There was no capital element to the grant awarded
Restriction on use	The grant was restricted for these purposes  Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"

**Volunteering Ireland**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2020

<b>Government Department</b>	<b>Department of Rural and Community Development</b>
Agency	Pobal
Grant Programme	COVID-19: Stability Scheme for Community and Voluntary, Charity and Social Enterprise Organisations
Purpose of the Grant	The purpose of this funding is to provide financial support to organisations and groups delivering critical front-line services to those at most need in society.
Term	July 2020 to June 2021
Total Fund	Total grant award is €238,589
Income	€121,381 in the financial year
Expenditure	€121,381 in the financial year
Fund deferred at financial year end	€117,208 deferred at financial year end (2019: €Nil)
Received in the financial year	€238,589 received in the financial year
Capital Grant	There is no capital element to the grant awarded
Restriction on use	The grant was restricted for these purposes  Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate. Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

<b>Government Department</b>	<b>Department of Rural and Community Development</b>
Agency	None
Grant Programme	Volunteer Reserve
Purpose of the Grant	The purpose of this funding is To set up a volunteer reserves programme with the network of volunteer centres to respond quickly to local emergencies
Term	2021
Total Fund	Total grant award is €220,000
Income	€Nil in the financial year
Expenditure	€Nil in the financial year
Fund deferred at financial year end	€220,000 deferred at financial year end (2019: €Nil)
Received in the financial year	€220,000 received in the financial year
Capital Grant	There is no capital element to the grant awarded
Restriction on use	The grant is restricted for these purposes

A project report is required as set out in the Agreement

### 18. FUNDS

#### 18.1 RECONCILIATION OF MOVEMENTS ON FUNDS

	<b>Unrestricted Funds €</b>	<b>Restricted Funds €</b>	<b>Total Funds €</b>
At 1 January 2019	205,503	(963)	204,540
Movement during the financial year	3,642	(444)	3,198
At 31 December 2019	209,145	(1,407)	207,738
Movement during the financial year	102,534	1,407	103,941
At 31 December 2020	<b>311,679</b>	<b>-</b>	<b>311,679</b>

#### 18.2 ANALYSIS OF MOVEMENTS ON FUNDS

	<b>Balance 1 January 2020 €</b>	<b>Income €</b>	<b>Expenditure €</b>	<b>Transfers between funds €</b>	<b>Balance 31 December 2020 €</b>
Restricted Funds	(1,407)	670,254	669,864	1,017	-
<b>Unrestricted funds</b>					
Unrestricted Funds	209,145	563,538	459,987	(1,017)	311,679
<b>Total funds</b>	<b>207,738</b>	<b>1,233,792</b>	<b>1,129,851</b>	<b>-</b>	<b>311,679</b>

# Volunteering Ireland

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

### 18.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use	Current assets	Current liabilities	Total
	€	€	€	€
Restricted funds	-	883,579	(883,579)	-
Unrestricted general funds	8	407,585	(95,914)	311,679
	<u>8</u>	<u>1,291,164</u>	<u>(979,493)</u>	<u>311,679</u>

### 19. STATUS

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

### 20. LEGAL STATUS

The charity is exempt from including the word "Limited by Guarantee" in its name by virtue of Section 1180 of the Companies Act 2014. The charity is limited by guarantee and has no share capital. Under the guarantee each member has undertaken to contribute, in the event of a winding up, an amount not exceeding the sum of €1.00. This guarantee continues for one year after individual membership ceases.

### 21. DIRECTORS' REMUNERATION

The directors received no remuneration during the reporting period (2019: €Nil). Directors are not remunerated. They are paid vouched expenses for attending meetings and other matters related to their duties as Directors.

### 22. RELATED PARTY TRANSACTIONS

Directors are not remunerated. They are paid vouched expenses for attending meetings and other matters related to their duties as directors.

Travel expenses reimbursed to one Director during the period were €689 (2019: two Directors €256).

There were no loans advanced to directors during the year nor loans outstanding at 31 December 2020.

### 23. CASH AND CASH EQUIVALENTS

	2020	2019
	€	€
Cash and bank balances	1,245,703	699,863
Cash equivalents	1,164	1,164
	<u>1,246,867</u>	<u>701,027</u>

### 24. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the company since the financial year-end, with the exception of the pandemic, which the company is managing, and which commenced before the balance sheet date.

for the financial year ended 31 December 2020

**25. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved and authorised for issue by the Board of Directors on  
.....

**VOLUNTEERING IRELAND**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020**

**NOT COVERED BY THE REPORT OF THE AUDITORS**

## Volunteering Ireland

### SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

#### OPERATING STATEMENT

for the financial year ended 31 December 2020

	Schedule	2020 €	2019 €
Income			
- Donations		40	-
- Core funding - (Dept of Housing, Local Government and Heritage)		351,800	351,800
- I-VOL development (Dept of Rural and Community Development)		11,632	126,595
- Volunteer Information Services (VIS) (Dept of Housing, Local Government and Heritage)		50,000	100,000
- Volunteering to Improve Well-being (HSE National Lottery)		-	1,000
- Temporary Wage Subsidy Scheme (Dept of Finance)		46,231	-
- Volunteer Centres and Volunteer Information Services affiliation fees		8,500	8,950
- Making it Matter (European Commission)		104	19,852
- Scheme to Support National Organisations (SSNO) (Dept of Rural and Community Development (Pobal))		63,239	74,721
- Volunteer Centres Formation (Dept of Rural and Community Development)		88,937	48,376
- Family Volunteering (European Commission)		12,800	-
- Volunteer Involving Organisations (VIO) Capacity Building (Dept of Rural and Community Development)		14,048	-
- Community Response for COVID-19 (Dept of Rural and Community Development)		312,554	-
- COVID-19 Stability Fund (Dept of Rural and Community Development)		121,381	-
- National Conference		13,935	16,196
- Volunteer Ireland Awards (VIA)		21,100	21,152
- National Volunteering Week (NVW)		6,000	5,000
- Volunteering to Improve Well-being		-	5,541
- Working Even Better Together (WEBT)		9,599	14,317
- Garda vetting		10,440	18,800
- Training and consultancy		14,710	14,671
- Volunteer Management programme		2,860	29,466
- Investing in Volunteers (IiV)		4,048	6,098
- Volunteer Impact		837	502
- Corporate Programmes and Events		68,864	201,870
- Sundry income		133	1,805
		<b>1,233,792</b>	<b>1,066,712</b>
Charitable activities and other expenses	1	<b>(1,129,851)</b>	<b>(1,063,514)</b>
<b>Net surplus</b>		<b>103,941</b>	<b>3,198</b>

## Volunteering Ireland

### SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

#### SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES

for the financial year ended 31 December 2020

	2020 €	2019 €
<b>Expenses</b>		
Wages and salaries	461,729	427,357
Social security costs	40,537	46,134
Staff defined contribution pension costs	9,059	8,186
Staff training	1,409	3,752
Volunteer Involving Organisations (VIO) capacity building	13,956	92
Volunteer Centres formation	38,810	18,850
Scheme to Support National Organisations (SSNO)	8,364	22,632
I-VOL development	11,284	126,595
Working Even Better Together (WEBT)	-	10,103
Volunteering to Improve Wellbeing	-	6,049
Making it Matter	410	7,802
National Conference	1,018	8,779
Volunteer Ireland Awards (VIA)	19,337	15,246
National Volunteering Week (NVW)	1,222	2,812
Garda vetting	2,765	6,022
Training and consultancy	5,880	2,710
Volunteer Management Programme	1,041	14,377
Investing in Volunteers (IiV)	4,318	5,945
Volunteer Impact	-	1,554
Volunteer Information Services (VIS)	48,000	95,238
Corporate programmes and events	26,147	125,930
Family Volunteering	1,591	-
COVID-19 Response	276,224	-
Research	10,648	-
Office move	2,516	-
Rent and utilities	27,577	24,794
Insurance	1,644	1,474
Office supplies	7,308	6,100
Postage and courier	16	266
Marketing and PR	23,240	6,745
Telephone, internet and communications	4,906	3,624
Computer and IT software and hardware	13,483	14,689
Volunteer infrastructure support	859	1,586
Affiliations and subscriptions	1,353	1,124
Website maintenance	16,775	2,386
I-VOL database administration and development	2,669	3,028
IT development and support	3,316	1,277
HR consulting and support	1,283	226
Staff travel and subsistence	1,512	3,106
Volunteers and intern expenses	79	1,287
Organisational development	8,715	1,277
Board expenses	721	314
Financial and professional services	9,299	17,959
Audit fees	8,901	6,054
Bank charges	498	448
Staff benefits	8,733	5,730
General expenses	612	826
Postal survey	-	1,323
Surpluses/deficits on disposal of tangibles	-	777
Depreciation	87	929
	<b>1,129,851</b>	<b>1,063,514</b>