

Volunteering Ireland
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2024

Crowe Ireland
Chartered Accountants and Statutory Audit Firm
40 Mespil Road
Dublin 4

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

Volunteering Ireland

CONTENTS

| | Page |
|--|-------------|
| Reference and Administrative Information | 3 |
| Directors' Annual Report | 4 - 13 |
| Directors' Responsibilities Statement | 14 |
| Independent Auditor's Report | 15 - 16 |
| Statement of Financial Activities | 17 |
| Balance Sheet | 18 |
| Statement of Cash Flows | 19 |
| Notes to the Financial Statements | 20 - 41 |
| Supplementary Information relating to the Financial Statements | 43 - 44 |

Volunteering Ireland

REFERENCE AND ADMINISTRATIVE INFORMATION

| | |
|--|--|
| Directors | Archibald Mathibela (Appointed 26 November 2024) Caroline Grant (Appointed 10 September 2024) Deirdre Kilroy Francis Kehoe Ian Dinan Jane Cassidy Michael Tyndall Michelle Hesso (Appointed 9 April 2024) Orla Blessing Keegan Patrick McKenna (Appointed 26 November 2024) Paul Moriarty Rasa Visockiene (Appointed 26 November 2024) Sarah Harte (Resigned 10 September 2024) Carmel Murphy (Resigned 10 September 2024) Barbara Kilbride (Resigned 10 September 2024) |
| Chairperson | Ian Dinan |
| Company Secretary | Deirdre Kilroy (Appointed 10 September 2024) Ian Dinan (Resigned 10 September 2024) |
| Chief Executive Officer | Nina Arwitz |
| Charity Number | CHY 15474 |
| Charities Regulatory Authority Number | 20053505 |
| Company Registration Number | 362625 |
| Registered Office and Principal Address | Regus House Harcourt Centre Harcourt Road Dublin 2 D02 HW77 |
| Auditors | Crowe Ireland Chartered Accountants and Statutory Audit Firm 40 Mespil Road Dublin 4 |
| Principal Bankers | Bank of Ireland 33 Arran Quay Smithfield Dublin 7 |

Volunteering Ireland

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

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 2024.

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 2024.

Volunteering Ireland Company Limited by Guarantee 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, the organisation has implemented its recommendations where relevant in these financial statements.

In this Annual Report and Audited Financial Statements, the words "Volunteering Ireland", "Volunteer Ireland", "VI", "the charity", "the company", "the organization" and "the entity" are all synonymous for and shall be understood to mean "Volunteering Ireland Company Limited by Guarantee".

The directors at the date of this report and those who served during the 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.

Principal Activity

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

Mission, Objectives and Strategy

Mission Statement

"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:

2024 was the first full year of Volunteer Ireland's 2023-2027 strategic plan. The vision as outlined in our strategic plan is "an Ireland where volunteering thrives". The mission is "to promote, support and advocate for excellent, accessible and inclusive volunteering."

Volunteering Ireland's core values are:

a) **Integrity**

We place honesty and fairness at the centre of our activities and uphold the highest professional standards.

b) **Inclusion**

We recognise and acknowledge the dignity, worth and potential of people and their ideas, experiences, and talents.

c) **Ambition**

We challenge ourselves, bring innovation, and strive for excellence in everything we do, to achieve the best outcomes for ourselves and all our stakeholders.

d) **Collaboration**

We listen, seek and maintain partnerships, and actively participate in the exchange of knowledge and ideas.

Volunteering Ireland DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Objectives

Our objectives are our strategic goals.

There are five goals set out in the strategic plan (2023-2027). The five strategic goals are:

- 1) Advocate for volunteering
- 2) Support the Volunteer Centres
- 3) Develop meaningful volunteering
- 4) Raise the profile of volunteering
- 5) Grow and sustain an excellent organisation, consistent with our values

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 and those who accepted the invitation are registered as members.

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 which are reimbursed in accordance with VI's expenses policy.

Governance

VI has been compliant with the Charity Regulator's governance code since November 2019 (prior to that, VI was compliant with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland since 2015). We review our compliance with the Charity Regulator's governance code annually and did so most recently in November 2024. The Board is guided by a Board handbook that was developed in 2014 and is reviewed regularly, most recently in 2024.

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 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 the auditor; Board membership; appointment of the chairperson, company secretary and members of Board committees; and approval of finance facilities.

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 values diversity in the workforce.

Salaries are benchmarked against similar roles in the sector. VI has developed and adheres to Guiding Principles for Salaries to ensure they are competitive, fair and transparent. These principles are benchmarked against salaries from the 2022 National Guide to Pay and Benefits in Community, Voluntary and Charitable Organisations.

Volunteering Ireland DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

A Volunteer Policy is in place to ensure that volunteers receive appropriate support and recognition for their commitment and contribution. 18 volunteers contributed to VI in 2024 (12 in 2023). The increase in volunteers contributing to VI in 2024 is due to a number of new board members replacing those retiring by rotation and staff making a concerted effort to engage volunteers in different ways by creating new and flexible volunteer roles. In 2024 volunteers contributed an estimated 1,436 hours valued at €41,845 based on average hourly earnings in Q3 of 2024 (2023: 1,934 hours valued at €53,803). The people who volunteered for Volunteer Ireland in 2024 had a significant positive impact on several programme areas including data analysis, Ukrainian translation, engaging corporate volunteers, design of materials, the national volunteer management conference and human resources.

Affiliates

VI is the support body for all 29 local Volunteer Centres (VCs). The relationship between VI and affiliate VCs is not a legal relationship. There is a memorandum of understanding in place which is supported by a close working relationship.

Review of Activities, Achievements and Performance

The charity's achievements as measured against the strategic goals set out in the 2023-2027 strategic plan are detailed further on under 'Achievements and Performance'.

Financial Review

The results for the financial year are set out on page 17. Notes on income and expenditure are provided below to give an overview of the charity's financial performance for the year, with a particular focus on significant year-on-year variances. Key movements in income, expenditure, and reserves are outlined, with explanations for notable shifts in funding, grants, and operational costs.

Expenditure in 2024 exceeded income by €48,216. In 2023 income exceeded expenditure by €25,479.

Income

VI's core grant from the Department of Rural and Community Development (DRCD) increased to €378,191, reflecting an adjustment in line with inflation (2023: €351,800).

The corporate programme brought in a total of €361,381 (€450,451 in 2023). This decrease was due to a large-scale corporate contract coming to an end in 2024.

VI received €96,542 from DRCD as part of the National Volunteering Strategy (2023: €121,833), to continue delivering a number of projects including: a project on flexible volunteering, developing a code of conduct for volunteer-involving organisations (VIOs) and volunteers, and exploring legal protection and legal protection in volunteering.

DRCD and Local Authorities also funded the national Community Volunteers programme in the amount of €565,803 (€524,960 in 2023). Most of this funding was paid out to the Volunteer Centres, that deliver the project locally. At the end of 2024, 19 Volunteer Centres delivered the Community Volunteer programme.

VI also received continued funding of €117,540 from DRCD to support the administration of the national volunteering database I-VOL (€94,929 in 2023). This amount included licences for Salesforce, the CRM platform that supports I-VOL.

Under European funding VI secured two new projects in 2024: €26,061 for Team IV and €22,450 for Volunteering Equality Rights Action, VI are coordinators of these projects in partnership with Centre for European Volunteering.

Income for the Volunteer Ireland Awards reduced to €18,400 in 2024 (2023: €39,990) due to not securing a sponsor.

Income also reduced under Training and Consultancy €11,882 in 2024 (2023: €26,966) due to a gap in staffing during the year.

Expenditure

Core costs:

Core salary costs increased to €441,325 in 2024 (2023: €406,704), primarily due the hiring of a full time Public Affairs Manager in a new role as part of the 2023 staff restructure.

Many core costs continued to increase in 2024 due to inflation, e.g. rent, insurance, office supplies, financial and professional services, affiliations and subscriptions, audit fees and sundry expenses.

Costs increased to €15,529 in 2024 (2023: €8,680) under IT development and support due to VI's investment in cyber security.

Volunteering Ireland DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Non-core costs:

Expenditure on the VI Awards in 2024 was €18,783 (2023: €45,430). This decrease was due to the awards being held in Dublin, they were held in Limerick in 2023. This significantly reduced staff travel expenses. The 2024 awards were also held in an afternoon for the first time which helped reduce the venue cost.

Spend on corporate events decreased to €191,429 (2023: €250,309) due to a large-scale contract ending in 2024 thus reducing material and staffing costs.

Expenditure on the Community Volunteers programme inclusive of salaries increased in 2024 to €539,906 (2023: €500,189). This was due to a new budget approved by DRCD in June 2024 and the extension of the project to the end of the year.

Financial Results

At the end of the financial year the charity had gross assets of €589,123 (2023 - €1,309,770) and gross liabilities of €287,745 (2023 - €960,176). The net assets of the charity have decreased by €(48,216).

Reserves Position and Policy

The Board of VI has agreed the desired reserves level to be circa six months of core 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:

- the risks associated with each stream of income and expenditure being different from that budgeted;
- the planned activity level; and
- the organisation's commitments.

At 31 December 2024, unrestricted free reserves are €301,378 which equates to approximately 4.6 months' core expenditure (2023: reserves of €349,594 equating to approximately 7-8 months' core expenditure).

This policy is reviewed annually.

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 2024. The Board discussion on risk focused on the top risks identified by the Governance committee, which were: failure to secure enough income to sustain current level of activity and deliver strategic plan; cyber-attack such as ransomware, data theft and phishing; organisational damage (reputation and cost) from legal action in contract e.g. client claims we are in breach of contract.

Plans for Future Periods

In 2025, VI anticipates an increase in income for the National Volunteer Management Conference, Volunteer Ireland Awards and National Volunteering Week, totalling €70,900 (2024: €34,843). SSNO income is expected to increase slightly to €72,323 (2024: €64,498), while corporate programme income is expected to remain steady at €365,600 (2024: €361,381).

VI continues to deliver the national Community Volunteers Programme in partnership with the Volunteers Centres (VCs), funded by DRCD and Local Authorities (LAs). The Community Volunteers pilot was extended until June 2025, and the programme is then expected to continue. Overall funding for the programme in 2025 is projected at similar levels as in previous years (2024: €565,803). However, a large portion of that income in previous years was paid back out to VCs, whereas in 2025 we expect DRCD to fund VCs directly and fund VI only for national coordination of the programme, which means that expected income to VI is budgeted at €76,440.

VI is supporting the Government's delivery of a National Volunteering Strategy (NVS), and many of the projects funded as part of that came to an end in 2024. We expect funding for the national database I-VOL as part of the NVS to continue at €131,340 including covering the costs of licences (2024: €117,540). We also hope to secure additional NVS funding totalling €115,500 linked to proposals submitted to DRCD around communications and training (2024: €96,542).

Volunteering Ireland DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Two European projects are coming to an end in early 2025, and we are involved in three additional European projects throughout the year: Training European Mentors (TEAM IV) with an income of €26,167, Social Prescribing (SPACE) with an income of €17,500 and Resilience Empowerment (REAL) with an income of €28,033. We are also applying for a grant from the Centre for European Volunteering in the amount of €22,450.

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

Reference and Administrative details

The company is a registered charity with the Charities Regulatory Authority, No 20053505. The charity has been granted charitable tax status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No 15474. The company's registered number with the Companies Registration Office is 362625. The registered office of the company is Regus House, Harcourt Centre, Harcourt Road, Dublin 2, D02 HW77.

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

The names and addresses of the company's auditor and banker are also set out on page 3.

Directors and Secretary

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

Archibald Mathibela (Appointed 26 November 2024)
Caroline Grant (Appointed 10 September 2024)
Deirdre Kilroy
Francis Kehoe
Ian Dinan
Jane Cassidy
Michael Tyndall
Michelle Hesso (Appointed 9 April 2024)
Orla Blessing Keegan
Patrick McKenna (Appointed 26 November 2024)
Paul Moriarty
Rasa Visockiene (Appointed 26 November 2024)
Sarah Harte (Resigned 10 September 2024)
Carmel Murphy (Resigned 10 September 2024)
Barbara Kilbride (Resigned 10 September 2024)

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. Directors appointed during the year must retire at the following AGM but can be re-appointed.

The secretaries who served during the financial year were;

Deirdre Kilroy (Appointed 10 September 2024)
Ian Dinan (Resigned 10 September 2024)

Compliance with Sector-Wide Legislation and Standards

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

Volunteering Ireland subscribes to The Charities Governance Code and is compliant with the following:

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

Post-Balance Sheet Events

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

Achievements and Performance

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

Volunteering Ireland DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Achievement on Strategic Goal 1: Advocate for Volunteering

Outcome 1.1: Barriers to volunteering reduced (e.g. insurance, Garda vetting)

- a) VI contributed to research on insurance and volunteering, advocating for changes in policy. The final consultants' report was ultimately not published due to our concerns, which was the desired outcome.
- b) We completed research on "Inclusion in Volunteer Programmes" based on learnings from VIOs that do this well, and shared the learnings through a toolkit and training.
- c) We analysed the results from the 2022 census question on volunteering, to inform training, communications, advocacy and further research.

Outcome 1.2: Changes to policy that positively affect volunteering (e.g. in areas such as education, health)

- a) The Programme for Government (published January 2025) includes a commitment to develop a new NVS.
- b) VI engaged pro-actively with DCEDIY on role of volunteering in supporting integration of new arrivals.
- c) VI attended three Department of Sport Leadership Group meetings, securing an action on volunteering in the 2024-2027 Sport Action Plan.

Outcome 1.3: Volunteering supported through the development and implementation of a National Volunteering Strategy (NVS)

- a) VI staff were in attendance at NVS subgroup and implementation group meetings.
- b) Proposals on for a number of actions under the NVS were submitted to DRCD.
- c) VI met all reporting requirements for projects completed under the NVS.

Outcome 1.4: Government demonstrating their commitment by investing resources in volunteering

- a) VI engaged with DRCD regarding long-term funding for NVS actions.
- b) VI maintained a strong relationship with DRCD officials, with several in person meetings held. We engaged with the new Principal Officer in the Department.
- c) Additional VC funding was confirmed in 2024 along with confirmed volunteering commitments in the 2025 budget.

Achievement on Strategic Goal 2: Support the Volunteer Centres

Outcome 2.1: The national volunteering database enhanced to meet the needs of Volunteer Centres

- a) VI managed I-VOL's daily operations, resolving 193 support cases and ensuring timely system updates.
- b) VI delivered updated training modules and a "Shiny App" statistics dashboard, providing real-time insights for VCs.
- c) A new Salesforce licence distribution model was implemented, successfully supporting the network.

Outcome 2.2: Proactive and responsive activities to address the training and continuous professional development needs of VC personnel

- a) VI's Training & Capacity Building Team had three new participants in 2024. 131 attendees completed Fundamentals of Volunteer Engagement training, and 68 attended policy sessions.
- b) VI developed a new diversity and inclusion workshop set for rollout in 2025.
- c) VI delivered inductions for 3 new VC Managers.

Outcome 2.3: Enhanced capacity of Volunteer Centres through specialised support in advocacy, communications, training and capacity building, quality and administration

- a) VI completed nine full VC Quality Reviews and facilitated seven group CQI workshops.
- b) 57 individual support meetings were held with VCs in 2024.
- c) VI provided advocacy, communications, and administrative support to VC working groups. Three meetings were also held with VC Chairs

Volunteering Ireland DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Outcome 2.4: Greater awareness among decision makers and funders of the vital role Volunteer Centres play as independent organisations that advance volunteering.

a) The role of Volunteer Centres was highlighted on several occasions e.g. the DCEDIY National Stakeholder Engagement Forum meetings.

Achievement on Strategic Goal 3: Support Meaningful Volunteering

Outcome 3.1: People having an opportunity to engage in volunteering that meets their needs and the needs of their community

Outcome 3.2: Volunteer involving organisations having the knowledge, skills and competence to engage volunteers.

a) VI exceeded attendance targets at the National Volunteer Management Conference, with 169 attendees and an overall rating of 4.8/5.

b) 22 paid consultancies were provided along with 12 sessions on capacity building to VIOs.

c) There were 8 paid calendar events 27 paid calendar events and 12 leaders of Volunteers Coffee, Chat and Connect sessions delivered.

Outcome 3.3: Volunteer involving organisations encouraged and supported to engage a diverse range of volunteers.

a) VI delivered 66 volunteer management training sessions to 2,215 learners, achieving a 4.8/5 satisfaction rating.

b) VI's survey on equality, diversity and inclusion was developed and included in training and booking forms .

c) VI completed two European Partnership projects "Stop loneliness – start Volunteering" and "Powered by V" focused on young people and European values/democracy.

Outcome 3.4: Companies and organisations having the knowledge, skills and competence to engage in meaningful employee volunteering.

a) Employee volunteering projects engaged 2,005 volunteers contributing 7,219 hours across 36 projects, with 99% satisfaction rates.

b) 65 unique volunteer opportunities developed for corporate listings. 16 projects matched, 14 completed. Matching programme saw engagement of 107 volunteers, contributing 274 hours and donations and supplies of €12,232.

c) A new income generation model was developed with new offerings for corporate teams such as Christmas craft kits and garden refreshes.

Outcome 3.5: National Community Volunteers Programme delivered

a) 16 Full VIO and 3 Enhanced Referral VCs were operating by the end of 2024.

b) Manual Handling online module was created using Articulate. 79 CVs completed this in 2024 with an overall rating of 4.75 out of 5.

c) 5 Steering group meetings were held with full VIO and Enhanced Referral VCs to inform the programme, share best practice, address concerns.

Achievement on Strategic Goal 4: Celebrate Volunteering

Outcome 4.1: Greater understanding among public representatives, policy makers and decision makers of the impact and value of volunteering.

a) VI delivered Charity Trustees Week as key partner in Charities Regulator campaign

b) VI maintained a leading role in the We Act campaign, attending all steering group meetings and advocating for volunteering at national events.

Outcome 4.2: Increased awareness among individuals, families and groups of how their skills, interests and talents can contribute to their community through volunteering.

a) VI's social media engagement rate reached 5.44%, exceeding the 3.5% target, reflecting an increase in audience interaction and awareness.

b) VI secured three newspaper articles and one radio slot outside of major campaigns, ensuring ongoing media presence beyond peak campaign periods.

c) VI expanded its digital reach by establishing a presence on new platforms such as Threads and BlueSky.

Volunteering Ireland

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Outcome 4.3: Increased awareness among under-represented groups that volunteering is a diverse and accessible activity open to all people.

- a) National Volunteering Week showcased 16 stories, generating over 500,000 social media impressions and highlighting diverse volunteer experiences.
- b) VI developed a bank of images representing the diversity of volunteers and ensured all marketing materials met accessibility and plain English standards.
- c) VI trialled a targeted engagement approach to reach specific underrepresented communities but faced challenges due to shifting social media algorithms and limited outreach resources.

Outcome 4.4: Volunteering recognised and valued in the media and by the public for the contribution it makes to society

- a) VI's media outreach resulted in 11.9 million opportunities to see volunteering content, surpassing its exposure target.
- b) Overall media coverage was valued at over €1.6m, exceeding the €1.25m target. This included €151,653 for National Volunteering Week and €1,112,930 for the Volunteer Ireland Awards, significantly raising awareness of volunteering nationwide.
- c) VI reviewed and refined the Volunteer Ireland Awards process, improving the nomination system and increasing accessibility for public participation.

Outcome 4.5: Increase VI brand and recognition as the national volunteer development organisation and thought leader on volunteering

- a) VI implemented internal brand guidelines across all materials to ensure consistent representation of the organisation.
- b) VI completed and published 10 blog articles focusing on thought leadership in volunteer management, exceeding its annual content goal.
- c) VI maintained and updated its website, ensuring that all published materials align with accessibility standards and contain up-to-date volunteering resources.

Achievement on Strategic Goal 5: Grow and Sustain an Excellent Organisation, Consistent with our Values

Outcome 5.1: Volunteer Ireland as an inclusive organisation whose staff and volunteers are reflective of Irish society

- a) A diversity survey was conducted, collecting and analysing demographic data from, volunteers, and training participants to ensure inclusivity across all activities.
- b) VI delivered plain English and diversity and inclusion training to 90% of staff team, reinforcing commitment to being an inclusive workplace.

Outcome 5.2: Volunteer Ireland having sufficient funding and experienced staff to ensure sustainability a high-quality service and the achievement of our goals.

- a) VI achieved the projected 2024 budget.
- b) Unrestricted income targets for 2024 were exceeded, with funding received from the CEV VERA project, alongside additional Erasmus+ and DFA funding.
- c) VI retained Healthy Ireland as a key sponsor for National Volunteering Week and the Volunteer Ireland Awards and received an increase in core funding from DRCD ensuring continued financial support for its core initiatives.

Outcome 5.3: Volunteer Ireland having maintained full compliance with all relevant legislation and regulatory requirements, including the Charities Governance Code.

- a) VI submitted all financial and governance reports on time, completing audits and Board reviews as per compliance requirements.
- b) VI appointed five new board members in 2024, strengthening governance and board succession within VI.
- c) All policy documentation reviewed and updated in line with the board and committee schedules.

Outcome 5.4: Volunteer Ireland being a safe and supportive and enjoyable place to work.

- a) Staff satisfaction remained high at 80%, with an annual staff away day held in Cork to foster team collaboration and professional development.

Volunteering Ireland

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

- b) Six team members attended international learning and networking events, strengthening VI's global engagement and best practice knowledge.
- c) VI enhanced its HR systems, ensuring all staff had access to professional development resources and an improved appraisal process.

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

- a) VI completed a cybersecurity risk assessment and implemented enhanced security measures.
- b) All work-related documentation was maintained in a centralised SharePoint system, improving internal knowledge management.
- c) VI conducted an annual "stop the train" admin day, allowing teams to organise and streamline administrative processes for greater efficiency.

Going Concern

The 2025 budget and operational plan reflects a conservative approach to income and expenditure. Unrestricted income for 2025 is expected to be €536,211, about 38% of total budgeted income of €1,422,174 (unrestricted income in 2024 was 48% of total income).

The directors will continue to monitor the financial stability of the organisation in line with any changes to the financial outlook in 2025 and beyond.

Assumptions made in conducting their assessment include:

- core funding has been secured for 2025;
- other funding agreements are in place for 2025 and beyond;
- significant programmes without a predetermined end date, are set to continue for the 2025 period at minimum;
- some areas of expenditure can be adjusted when necessary; and
- the company has sufficient reserves to ensure that the organisation has sufficient time to source alternative sources of funding or to wind-down the organisation in an orderly fashion.

The directors expect income to balance costs for 2025. Taking into consideration the above assumptions, the current assessment of the directors is that the adoption of the going concern basis continues to be appropriate.

Environmental, Social and Governance: Corporate Team Sustainability & ESG

VI's corporate programme strives to support Irish suppliers. We are mindful about packaging and delivery waste and aim to reduce, reuse and recycle whenever possible. The corporate team has taken the steps below to achieve these goals:

- a) Where possible we try and source products locally, such as stone or compost for planting to reduce the CO2 created from transporting such large deliveries.
- b) We have a number of strategies to help reduce paint wastage on our transformation projects: We leave excess paint with the schools; alternatively we bring remaining paint to a recycling centre; we return unopened paint tins to the shop.
- c) We purchased new recycling bags to support effective recycling of drinks cans and plastic bottles through Ireland's Re-turn.ie scheme during projects. Where feasible we donate the cans and plastic to our charity partner so they can benefit from any income generated.
- d) The corporate team continues to purchase secondhand boxes from an Irish company to transport the kits we make. The boxes are pre-used at least once and are for sale as a more environmentally friendly option.
- e) When ordering supplies, we ask suppliers to consolidate orders into as few deliveries as possible to minimise the amount of packaging and delivery waste created by our projects. In addition, we are conscious about the amount of materials ordered, not over ordering and actively consider where they can be repurposed if they cannot be returned.
- f) Before we recycle items, we often see if there is a need for them to be re-used or repurposed. For example, in 2024 we assembled 2,000 Christmas craft kits for children in need with our corporate partners. Following the activities there was lots of paper and other arts and crafts items remaining. We donated these directly to the school, where we hosted the assembly projects, for use during the children's art classes.
- g) In 2024, 94% of our kit supplies were purchased from Irish suppliers.

The Auditors

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

Volunteering Ireland
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2024

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 Regus House, Harcourt Centre, Harcourt Road, Dublin 2, D02 HW77.

Approved by the Board of Directors on 24/06/25 and signed on its behalf by:


Ian Dinan
Chairperson


Michael Tyndall
Director

Volunteering Ireland
DIRECTORS' RESPONSIBILITIES STATEMENT
for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with 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;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 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.

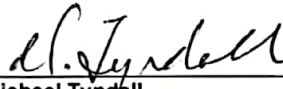
In so far as the directors are aware:

- 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.

Approved by the Board of Directors on 24/06/25 and signed on its behalf by:



Ian Dinan
Chairperson



Michael Tyndall
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 ('the Charity') for the financial year ended 31 December 2024 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 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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 2024 and of its deficit 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"; 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 further 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 the 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 the Provisions Available for Audits of Small Entities, in the circumstances set out in note 5 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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.

INDEPENDENT AUDITOR'S REPORT

to the Members of Volunteering Ireland

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

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 and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the 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 are not complied with by the charity. 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 set out on page 14, 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, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at:

www.iaasa.ie/wp-content/uploads/2022/10/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 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
40 Mespil Road
Dublin 4

Date: 25 June 2025

Volunteering Ireland
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2024

| | Notes | Unrestricted Funds 2024 € | Restricted Funds 2024 € | Total Funds 2024 € | Unrestricted Funds 2023 € | Restricted Funds 2023 € | Total Funds 2023 € |
|---|-------|------------------------------------|----------------------------------|-----------------------------|------------------------------------|----------------------------------|-----------------------------|
| Income | | | | | | | |
| Donations and legacies | 6.1 | 378,473 | - | 378,473 | 351,800 | - | 351,800 |
| Charitable activities | | | | | | | |
| Grant income and other funding | 6.2 | 473,764 | 913,661 | 1,387,425 | 613,961 | 834,913 | 1,448,874 |
| Other income | 6.3 | 3,832 | - | 3,832 | 403 | - | 403 |
| Total incoming resources | | 856,069 | 913,661 | 1,769,730 | 966,164 | 834,913 | 1,801,077 |
| Expenditure | | | | | | | |
| Charitable activities | 7.1 | 901,610 | 913,661 | 1,815,271 | 938,823 | 835,143 | 1,773,966 |
| Other expenditure | 7.2 | 2,675 | - | 2,675 | 1,632 | - | 1,632 |
| Total Expenditure | | 904,285 | 913,661 | 1,817,946 | 940,455 | 835,143 | 1,775,598 |
| Net income/(expenditure) | | (48,216) | - | (48,216) | 25,709 | (230) | 25,479 |
| Transfers between funds | | - | - | - | (230) | 230 | - |
| Net movement in funds for the financial year | | (48,216) | - | (48,216) | 25,479 | - | 25,479 |
| Reconciliation of funds: | | | | | | | |
| Total funds beginning of the year | 19 | 349,594 | - | 349,594 | 324,115 | - | 324,115 |
| Total funds at the end of the year | | 301,378 | - | 301,378 | 349,594 | - | 349,594 |

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 24/06/25 and signed on its behalf by:


Ian Dinan
Chairperson


Michael Tyndall
Director

Volunteering Ireland
BALANCE SHEET
as at 31 December 2024

| | | 2024 | 2023 |
|---|-------|------------------|------------------|
| | Notes | € | € |
| Current Assets | | | |
| Debtors | 14 | 60,212 | 245,906 |
| Cash and cash equivalents | 15 | 528,911 | 1,063,864 |
| | | <u>589,123</u> | <u>1,309,770</u> |
| Creditors: Amounts falling due within one year | 16 | <u>(287,745)</u> | <u>(960,176)</u> |
| Net Current Assets | | <u>301,378</u> | <u>349,594</u> |
| Total Assets less Current Liabilities | | <u>301,378</u> | <u>349,594</u> |
| Funds | | | |
| General fund (unrestricted) | | <u>301,378</u> | <u>349,594</u> |
| Total funds | 19 | <u>301,378</u> | <u>349,594</u> |

Approved by the Board of Directors on 24/06/25 and signed on its behalf by:


Ian Dinan
Chairperson


Michael Tyndall
Director

Volunteering Ireland
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2024

| | Notes | 2024 € | 2023 € |
|---|-----------|-----------------------|-------------------------|
| Cash flows from operating activities | | | |
| Net movement in funds | | (48,216) | 25,479 |
| | | <u>(48,216)</u> | <u>25,479</u> |
| Movements in working capital: | | | |
| Movement in debtors | | 185,694 | 3,720 |
| Movement in creditors | | (672,439) | (83,435) |
| | | <u>(534,961)</u> | <u>(54,236)</u> |
| Cash used in operations | | | |
| | | <u>(534,961)</u> | <u>(54,236)</u> |
| Net decrease in cash and cash equivalents | | (534,961) | (54,236) |
| Cash and cash equivalents at the beginning of the year | | 1,063,864 | 1,118,100 |
| | | <u>1,063,864</u> | <u>1,118,100</u> |
| Cash and cash equivalents at the end of the year | 15 | 528,903 | 1,063,864 |
| | | <u><u>528,903</u></u> | <u><u>1,063,864</u></u> |

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Volunteering Ireland is a company limited by guarantee incorporated in Ireland. The registered office of the company is Regus House, Harcourt Centre, Harcourt Road, Dublin 2, D02 HW77 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 equity is applied to supporting the company's primary objectives.

2. 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) (effective 1 January 2015) 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.

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 financial year ended 31 December 2017 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".

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.

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

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.

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.

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

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 |
|-----------|---------------------|

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".

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Grants receivable

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

Capital grants, if received, are initially recognised as deferred income on the balance sheet and credited to the Statement of Financial Activities 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

3. 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:

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.

Income recognition:

In applying the income recognition principles of the Charities SORP, judgements are occasionally required to ascertain whether a grant agreement is performance or non-performance based. This is done using established criteria that are applied consistently across all funding instruments and from one period to the next.

Furthermore, where grant agreements are found to be performance based, judgements are required as to the level of income that should be recognised for the year.

The organisation typically uses incurred expenditure as the most appropriate basis to measure progress on grant agreements and to recognise the related income. This is done in conjunction with a qualitative assessment of the status of the underlying projects in order to ensure this represents the most appropriate basis of recognition. All judgements are made at the individual grant level and are subject to appropriate review and approval processes.

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

4. GOING CONCERN

The 2025 budget and operational plan reflects a conservative approach to income and expenditure. Unrestricted income for 2025 is expected to be €536,211, about 38% of total budgeted income of €1,422,174 (unrestricted income in 2024 was 48% of total income).

The directors will continue to monitor the financial stability of the organisation in line with any changes to the financial outlook in 2025 and beyond.

Assumptions made in conducting their assessment include:

- core funding has been secured for 2025;
- other funding agreements are in place for 2025 and beyond;
- significant programmes without a predetermined end date, are set to continue for the 2025 period at minimum;
- some areas of expenditure can be adjusted when necessary; and
- the company has sufficient reserves to ensure that the organisation has sufficient time to source alternative sources of funding or to wind-down the organisation in an orderly fashion.

The directors expect income to balance costs for 2025. Taking into consideration the above assumptions, the current assessment of the directors is that the adoption of the going concern basis continues to be appropriate.

5. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements.

6. INCOME

| 6.1 | DONATIONS AND LEGACIES | Unrestricted Funds € | Restricted Funds € | 2024 € | 2023 € |
|--|--|-------------------------|-----------------------|-----------|-----------|
| | Core funding | 378,473 | - | 378,473 | 351,800 |
| Included within donations and legacies income are donations of €282 (2023: €Nil) | | | | | |
| 6.2 | CHARITABLE ACTIVITIES | Unrestricted Funds € | Restricted Funds € | 2024 € | 2023 € |
| | Grants from governments and other co-funders: | | | | |
| | Promotions and Events | 34,843 | - | 34,843 | 70,858 |
| | Programmes and Training | 438,921 | 913,661 | 1,352,582 | 1,378,016 |
| | | 473,764 | 913,661 | 1,387,425 | 1,448,874 |
| 6.3 | OTHER INCOME | Unrestricted Funds € | Restricted Funds € | 2024 € | 2023 € |
| | Sundry income | 3,832 | - | 3,832 | 403 |

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

7. EXPENDITURE

| 7.1 CHARITABLE ACTIVITIES | Direct Costs € | Other Costs € | Support Costs € | 2024 € | 2023 € |
|---------------------------|-------------------|------------------|--------------------|------------------|------------------|
| Promotions and Events | 86,432 | - | 213,573 | 300,005 | 301,921 |
| Programmes and Training | 1,134,557 | - | 380,709 | 1,515,266 | 1,472,045 |
| | <u>1,220,989</u> | <u>-</u> | <u>594,282</u> | <u>1,815,271</u> | <u>1,773,966</u> |

Of expenditure on charitable activities, €913,662 represents restricted activities (2023: €835,143).

| 7.2 OTHER EXPENDITURE | Direct Costs € | Other Costs € | Support Costs € | 2024 € | 2023 € |
|-----------------------|-------------------|------------------|--------------------|--------------|--------------|
| Sundry expenses | - | 2,675 | - | 2,675 | 1,632 |
| | <u>-</u> | <u>2,675</u> | <u>-</u> | <u>2,675</u> | <u>1,632</u> |

Of other expenditure, €Nil represents restricted activities (2023: €Nil).

| 7.3 SUPPORT COSTS | Charitable Activities € | 2024 € | 2023 € |
|-----------------------------|----------------------------|----------------|----------------|
| Professional services | 41,025 | 41,025 | 30,059 |
| Premises and administration | 69,339 | 69,339 | 64,007 |
| Salaries and staff costs | 469,273 | 469,273 | 433,894 |
| Audit fees | 10,917 | 10,917 | 9,489 |
| Organisational development | 1,898 | 1,898 | 6,594 |
| Board expenses | 1,830 | 1,830 | 1,949 |
| | <u>594,282</u> | <u>594,282</u> | <u>545,992</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 2024, support costs represent €594,282 (2023: €545,992) of overall expenditure of €1,817,946 (2023: €1,775,598). The remaining €1,223,664 (2023: €1,229,606) is expenditure directly attributable to that activity.

8. ANALYSIS OF SUPPORT COSTS

| | Basis of Apportionment | 2024 € | 2023 € |
|-----------------------------|------------------------|----------------|----------------|
| Professional services | Staff time | 41,025 | 30,059 |
| Premises and administration | Staff time | 69,339 | 64,007 |
| Salaries and staff costs | Staff time | 469,273 | 433,894 |
| Audit fees | Staff time | 10,917 | 9,489 |
| Organisational development | Staff time | 1,898 | 6,594 |
| Board expenses | Staff time | 1,830 | 1,949 |
| | | <u>594,282</u> | <u>545,992</u> |

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

9. INCOME

The income for the year has been derived from:-

| | 2024 € | 2023 € |
|---------------------|------------------|------------------|
| Republic of Ireland | 1,538,868 | 1,485,908 |
| Rest of the World | 230,862 | 315,169 |
| | <u>1,769,730</u> | <u>1,801,077</u> |

Income attributable to geographical markets outside the Republic of Ireland amounted to 13% for the financial year.

10. EMPLOYEES AND REMUNERATION

Number of employees

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

| | 2024 Number | 2023 Number |
|-------------------------|----------------|----------------|
| Administration | 2 | 3 |
| Chief Executive Officer | 1 | 1 |
| Project management | 14 | 14 |
| | <u>17</u> | <u>18</u> |

The staff costs comprise:

| | 2024 € | 2023 € |
|-----------------------|----------------|----------------|
| Wages and salaries | 721,172 | 647,678 |
| Social security costs | 79,284 | 70,965 |
| Pension costs | 27,545 | 20,341 |
| | <u>828,001</u> | <u>738,984</u> |

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 5% 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.

11. 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.

| | 2024 € | 2023 € |
|--------------------|---------------|---------------|
| Wages and salaries | 77,750 | 74,360 |
| Pension costs | 3,888 | 3,600 |
| | <u>81,638</u> | <u>77,960</u> |

Volunteering Ireland
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

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:

| | 2024 Number of Employees | 2023 Number of Employees |
|-------------------------------|---|---|
| Salary band €70,001 - €80,000 | <u><u>1</u></u> | <u><u>1</u></u> |

13. TANGIBLE FIXED ASSETS

Equipment

| | € |
|-----------------------|-----------------|
| Cost | |
| At 1 January 2024 | 784 |
| Disposals | (784) |
| | <u>-</u> |
| At 31 December 2024 | <u>-</u> |
| Depreciation | |
| At 1 January 2024 | 784 |
| On disposals | (784) |
| | <u>-</u> |
| At 31 December 2024 | <u>-</u> |
| Net book value | |
| At 31 December 2024 | <u><u>-</u></u> |

14. DEBTORS

| | 2024 € | 2023 € |
|----------------|-------------------------|-------------------------|
| Trade debtors | 11,486 | 153,015 |
| Other debtors | 5,100 | 8,892 |
| Prepayments | 24,347 | 67,805 |
| Accrued Income | 19,279 | 16,194 |
| | <u><u>60,212</u></u> | <u><u>245,906</u></u> |

15. CASH AND CASH EQUIVALENTS

| | 2024 € | 2023 € |
|------------------------|-------------------------|-------------------------|
| Cash and bank balances | 527,747 | 1,062,700 |
| Bank overdrafts | (8) | - |
| Cash equivalents | 1,164 | 1,164 |
| | <u><u>528,903</u></u> | <u><u>1,063,864</u></u> |

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

| 16. CREDITORS | 2024 | 2023 |
|-------------------------------------|----------------|----------------|
| Amounts falling due within one year | € | € |
| Amounts owed to credit institutions | 8 | - |
| Trade creditors | 63,324 | 107,680 |
| Taxation and social security costs | 17,779 | 19,016 |
| Other creditors | 315 | 371,836 |
| Accruals | 35,388 | 66,948 |
| Deferred Income | 170,931 | 394,696 |
| | <u>287,745</u> | <u>960,176</u> |

17. 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.

Of the €27,545 pension charge for the year, €5,637 is restricted (2023: €4,959 restricted of a €20,341 charge).

18. 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

2024

Total fund

Total grant award was €378,191

Income

€378,191 in the financial year

Expenditure

€378,191 in the financial year

Fund deferred at financial year end

€Nil deferred at financial year end (2023: €Nil)

Received in the financial year

€368,596 received in the financial year (2023: 351,800).
€9,595 was reassigned from other programmes

Capital grant

There was no capital element to the grant awarded

Restriction on use

The grant is 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
for the financial year ended 31 December 2024

Government Department

Department of Rural and Community Development

Agency

None

Grant programme

National Volunteering Strategy

Purpose of the grant

The primary aim of the scheme is to provide funding for the delivery of actions within the National Volunteering Strategy

Term

2021 to 2025

Total fund

Funding levels vary year to year

Income

€96,542 in the financial year

Expenditure

€87,990 in the financial year

Fund deferred at financial year end

€14,556 deferred at financial year end (2023: €118,839)

Received in the financial year

€Nil received in the financial year (2023: €95,075)

Capital grant

There was no capital element to the grant awarded

Restriction on use

The grant is restricted for these purposes with the exception of €8,552 which is unrestricted income

€7,741 of income was reassigned to core funding

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

Volunteering Ireland
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

Government Department**Department of Foreign Affairs**

Agency

None

Grant programme

Shared Island Civic Society Fund

Purpose of the grant

The primary aim of this programme is to promote practical North South cooperation and engagement through civic societies

Term

2023 to 2024

Total fund

Total grant award is €24,850

Income

€11,175 in the financial year

Expenditure

€11,175 in the financial year

Fund deferred at financial year end

€24,651 deferred at financial year end (2023: €11,175)

Received in the financial year

€24,651 received in the financial year (2023: €24,850)

Capital grant

There was no capital element to the grant awarded

Restriction on use

The grant is 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
for the financial year ended 31 December 2024

| Awarding Body | Department of Rural and Community Development |
|-------------------------------------|---|
| Agency | Pobal |
| Grant programme | Scheme to Support National Organisations (SSNO) |
| Purpose of the grant | <p>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</p> <p>Priority is given under SSNO to supporting national organisations who work directly, or indirectly, with disadvantaged target groups</p> <p>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</p> |
| Term | July 2022 to June 2025 |
| Total fund | Total grant award was €219,072 |
| Income | €64,499 in the financial year |
| Expenditure | €58,439 in the financial year |
| Fund deferred at financial year end | €5,160 deferred at financial year end (2023: €Nil) |
| Received in the financial year | €71,625 received in the financial year (2023: €68,259). €1,966 due to VI at 31 December 2023 |
| Capital grant | There was no capital element to the grant awarded |
| Restriction on use | <p>The grant is restricted for these purposes with the exception of €6,060 which is unrestricted income</p> <p>Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate</p> <p>Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"</p> <p>Expenditure reports are required every 6 months as set out in the agreement</p> |

Volunteering Ireland
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

| Government Department | European Commission |
|-------------------------------------|---|
| Agency | None |
| Grant programme | TEAM IV |
| Purpose of the grant | This project aims to contribute to the social inclusion of people with disabilities |
| Term | 2023 to 2026 |
| Total fund | Total grant award is €78,800 |
| Income | €26,062 in the financial year |
| Expenditure | €26,062 in the financial year |
| Fund deferred at financial year end | €5,233 deferred at financial year end (2023: €31,295) |
| Received in the financial year | €Nil received in the financial year (2023: €31,400) |
| Capital grant | There was no capital element to the grant awarded |
| Restriction on use | The grant is restricted for these purposes 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 grant agreement |

Volunteering Ireland
NOTES TO THE FINANCIAL STATEMENTS
 for the financial year ended 31 December 2024

Government Department

Department of Rural and Community Development

Agency

None

Grant programme

I-VOL Development

Purpose of the grant

This project seeks to develop an organisational volunteering hub

Term

2023

Total fund

Total grant award is €10,867

Income

€Nil in the financial year

Expenditure

€Nil in the financial year

Fund deferred at financial year end

€6,734 deferred at financial year end (2023: €6,734)

Received in the financial year

€Nil received in the financial year (2023: €10,867)

Capital grant

There was no capital element to the grant awarded

Restriction on use

The grant is 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

Volunteering Ireland
NOTES TO THE FINANCIAL STATEMENTS
 for the financial year ended 31 December 2024

Government Department

Department of Rural and Community Development

Agency

None

Grant programme

I-VOL Programme

Purpose of the grant

The aim of this programme is to provide funding to resource the administration of the I-VOL national volunteering database

Term

2022+

Total fund

Funding levels vary year to year

Income

€117,540 in the financial year

Expenditure

€117,540 in the financial year

Fund deferred at financial year end

€59,514 deferred at financial year end (2023: €133,651)

Received in the financial year

€43,403 received in the financial year (2023: €223,064)

Capital grant

There was no capital element to the grant awarded

Restriction on use

The grant is 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 budget is submitted prior to funding being allocated, an annual report is required each year

Volunteering Ireland
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

Government Department

Department of Rural and Community Development

Agency

None

Grant programme

Displaced People of Ukraine

Purpose of the grant

The purpose of this funding is to provide psychological supports for volunteers and volunteering organisations engaged with people who are displaced arriving from Ukraine

Term

2022 to 2024

Total fund

Total grant award is €2,952

Income

€252 in the financial year

Expenditure

€252 in the financial year

Fund deferred at financial year end

€Nil deferred at financial year end (2023: €252)

Received in the financial year

€Nil received in the financial year (2023: €Nil)

Capital grant

There is no capital element to the grant awarded

Restriction on use

The grant is 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
for the financial year ended 31 December 2024

Government Department

Agency

Grant programme

Purpose of the grant

Term

Total fund

Income

Expenditure

Fund deferred at financial year end

Received in the financial year

Capital grant

Restriction on use

Department of Rural and Community Development

Includes support from various Local Authorities

Community Volunteers

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

2021+

Total grant award varies as additional funding has been provided since the original agreement. In addition, local authorities have contributed funding to the programme and that element of funding also varies

€539,906 in the financial year

€539,906 in the financial year

€6,129 deferred at financial year end (2023: €22,823)

€239,921 received in the financial year (2023: €162,911 received) , €6,000 due to VI at 31 December 2024 (2023: €35,000 due to VI). €312,291 was reassigned from other programmes

There is no capital element to the grant awarded

The grant is restricted for these purposes with the exception of €25,897 which is unrestricted income

Total income for the programme is a mixture of department funding and local authority funding

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
for the financial year ended 31 December 2024

| Awarding Body | European Commission |
|------------------------------------|---|
| Agency | Erasmus+ |
| Grant programme | Powered by V |
| Purpose of the grant | The purpose of this funding is to support volunteer-involving organisations and young people to use volunteering to strengthen the culture of the European Community |
| Term | 2022 to 2025 |
| Total fund | Total grant awarded was €48,800 |
| Income | €17,919 in the financial year |
| Expenditure | €17,919 in the financial year |
| Fund accrued at financial year end | €6,540 is due to VI at financial year end (2023: €8,141) |
| Received in the financial year | €19,520 received in the financial year (2023: €9,760) |
| Capital grant | There is no capital element to the grant awarded |
| Restriction on use | <p>The grant is restricted for these purposes</p> <p>Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate</p> <p>Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"</p> <p>A project report is required as set out in the agreement</p> |

Volunteering Ireland
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

| Awarding Body | European Commission |
|------------------------------------|---|
| Agency | Slovenian Philanthropy – Association for the Promotion of Volunteering |
| Grant programme | Stop Loneliness Start Volunteering |
| Purpose of the grant | The purpose of this funding is to address the distress felt by young people following the isolation and loneliness brought on by the COVID-19 pandemic restrictions |
| Term | 2022 to 2025 |
| Total fund | Total grant awarded was €38,407 |
| Income | €22,585 in the financial year |
| Expenditure | €22,585 in the financial year |
| Fund accrued at financial year end | €7,651 is due to VI at financial year end (2023: €429) |
| Received in the financial year | €15,363 received in the financial year (2023: €15,363) |
| Capital grant | There is no capital element to the grant awarded |
| Restriction on use | <p>The grant is restricted for these purposes</p> <p>Volunteering Ireland CLG is fully tax compliant and holds a current valid tax clearance certificate</p> <p>Volunteering Ireland CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"</p> <p>A project report is required as set out in the agreement</p> |

Volunteering Ireland
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

| Awarding Body | European Commission |
|-------------------------------------|--|
| Agency | Centre for European Volunteering |
| Grant programme | Volunteering Equality Rights Action |
| Purpose of the grant | This funding aims to enhance inclusivity in volunteering, promote gender equality, and combat multiple and intersecting forms of discrimination, with a particular focus on involving diverse genders and marginalized groups, such as people with disabilities |
| Term | 2024 |
| Total fund | Total grant awarded was €22,450 |
| Income | €22,450 in the financial year |
| Expenditure | €22,450 in the financial year |
| Fund deferred at financial year end | €Nil is deferred at financial year end (2023: €Nil) |
| Received in the financial year | €22,450 received in the financial year (2023: €Nil) |
| Capital grant | There is no capital element to the grant awarded |
| Restriction on use | The grant is 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

for the financial year ended 31 December 2024

| Awarding Body | European Commission |
|-------------------------------------|---|
| Agency | Léargas |
| Grant programme | Resilience, Empowerment and Active Leadership |
| Purpose of the grant | The funding aims to develop and share innovative educational approaches that strengthen resilience, empower adult learners, and cultivate leadership skills |
| Term | 2024 to 2027 |
| Total fund | Total grant awarded was €38,407 |
| Income | €9,344 in the financial year |
| Expenditure | €9,344 in the financial year |
| Fund deferred at financial year end | €24,296 is deferred at financial year end (2023: €Nil) |
| Received in the financial year | €33,640 received in the financial year (2023: €Nil) |
| Capital grant | There is no capital element to the grant awarded |
| Restriction on use | The grant is 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 |

19. FUNDS

| 19.1 RECONCILIATION OF MOVEMENT IN FUNDS | Unrestricted Funds € | Total Funds € |
|--|-------------------------|------------------|
| At 1 January 2023 | 324,115 | 324,115 |
| Movement during the financial year | 25,479 | 25,479 |
| At 31 December 2023 | 349,594 | 349,594 |
| Movement during the financial year | (48,216) | (48,216) |
| At 31 December 2024 | 301,378 | 301,378 |

19.2 ANALYSIS OF MOVEMENTS ON FUNDS

| | Balance 1 January 2024 € | Income € | Expenditure € | Transfers between funds € | Balance 31 December 2024 € |
|---------------------------|-----------------------------------|------------------|------------------|------------------------------------|-------------------------------------|
| Restricted Funds | - | 913,661 | 913,661 | - | - |
| Unrestricted funds | | | | | |
| Unrestricted Funds | 349,594 | 856,069 | 904,285 | - | 301,378 |
| Total funds | 349,594 | 1,769,730 | 1,817,946 | - | 301,378 |

Volunteering Ireland

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

19.3 ANALYSIS OF NET ASSETS BY FUND

| | Current assets | Current liabilities | Total |
|----------------------------|-------------------|------------------------|----------------|
| | € | € | € |
| Restricted funds | 247,614 | (247,614) | - |
| Unrestricted general funds | 341,501 | (40,123) | 301,378 |
| | <u>589,115</u> | <u>(287,737)</u> | <u>301,378</u> |

20. 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. This guarantee continues for one year after individual membership ceases.

21. OPERATING LEASE COMMITMENTS

A rental lease is in effect until 30 June 2025 valued at €13,719 net of deposit (2023: €13,719).

22. LEGAL STATUS

The charity is exempt from including the word "Limited" in its name by virtue of Section 1180 of the Companies Act 2014. The charity is limited by guarantee and has no share capital. ceases.

23. DIRECTORS' REMUNERATION

The directors received no remuneration during the reporting period (2023: €Nil). Directors are not remunerated.

24. 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 Directors during the period were €528 (2023: €1,010).

There were no loans advanced to directors during the year nor loans outstanding at 31 December 2024.

There were no other related party transactions in 2024.

25. POST-BALANCE SHEET EVENTS

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

26. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 24 June 2025.

VOLUNTEERING IRELAND

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

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 2024

| | Schedule | 2024 € | 2023 € |
|--|-----------------|--------------------|--------------------|
| Income | | | |
| - Donations | | 282 | - |
| - Core funding (DHLGH) | | 378,191 | 351,800 |
| - Volunteer Centres affiliation fees | | 10,150 | 10,150 |
| - Scheme to Support National Organisations (SSNO) (DRCD) | | 64,498 | 72,310 |
| - National Volunteering Strategy (DRCD) | | 96,542 | 121,833 |
| - Community Volunteers (DRCD) | | 565,803 | 524,960 |
| - Training Links (The Wheel) | | - | 14,078 |
| - Powered by V (EC) | | 17,919 | 17,046 |
| - Stop Loneliness Start Volunteering (EC) | | 22,585 | 11,596 |
| - Ukraine (DRCD) | | 252 | 1,100 |
| - I-VOL programme (DRCD) | | 117,540 | 94,929 |
| - Shared Island Civic Society Fund (EC) | | 11,175 | 13,675 |
| - TEAM IV (EC) | | 26,061 | 105 |
| - I-VOL development (DRCD) | | - | 4,133 |
| - Volunteering Equality Rights Action (EC) | | 22,450 | - |
| - Resilience, Empowerment and Active Leadership (EC) | | 9,344 | - |
| - National Conference | | 10,683 | 15,460 |
| - Volunteer Ireland Awards (VIA) | | 18,400 | 39,990 |
| - National Volunteering Week (NVW) | | 5,760 | 15,408 |
| - Working Even Better Together (WEBT) | | 10,430 | 10,669 |
| - Garda vetting for Senior Alert Scheme (SAS) | | 4,570 | 4,015 |
| - Training and consultancy | | 11,882 | 26,966 |
| - Corporate Programmes and Events | | 361,381 | 450,451 |
| - Sundry income | | 3,832 | 403 |
| | | 1,769,730 | 1,801,077 |
| Charitable activities and other expenses | 1 | (1,817,946) | (1,775,598) |
| Net (deficit)/surplus | | (48,216) | 25,479 |

Volunteering Ireland

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES

for the financial year ended 31 December 2024

| | 2024 € | 2023 € |
|--|------------------|------------------|
| Expenses | | |
| Wages and salaries | 721,172 | 647,678 |
| Social security costs | 79,284 | 70,965 |
| Staff defined contribution pension costs | 27,545 | 20,341 |
| Staff training | 6,135 | 4,688 |
| Scheme to Support National Organisations (SSNO) | 8,301 | 15,165 |
| National Volunteering Strategy | 13,455 | 35,785 |
| Community Volunteers | 486,868 | 439,179 |
| National Conference | 11,958 | 10,916 |
| Volunteer Ireland Awards (VIA) | 18,783 | 45,430 |
| National Volunteering Week (NVW) | 198 | 6,950 |
| Garda vetting for Senior Alert Scheme (SAS) | 2,175 | 1,350 |
| Training and consultancy | 12,920 | 7,638 |
| Corporate programmes and events | 191,429 | 250,309 |
| Training Links | 2,338 | 9,910 |
| I-VOL programme | 67,323 | 42,337 |
| Powered by V | 2,119 | 3,046 |
| Ukraine | - | 1,100 |
| Stop Loneliness Start Volunteering | 1,061 | 4,616 |
| I-VOL Development | - | 4,133 |
| Shared Island Civic Society Fund | 7,770 | 11,200 |
| TEAM IV | 2,662 | 105 |
| Resilience, Empowerment and Active Leadership (EC) | 2,652 | - |
| Rent and utilities | 47,228 | 43,640 |
| Insurance | 2,989 | 3,056 |
| Office supplies | 1,555 | 764 |
| Postage and courier | 7 | 72 |
| Marketing and PR | 3,612 | 8,693 |
| Telephone, internet and communications | 6,329 | 4,722 |
| Computer and IT software and hardware | 7,619 | 3,060 |
| Volunteer infrastructure support | 2,303 | 6,525 |
| Affiliations and subscriptions | - | 4,763 |
| Website maintenance | 3,168 | 3,738 |
| IT development and support | 15,529 | 8,680 |
| HR consulting and support | 2,504 | 3,837 |
| Staff travel and subsistence | 4,548 | 4,424 |
| Volunteer and intern expenses | 379 | 225 |
| Organisational development | 1,898 | 6,594 |
| Board expenses | 1,830 | 1,949 |
| Financial and professional services | 11,267 | 9,041 |
| Audit fees | 10,917 | 9,489 |
| Bank charges | 546 | 654 |
| Staff benefits | 16,884 | 17,853 |
| General expenses | 2,129 | 978 |
| Subscriptions | 8,557 | - |
| | 1,817,946 | 1,775,598 |