



20 | ANNUAL
20 | REPORT

social
entrepreneurs
Ireland

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Chair of the Board's Foreword

“2020 was a year of resilience and continued achievement.”

“2020 was not only the most extraordinary and challenging year across the globe but the suddenness of the impact of Covid-19 demonstrated how ill-prepared we were for such an event. However, as the realisation dawned of how potentially significant the pandemic might prove to be, many sectors, not least the healthcare and scientific professionals, reacted with a speed, skill and resilience that in time we will look back on with amazement and huge gratitude. The same holds true for those in the social enterprise sector and, as I witnessed at first hand, from all our employees in Social Entrepreneurs Ireland (SEI) and I thank them for that.

The Board of SEI is extremely proud of how the organisation adapted and continued to innovate and deliver supports to so many social entrepreneurs, so many of whom were experiencing complete upheaval in their operations. 2020 was a year in which we launched our most ambitious strategy to date – ‘STEP, LEAP, and SOAR’ – and it was at the core of everything we did. A highlight of the year was our docuseries ‘Changing Ireland: My Big Idea’, which showcased eight of those social entrepreneurs whom SEI has supported, and the series has achieved a staggering three million views. None of the year's achievements could have been possible without the unstinting support of SEI's incredible network of supporters, sponsors and donors to whom we are eternally grateful for the support that was maintained and in many cases increased as we faced into the challenges that impacted everyone.



I would also like to pay particular tribute to the Board for their support throughout the year. When the crisis of Covid-19 hit in the early part of 2020 we established a sub-committee of the Board which met very frequently for a number of months to assist the executives in planning and executing on their response to the impacts of the pandemic on SEI and all the social entrepreneurs who we are working with.

As most of you will be aware, Darren Ryan, who had worked in SEI for eleven years (the last seven of which as CEO), left us earlier this year to take up a new role. I cannot overestimate the extent of Darren's contribution – we thank him for all of that and we wish him every success in the years to come and look forward to having him as one of our most vocal external supporters! I would also like to thank John Duffy, a Board member for seven years, who retired from the Board recently. John, who is based in the USA, has been a huge supporter of SEI in a variety of ways – we thank him and extend our best wishes to him and his family.

2021 has brought renewed hope to all of us and in SEI we are very excited about what can be achieved, with the backing of all our supporters, both in SEI itself and their wider SEI community.”

Chair of the Board

CEO's Introduction

2020 was a year like no other that will be remembered across the globe as one of loss, disruption, restriction and uncertainty as the Covid-19 pandemic caused chaos for everyone.

It also magnified some of the inequalities and struggles endured by many in our society. However, it was also a year of innovation and togetherness. We saw the courage, insight, and tenacity of social entrepreneurs shine through in the darkest times as they continue to create solutions to the existing and emerging social problems. Some of their great work was showcased in our documentary series 'Changing Ireland: My Big Idea', that was broadcast on RTÉ One as Ireland entered its first lockdown back in March. The series has had over three million views to date and was complemented by our own long-form podcast series.

Both the docuseries and the podcast are a great illustration of how the commitment of our community of staff, board members, funders, supporters and mentors manifests itself through the work of our amazing social entrepreneurs and their teams. I thank each and every one of you for playing your role in making a difference.

I would like to also say a special thank you to my predecessor Darren Ryan, who has led SEI with great skill and passion over the last seven years, and has handed over an organisation with great ambitions to build on our past successes to deliver an even greater impact in the future.

The wheels for delivering on that ambition are already in motion. In 2020 we received a record number of applications - 245 - for our Ideas Academy programme. It is truly heartening to see so many people stepping up with solutions to social problems during the most difficult of times. In keeping with the pillars of our strategy of supporting social entrepreneurs at every stage of their journey (we call these STEP, LEAP and SOAR), we pivoted



"In 2020 we received a record number of applications - 245 - for our Ideas Academy programme."

to run new SEI programmes and adapt existing ones ensuring that the full weight of our community was able to continue to support our social entrepreneurs and the impact that they deliver. We have expanded and grown our team, to ensure that we are optimally set up to grow our own impact.

It is a great honour for me to have taken on the role of CEO of SEI, and I look forward with both excitement and commitment to delivering on our mission of supporting social entrepreneurs on every step of their journey.


CEO

OUR MISSION

To find people with solutions to social problems and support them on every step of their journey.

OUR VISION

An Ireland where people solve every social problem.

OUR TEAM VALUES

As team we are committed to always being authentic, visionary and impact driven.



Authentic means we are genuine and honest in our actions.

- We do what we believe in, even when no one is watching.
- We don't have all the answers; we ask for help.
- We embrace hard conversations rather than avoid them.



Visionary means we think big, we transform, we stretch.

- We are creative, ambitious and have the courage to take risks.
- We back other people's hopes and visions, as well as our own.
- We push ourselves - individually and collectively.



Impact driven means our purpose is at the core of everything we do.

- We set ourselves ambitious goals to deliver on our mission.
- Everything we do is evidence based and has a purpose.
- We always start with "why".
- Our work is not about individual wins; it's about collective impact.



Our Strategy 2020-2022

At the heart of our 2020-2022 strategy is our commitment to supporting social entrepreneurs at every stage of their journey.



We know that the first step of the journey is often the hardest one to take. We support social entrepreneurs from idea stage through to pilot stage, and beyond.



When a social entrepreneur has taken the first steps, the following stage often requires a leap of faith. We support social entrepreneurs as they navigate this risky part of the journey.



For social entrepreneurs who have developed a scalable model, we help them to develop themselves and their organisations to deliver impact at scale through bespoke financial and non-financial supports.



Wrapped around every stage of the journey is the Social Entrepreneurs Ireland community of alumni and supporters who provide supports all along the way.

We are committed to ensuring our programmes are accessible, welcoming, inclusive, inspiring and empowering.



Our Impact



THE
★
STORY
SO FAR

Overall impact

 405 social entrepreneurs supported	 7.5 million invested
 Non-financial supports over 1 million in 2020	 Pro bono expertise worth on average 500,000 each year



“Without SEI, organisations like Property Marking Ireland and other social enterprises might never be able to provide innovative responses to real-life problems. The Impact Programme provided vital funding and practical supports to help us achieve our mission. This recognition and validation means a huge amount, and will allow us to grow our work in communities all around Ireland”

James O'Neill
Founder of Property Marking Ireland

Our Year in Photos





One of our top highlights of 2020 was sharing our debut documentary series 'Changing Ireland: My Big Idea' with the nation.

The six-part series featured social entrepreneurs from the SEI community who work to solve some of Ireland's biggest social problems - from health, to housing, to food waste. We were also introduced to the people directly affected by these problems, and given an insight into how their lives were transformed for the better because of the work of our alumni.

The series aired on RTÉ One from 16th March to 20th April 2020 and was given a second run from 7th September to 12th October 2020. To date, it has attracted over three million views.

'Changing Ireland: My Big Idea' was produced by Areaman Productions for RTÉ One, in association with Social Entrepreneurs Ireland. The series was kindly supported by Permanent TSB, The One Foundation and DCC plc.

Supporters: _____



The **One** Foundation



Featured social entrepreneurs and organisations



FoodCloud

Aoibheann O'Brien and Iseult Ward

FoodCloud is a social enterprise that connects businesses with surplus food to local charities and community groups. 'Changing Ireland: My Big Idea' followed the food from FoodCloud's Dublin Hub to those that need it most in frontline organisations such as Cheeverstown House and Mendicity — Dublin's oldest charity.



Ó Cualann Co-Housing Alliance CLG (Ó Cualann)

Hugh Brennan

Ó Cualann is a voluntary housing co-operative that builds and supports affordable houses in fully-integrated and sustainable communities across Ireland. 'Changing Ireland: My Big Idea' followed Ó Cualann in Phase Two of delivering 49 homes in Ballymun and gave us the opportunity to meet the people living there.



AsIAm

Adam Harris

AsIAm is Ireland's national Autism charity and advocacy organisation working to deliver real inclusion and understanding for all. on AsIAm's preparations for its largest ever national conference, and its work with DCU to make it the world's first Autism Friendly University.



IRISH COMMUNITY RAPID RESPONSE (ICRR)

John Kearney

ICRR is a charity delivering professional pre-hospital A&E care directly to the site of emergencies throughout Ireland. The series captured the first lift-off of ICRR's air ambulance and met with people whose lives were saved by this voluntary organisation.



Prepare Me

Caitríona Watters-Crehan

Prepare Me creates resources that prepare children and adults with additional needs to have informed experiences in everyday settings. As part of the series, we saw how these packs make families' lives a little easier every day.



The Shona Project

Tammy Darcy

The Shona Project is a website and survival kit for girls, by girls, aiming to empower and celebrate girls. In 'Changing Ireland: My Big Idea', Tammy and the Shona Ambassadors took us behind the scenes as they prepared to bring 800 teenage girls together for an unforgettable event.



Irish Men's Sheds Association (IMSA)

Barry Sheridan

IMSA is a member-based organisation which exists to maintain links and share information among the network of men's shed in Ireland. In some very emotional clips throughout the series, we saw men of all ages and backgrounds come together, learn new skills, make new friends, and share what being part of their local Men's Shed means to them.



AgriKids

Alma Jordan

AgriKids is a farm safety educational platform with an ethos to engage, educate and empower children to become farm safety ambassadors. The show followed Alma into the classroom and onto the farm, where the impact of her work is most visible.

Launch event

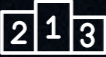


We held a very special launch event for 'Changing Ireland: My Big Idea' on Wednesday, 11th March 2020 at The Sugar Club, Dublin. The launch was attended by the featured social entrepreneurs, the commissioning editor from RTÉ, the series' supporters and other members of the SEI community. It was a truly memorable occasion.

How the series performed



Over 3 million views for the series to date.



Consistently in list of 'Top Most Viewed' shows on RTÉ player.



Series hashtag #ChangingIreland trended nationally on Twitter during every episode.



35+ pieces of media coverage with a reach in excess of 2 million.

The Social Entrepreneurs Podcast

To complement our 'Changing Ireland: My Big Idea' TV series, we produced a 12-part podcast series that delved deeper into the stories of the featured social entrepreneurs and other SEI alumni including Michael Kelly (GIY) and Joan Freeman (Pieta House). The Social Entrepreneurs Podcast aimed to give an insight into how each social entrepreneur started out on their journey and the incredible impact they've had so far, with the ultimate hope of inspiring any budding social entrepreneurs listening to take action.

STEP Spark

Spark Programme

The Spark Programme aims to inspire, inform, and increase awareness of social entrepreneurship and what SEI do, allowing people to take the first step in their journey. This programme's core goal is to stimulate social entrepreneurship in targeted communities and support budding and potential social entrepreneurs who are not yet part of our community.

While the Spark Programme sits under STEP, the principles of encouraging diversity and inclusivity are applicable to every stage of the journey and SEI is committed to helping our social entrepreneurs progress through the stages. A number of Spark Programme events and initiatives are being piloted in 2021, with the support of the eBay Foundation.



STEP Ideas Academy

Ideas Academy

The Ideas Academy supports people with early-stage innovative ideas to solve social problems in Ireland. Over four months, participants receive a range of supports to build skills and accelerate learning in core areas of importance – helping them to progress from idea to action.

In 2020, the programme received a record number of 245 applications from which 60 ideas were selected. These ideas ranged from addressing the lack of employment for people with disabilities to supports for migrant communities, mental health resources, rural town development and sustainable living. The 2020 Ideas Academy was supported by Bank of America (Lead Corporate Sponsor) and the Lifes2good Foundation (Sponsor of the Ideas Academy West).



4 programmes in South, East and West (delivered online in 2020)



60 idea-stage social entrepreneurs



€50,000 seed fund

“Being on the Ideas Academy has helped me believe in myself and my idea. Through the course of the programme I have achieved things that I would have thought were beyond my capabilities.”

Sinead Ryan, Little Fitness Ideas Academy 2020.





WEST

Make A Difference Ireland (MADI) – Therese O’Loughlin

Toolkit to help parents of adopted children and teenagers.

Breathe Life into School Communities - Derval Dunford

A toolkit for students and teachers on research-based breath practices to help reduce stress and anxiety.

Clár Éifeachtacht Fuinnimh (The Energy Efficiency Program) - Patrick McHugh & Máirín Uí Ráinne

Building an energy efficient and low carbon community, by promoting and integrating renewable energy with energy efficiency technology.

Cocoons.ie - Ed Rice

Enhancing the lives of older people in need of care, using readily available technology to bring exercise, music and dance to their homes.



Cumas Ceangal : Empowering Disabled Entrepreneurs – Caroline O’Shaughnessy

Assisting disabled people in becoming self-employed freelancers/contract workers.

Emotional Resilience - Olive Robinson

A platform for professional videos and resources about emotional resilience for teachers, community leaders, sporting and youth groups.

Engaging Activities Ireland – Veronica Callinan

Programme to increase the independence and quality of life of people with dementia.

Football Cooperative - Steven O’Connell

Encouraging communities to come together to improve their physical and mental wellbeing, through playing pick-up-football.

Fresh Pastures - Frank Hynes

A programme addressing the mental health needs of rural dwellers, farmers and their families, to reduce social isolation.

Generation Change - Odhran Whelehan & Luke Roche

An app that will tackle fast fashion and its effects on the environment by revolutionising the second-hand clothes industry.



Havin’ a Laugh Vouchers - Blaithin Sweeney

Using a voucher system to make life-enhancing activities more accessible to people coming through mental health recovery.



Galway Online Community Radio (GOCOM) - Islammiyah Saudique

A community radio station produced by and for ethnic minorities. A platform where important information can be shared in local languages to positively impact on migrant’s lives.

Next Step Forward: Transitioning from to Secondary School to College Workshop - Dorothy Scarry

A programme to help students transition from secondary school to third level education, focusing on mental health and practical life aspects.

NoMowGardens - Freya Bartels

Encouraging and designing semi-wild, biodiverse, all-native and no-hassle food gardens for people who would like to grow more of their own food.



The Village Café - Susan Walsh

A supportive space for solo parents, where they can access workshops, nutritious meals and support networks.



SOUTH

AgriBee – Brendan Joy & David Ryall

A system to give farmers real-time data on the ecosystem and biodiversity health of their farms.

TownHome – Kevin Smyth

A residential housing platform aiming to tackle urban regeneration.



Lib: Multicultural Counselling Services – Toufik Messabih

Providing free, culturally-sensitive, counselling to all asylum seekers and refugees across Ireland, in various languages.

Compassionate Care Foundation – Kathrynne O’Connell

Up-skilling health-care professionals and carers to address their holistic mental health needs.

Da Silly Heads – Daniel O’Mahony & Michal Sikora

Making mental health advocacy more visible in our places of study, work, and socialization through a blend of cartoon characters, apparel and workshops.

Iveragh Eco Plastics - Elaine Doyle

Recycling marine net waste into useful products, such as a worm composting system.

New Dad Ireland – Garry Barrett

Supporting and empowering men in fathering roles during their partners’ pregnancy and beyond.

Our Behaviours - Insight Enabling Independence - Alan O’Donovan

Helping to empower seniors and enable them to live independently for longer, using non-intrusive services.

Project Possible-Ireland - Christine Slavin

A programme to increase physical and mental well-being, integrate disabled and non-disabled participants, and increase acceptance and social connection within the community.

Slánú Stroke Rehab - Susan Forde

Providing everyone who has had a stroke the support and help they need to become as independent as possible.

The Dinner Club - John Collier

Helping to reduce isolation and nutrition deficiency in older generations.

The Green Step Consortium – Melanie O’Driscoll

A consortium of environmental and community resilience educators designed to empower and support communities response to climate change challenges.

The Positive Ability Network - Cora Kearney

A network by and for people with disabilities to tackle the lack of employment opportunities.



Move2B – Orna Murray

Empowering girls and young women so they feel welcome and supported in sports and physical activity.



Vampire Cup – Glenn Curtin

A student-run initiative which aims to increase information availability and participation rates of blood donation through a series of activities and competition.



* Winners of The Seed Fund



* Winners of The Seed Fund



EAST



EAST

Ability Ambassadors - Anne Gallen & Paul Gallen Jr

A skills programme for people with intellectual disabilities, to connect with the elderly, socially disadvantaged and isolated people.

AccessCloud – Ruchi Palan

A platform for people with disabilities to work as remote, self-employed accessibility testers for IT companies.

Cuimsiú - Elly Coughlan

Making yoga and its therapeutic benefits more accessible across cultural, economic and health barriers.

Death Wishes - Rachel Marsden

A project to facilitate conversations about death whilst providing key information that enables users to plan ahead

Training and Services Leading to Integration (TSLI) - Gavin Timlin

Harnessing technologies for resource and skills mapping to deliver job training and integration support services for people seeking asylum in Ireland.

Employ Refugees - Ghada Feddawi McCarthy

Matching the skills and experience of asylum seekers and refugees to job positions which fit them best.

Empowerment Project - Kelly Molloy

A mindfulness programme to support teaching staff to empower kids on positive mental health skills from nursery to primary school.

Guiding the Care - Catherine Joyce Collins

A programme to support people in and around the care system in the Traveller community.

Let's Talk Porn - Gregory O'Kelly

Informing and educating teenage men on the mental and physical health risks associated with pornography

Little Fitness Programme - Sineád Ryan

A fun fitness and education programme for children, promoting and encouraging a healthy lifestyle

BeDigitalAware - Brenda Farrell & Caroline Tully

An information platform to tackle the harmful social and cultural effects associated with internet use.

Open2All - Jade Travers

A project to tackle social inclusion poverty by helping children from low-income families participate in days out activities.

Parent Action Connects – Orla Watt

A peer advocacy service and virtual support community for parent carers, to empower and promote social inclusion of parent carers.

Reaching Back – Ger Remond

A programme to support and empower young people in disadvantaged areas.

The Smooth Transition - Susan Foley-Cave

Supporting deaf students transitioning from school to third-level education and eventually entering the workforce.

Cancer Resources, Services & Support Online Directory - Kay McKeon

Developing a digital directory of cancer resources, services and support for Irish cancer patients and survivors.

Education for Sustainability - Susan Adams

An action based secondary school sustainability programme, which equips young people with the tools and knowledge to deal with the environmental crisis.

Family Wellbeing Programme - Ciara Walsh & Leanne Cantwell

A family focused wellbeing programme, providing families with the opportunity to reflect, refocus and strengthen as a unit.

For Flock's Sake – Sophie Reynolds

Creating a line of green and social products from solid wool, preventing wastage of a sustainable and renewable resource and providing income to farmers.

Jobs for Family Carers – Fiona O'Neill

Bridging the gap between employers and family carers through a centralised resource helping family carers access relevant information.

Public AED Location Dataset – Aonghus Sugrue

A publicly available and live dataset of automated external defibrillator (AED) locations within Ireland for emergency care.

Reusable Beverage System for Stadiums – Sorcha Kavanagh

An end-to-end cup service for Irish festivals, concerts and stadiums, to change how we interact with single use beverage containers on a national level.

Rural Town Development - Derek Healy

Helping rural towns to develop their communities, considering the uniqueness of each community and town.

Safe Minds Academy - Edel Crehan

An early detection mental health service for young adults with a focus on individualised care plan and online supports.

Seed Scholars - Eliya Lavine

A garden and nature-based education programme, helping grow curiosity and care between children and their natural environment.

SWITCH – Conor Ó Laoire & David Beakley

A centralised give-back tool for sustainable brands and shoppers, transforming how we impact the planet through our spending.

The Sustainable Life School – Nathalie Pavone & Diane O'Connor

A central hub of information, education and a community to support people in making their lives more sustainable and environmentally friendly.

Wildacres Nature Reserve Project – Gilly Taylor & Brian O'Toole

A nature reserve which aims to encourage and inspire people to protect, restore and maximise the levels of biodiversity around Ireland.

Working Well - Sharon Lane

Connecting people and creating opportunities for people with mental health and other challenges to participate as valued members of society.

Zerowaste World - Rozanne Stevens

Coaching campus catering companies and food businesses to reduce their food waste while supporting disadvantaged food chains in Ireland.



* Winners of The Seed Fund



* Winners of The Seed Fund

STEP The Action Lab





The Action Lab supports social entrepreneurs who have successfully completed the Ideas Academy and who are in the early stages of testing, piloting and rolling out their solution to a social problem in Ireland. The Action Lab provides supports in key business areas, as well as peer to peer supports, consultancy and a programme bursary.

Originally planned for November 2020, the four-month programme was launched in July 2020 in response to the needs of earlier stage social entrepreneurs which became more pressing as a result of the pandemic.

The programme supported 13 social entrepreneurs - addressing social issues affecting children, family carers, new communities and the environment - as they navigated how to pilot and roll out their solution in this new context.

The Action Lab 2020 was supported by the Lifes2good Foundation.

 **13 social entrepreneur led projects and organisations**

 **€30,000 in funding made available through bursary and seed funding**


 **Three organisations awarded seed funding**




Action Lab Participants

Midlife Women Rock Project – Breedá Bermingham
The Midlife Women Rock Project aims to open taboo conversations and remove stigma and silence around the menopause through raising awareness on social media and a setting up a safe-space café.

Carers Network Ireland - Ronah Corcoran
Carers Network Ireland (CNI) is an organisation that creates a space for health and social care workers to share, empower and support each other. CNI offers advice, advocacy, training and a support network.


 **Toddler Talk - Camilla Marks**
Toddler Talk is an interactive platform which aims to streamline how support services are delivered to children with developmental difficulties and special educational needs.

 **Dignity Partnership - Rosemary Kunene**
Dignity Partnership is a social enterprise that aims at promoting self-employment and providing supports for people who are or have been in the Direct Provision System in Ireland.

Alex's Adventure - Nicole Ryan
Alex's Adventure is a social enterprise that aims to educate young people about drugs and the dangers of synthetic drugs & alcohol by sharing personal experiences, workshops, programmes and online learning.

An Mheitheal Rothar - Paul O'Donnell & Catherine Coote
An Mheitheal Rothar is a social enterprise that turns discarded bikes into an affordable transport option.

 * Winners of The Seed Fund

 **Kinship Care Ireland - Caitríona Nic Mhuiris**
Kinship Care Ireland is an organisation that offers supports, information and advocacy to Kinship families and their communities.

Life Connections CLG - Jenny Fahy
Life Connections is an organisation that facilitates healthy conversations between young people and their parents or guardians about; friendships and relationships, sexuality and bodies, feelings and communication.

Ecowellness Consulting Ltd - Shirley Gleeson
Ecowellness Consulting Ltd seeks to design and deliver evidence-based nature interventions to support and improve mental health.

Team Tapu - James McGrane
Team Tapu is an organisation and an app encouraging girls and young women to continue participating in sports.

The Together Academy - Therese Coveney & Cathy Shovlin
The Together Academy addresses the lack of employment for young people (21 – 30) with Down syndrome by providing tailored training and employment opportunities.

Cork Urban Soil Project (CUSP) - Molly Garvey & Virginia O'Gara
CUSP aims to create a zero waste farmers' market and to build a closed loop system in which food and packaging waste are turned into usable soil with the help of an aerobic bio-digester.

LEAP

Adapt Programme

One significant change in our programme delivery for 2020 was the creation of the Adapt Programme and postponement of the Impact Programme at LEAP stage.

At this crucial stage in the journey, we support social entrepreneurs to grow their impact. However, due to the national and global implications of an ongoing pandemic and the uncertainty around that, SEI made the decision to postpone the Impact Programme in 2020 and focus our LEAP supports towards members of our community who needed to adapt and pivot their offerings.

With our 16 years' experience of working with social entrepreneurs, we recognised that while our alumni would have resource challenges due to Covid-19, they would also need practical and moral support at this time. We were also aware that they would need to be supported to transform their organisation to make it fit for purpose, or to find a way to pause some of their activities until after the crisis. The Adapt Programme was created in response to this need and was launched in July 2020. The programme supported social entrepreneurs to pivot and adapt their offering in order to maintain and grow their impact in this new context.

Five organisations from within the SEI Alumni Community were selected for this five-month programme. Each engaged in a bespoke programme of support in addition to direct funding of €5,000.



Adapt Programme Participants:



Caitriona Watters Crehan

Prepare Me

Creating resources for children and adults with additional needs to have informed experiences in everyday settings.



Emma Murphy

Eating Freely Limited

Growing the world's leading network of Binge Eating Disorder specialists.



Helene Hugel

Helium Arts

Building a community of creativity and well-being for children living with long-term health conditions.



Karen O'Donohoe

GIY

Inspiring and educating people to grow their own food and make sustainable food choices.



Tammy Darcy

The Shona Project

Educating, empowering and inspiring today's girls to become tomorrow's strong, resilient and confident young women.

SOAR

Scale Partnerships

Our Scale Partnership programme provides bespoke, tailor-made support and funding to social entrepreneurs who are ready to take their proven models to the next level and impact the problem at scale. Through engagement with this programme, Scale Partners seek to significantly increase their impact on the social problem they're tackling. The programme supports social entrepreneurs to increase their personal and organisational capacity and resilience in order to ensure that they can sustainably bring about change.

In 2020, SEI ran a selection process to identify three new Scale Partners. Twenty five organisations, all of whom had been through a previous programme with SEI applied. My Mind, JumpAgrade and Mobility Mojo were chosen after a comprehensive review process that involved a series of workshops and interviews before a final pitch to a panel made up of representatives from the SEI team, board and external experts.

Each Scale Partner will receive €50,000 in direct funding to grow their services and impact, support to raise a further €200,000 and bespoke non-financial supports from SEI over the course of the two-year programme.

2020 - 2022 Scale Partners



MyMind – Krystian Fikert

MyMind has created a unique movement for community-based mental health services that work towards giving every person in Ireland equal access to mental health support early, affordably, directly, without stigma or delay. Founded by Krystian Fikert, the organisation currently provides counselling and psychotherapy services in 15 different languages through an accessible blended delivery model (online and in person), with over 34,000 appointments delivered in 2020. With support from SEI, MyMind aims to significantly grow its reach and impact in the coming years.



Mobility Mojo – Stephen Cluskey & Noelle Daly

Mobility Mojo's mission is to open the world to everyone by being the most positive and effective agent of change in hotel accessibility. Co-founders Stephen Cluskey and Noelle Daly have built a toolkit that enables hotel managers anywhere in the world to collect accurate data about the accessible features on their premises. Mobility Mojo has already signed up Ireland's biggest hotel groups and with the support of SEI, is poised to scale both nationally and internationally in 2021. In the past year, alongside hotels, Mobility Mojo has developed a tool to improve accessibility information in workplaces and are piloting this in three countries.



JumpAgrade – Pádraic Hogan & David Neville

JumpAgrade is working to reduce the education inequality gap by making top-quality tutoring and feedback available to second-level students, regardless of location, ability, or socio-economic background. Co-founded by David Neville and Pádraic Hogan, JumpAgrade's research-backed technology platform provides online tuition and personalised feedback with a focus on helping students to progress onto third level or skilled work. JumpAgrade is aiming to provide 20,000 young people with personalised tuition over the next five years, with support from SEI.

Key Outcomes of the 2018 – 2020 Scale Partnerships programme

€405,000 of funding was committed across four organisations by SEI.

On average, the four organisations saw 76% growth in their income from 2018 to 2020.

On average, the four organisations saw 94% growth in their headcount from 2018 to 2020.

In excess of 22,000 beneficiaries were reached over the two years by the four organisations.

SEI offered fundraising support that directly led to a further €822k being raised by the four organisations over the course of the programme.

Over the two years of the programme, all organisations have improved or significantly improved their strategy and the social entrepreneurs skills and capacity to run the organisation.

SEI's support in particular has improved or significantly improved:

- Resilience of the social entrepreneur
- The income of the organisation
- Processes and systems in the organisation

2018 – 2020 Scale Partners



CyberSafeKids - Alex Cooney



Irish Men's Sheds Association - Barry Sheridan



Ó Cualann Cohousing Alliance - Hugh Brennan



ASIAM - Adam Harris

COMMUNITY

SEI has a committed and dedicated community of social entrepreneurs, SEI supporters, business leaders and social sector experts. Our Community shares the vision of an Ireland where people solve all social problems, and we believe that social entrepreneurs play a key role in changing Ireland.

Our community plays a pivotal role in the support that we provide to social entrepreneurs at each stage of their journey, ensuring that they benefit from being part of a thriving network of people affecting change around the country.

Community Programme

Our Community Programme provides on-going, wrap around support to social entrepreneurs who have previously been through SEI's support programmes. We seek to harness the skills, knowledge and experience of our community for our social entrepreneurs to increase their impact across Ireland. Through the Community Programme, the social entrepreneurs continue to receive support and advice and make valuable connections. The 2020 Community Programme was supported by Permanent TSB.



In 2020, we had over 220 engagements with social entrepreneurs through:



The Community Hub

In April 2020, we launched the SEI Community Hub – an online hub with resources and supports for all members of our community outlining funding opportunities and pro-bono supports in the areas of leadership and personal development, fundraising, mental health and wellbeing, technology, and legal.



Community Connect

In September 2020, we launched a pilot of Community Connect – a new knowledge-sharing initiative to link social entrepreneurs with other members of our community for advice, guidance, mentorship and expert consultancy. We made connections that may otherwise not take place and created cross-sectoral collaboration and learning. In total we had nine matches among social entrepreneurs, SEI supporters, and business leaders.



Community calls and online events

In April 2020, we began a six-month series of community calls and online events with the purpose of providing a space for moral support and connection, as well as learning and knowledge exchange. We had more than eight calls in the areas of: responding and adapting to the pandemic, staying visionary in challenging times, resilience and mental wellbeing along with workshops in data protection, contractual obligation, working from home, and securing corporate funding.



THE SEI GATHERING 2020



“When nothing is sure,
everything is possible”

Margaret Drabble.

This particular quote was chosen to sum up 2020 for Social Entrepreneurs Ireland and our community, and was the theme on which we built our SEI Gathering flagship event. On the 14th October, we held our first virtual Gathering event which brought our community of alumni, supporters, and friends together online to celebrate what had been a truly unique year. Throughout the event, we shared and celebrated the impact of the SEI community who continue to make the seemingly impossible, possible. We also featured the stories of some of our incredible social entrepreneurs who have been innovative and visionary in response to the pandemic.

The SEI Gathering 2020 was supported by DCC plc.



**Lib Multicultural Counselling
and Support Programme (Lib)**
Toufik Messabih

Lib provides free, culturally sensitive counselling to asylum seekers and refugees across Ireland, in various languages. Lib services and support programmes focus on rekindling the flames of resilience and hope. Lib responded to the Covid-19 pandemic by facilitating email, video chat and phone counselling sessions for those who preferred to defer face to face individual meetings. Toufik Messabih was a participant on the Ideas Academy 2020.



Kinship Care Ireland
Caitríona Nic Mhuiris

Kinship Care Ireland offers supports, information and advocacy to kinship families and their communities. Kinship Care Ireland is responding to the Covid-19 pandemic by actively developing a strategic approach to supporting kinship families. Through the provision of accessible information, practical resources and adapting supports to an online world, Kinship Care Ireland is working towards responding to the changing needs of kinship families. Caitríona Nic Mhuiris graduated from the Ideas Academy 2018 and was a participant on the Action Lab 2020.



Prepare Me Caitriona Watters-Crehan

Prepare Me creates visual resources for children and adults who have additional needs. These resources are designed to help users, whatever their level of need or support, to reduce distress and have more informed experiences in everyday settings. In response to the Covid-19 pandemic, Prepare Me provided free online picture stories and activities that outlined important changes. A new app was also developed during the summer of 2020, with the aim of aiding the transition back to school. Catriona Watters-Crehan graduated from the SEI Ideas Academy in 2018 and was an Impact Awardee in 2018. Caitriona was also a participant on the Adapt Programme 2020.



JumpAgrade David Neville & Pádraic Hogan

JumpAgrade is working to reduce the education inequality gap. By making top-quality tutoring available to second-level students, regardless of location, ability, or socio-economic background. JumpAgrade pairs students with a tutor who provides them with weekly online grinds and personalised feedback. With up to 15 subjects to choose from, JumpAgrade saw a significant increase in demand for technology-based education solutions during the covid-19 pandemic and have adapted services to meet the new environment. JumpAgrade is now providing training and educational resources for classrooms, year groups, and overall school learning. David Neville and Pádraic Hogan were Impact Awardees in 2019, and are Scale Partners.



DabbledooMusic Shane McKenna & Killian Redmond

DabbledooMusic makes music education more accessible - supporting teachers and schools to cover all areas of the primary school curriculum in a way that promotes creativity and collaboration and instils a life-long love of music. When schools closed due to the pandemic, the DabbledooMusic team needed to make sure that children, schools and parents would have their support during closures. They were able to quickly offer free materials to parents that were specially designed and suited to a more informal home setting. During the lockdown, DabbledooMusic had over 7,000 parents and teachers signing into their free content. They also adapted their teacher training content to be delivered online through Zoom. Shane McKenna and Killian Redmond were Impact Awardees in 2016.



Ó Cualann Cohousing Alliance Hugh Brennan

Ó Cualann Cohousing Alliance is a voluntary housing co-operative that builds and supports affordable houses in fully integrated and sustainable communities across Ireland. The demand for affordable housing has increased since the onset of Covid-19, and Ó Cualann is responding by scaling up to meet the challenge of delivering more affordable homes across the country. To date, Ó Cualann has built 59 affordable homes that are now occupied, with a further 39 under construction and 1,800 in the pipeline in 15 sustainable communities around the country. Hugh Brennan was an Impact Awardee in 2017 and a Scale Partner from 2018-2020.

THANK YOU TO OUR SUPPORTERS

We couldn't do what we do without the financial, practical and pro-bono support of these organisations, foundations and individuals. We would like to extend our heartfelt thanks to the following for their unwavering belief in supporting people to solve Ireland's social problems.



Individual & Campaign Supporters

Afanite	Tim Crowley	Conor Hillery	Niall O'Brien
Gemma Barry	Faye Drouillard	Adrian Jones	Peter O'Brien
David Bobbett	Gary Duffy	Roger Jupp	Marjorie O'Hogan
Evelyn Bourke & Seamus Creedon	John Duffy	Michael Lee	Sheila O'Malley-Fuchs & Joe Fuchs
Vanessa Byrnes	Elder Home Share	Brian McCormick	Sheelagh O'Neill
Michael Caulfield	Catherine Flavin	Garry Moroney	Eamonn Quinn
Oli Cavanagh	Jim & Mary Flavin	Bart Murphy	Jim & Diane Quinn
Charity Careers Ireland	Harry & Susan Hartford	Shane Naughton	John Rafter
Lorcan Clarke	Garrett Hayes	Barry O'Brien	Liam Ryan
Kip & Peggy Condron	Maurice Healy	Colin O'Brien	Julie Sinnamon

We would also like to acknowledge and thank those who wish for their support to remain anonymous. Thank you for being on the journey with us. If you are interested in supporting Social Entrepreneurs Ireland, please contact Gráinne O'Hogan, Director of Development, on **+353 (1) 685 2539** or **grainne@socialentrepreneurs.ie**

Meet the SEI Team



Tim Griffiths
CEO



Anne Murphy
Director of Operations



Sara Dennedy
Director of Impact



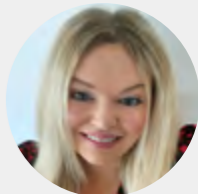
Siobhán O'Keeffe
Director of Impact – Maternity Cover



Louise Archbold
Director of Communications



Gráinne O'Hogan
Director of Development



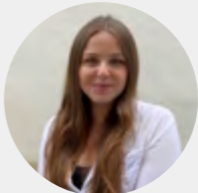
Babs Coughlan,
Operations Manager



Bruno Marcorio
Digital Transformation Manager



Hayley Kilgallon
Programmes Manager | STEP



Sophie Ainscough
Programmes Manager | LEAP



Mary Fleming
Communications and Marketing Manager



Tanya Moore
Supporter Relations Manager



Darren McMahon
Development Manager



Siobhán Caballero
Office Executive



Éabha Harper-McKee
Programmes Executive



Ciara Franck
Communications and Events Executive



Lydia Redmond
Development Executive

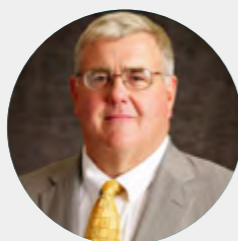
Board of Directors



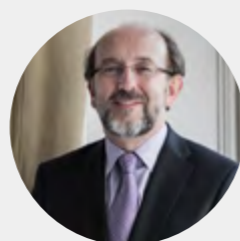
Tommy Breen
Chair of the Board



Teresa Harrington
Chair of Audit & Risk
Committee Former Partner,
PwC



John Duffy
Managing Director,
KBW



Brian MacCraith
Former President,
Dublin City University



Julie Sinnamon
Former CEO,
Enterprise Ireland



Paul Rellis
Group CEO,
Digiweb &
Viatel Ireland



Caroline Keeling
CEO,
Keelings



Julian Yarr
Managing Partner,
A&L Goodbody



Iseult Ward
Co-founder,
FoodCloud



Social Entrepreneurs Ireland
Company Limited by Guarantee

Directors' Report and Financial Statements

Year ended 31 December 2020

Directors' Report and Financial Statements



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DIRECTORS

Thomas Breen (Chairperson)
John Duffy
Teresa Harrington
Caroline Keeling
Brian MacCraith
Paul Rellis
Julie Sinnamon
Iseult Ward
Julian Yarr

CHIEF EXECUTIVE OFFICER

Tim Griffiths
Appointed 29 March 2021

Anne Murphy (Interim)
Appointed 01 January 2021
Resigned 29 March 2021

Darren Ryan
Resigned 01 January 2021

SECRETARY

Goodbody Secretarial Limited

COMPANY NUMBER

433846

BUSINESS NAME

Social Entrepreneurs Ireland

CHARITY NUMBER

CHY17524

**CHARITY REGULATORY
AUTHORITY NUMBER**

20065379

REGISTERED OFFICE

Lower Ground Floor
1/12 Warrington Place
Dublin 2

AUDITORS

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

BANKERS

Bank of Ireland
St Stephen's Green
Dublin 2

SOLICITORS

A&L Goodbody IFSC
North Wall Quay
Dublin 1

The directors of Social Entrepreneurs Ireland Company Limited by Guarantee (“Social Entrepreneurs Ireland”/ “the Company”) present their report and the financial statements for the year ended 31 December 2020.

ORGANISATION AND STATUS LEGAL STATUS

Social Entrepreneurs Ireland is a Public Benefit Entity and was incorporated as a company limited by guarantee on 31 January 2007 (Registered number: 433846). It is registered with the Charity Regulatory Authority (Registered number: 20065379) and has been granted charitable tax status by the Revenue Commissioners (Registered number: CHY 17524).

The Company does not have a share capital and consequently the liability of the members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the Company on winding up such amounts as may be required not exceeding €1.

A Constitution, which establishes the objects and powers of the charitable company, govern the Company. The Constitution was last amended at the Annual General Meeting held on 12 September 2016.

VISION AND MISSION

Vision

An Ireland where people solve every social problem.

Mission

Find people with solutions to social problems and support them on every step of their journey.

Social Entrepreneurs Ireland (SEI) is based at 11/12 Warrington Place, Dublin 2. Social Entrepreneurs Ireland is governed by a Board of Directors, all of whom are non-executive and drawn from a diverse range of backgrounds to ensure that the Board has the necessary range of skills for decision making.

Social Entrepreneurs Ireland is committed to the highest standards of transparency, governance, and accountability in ensuring that it delivers the maximum value and impact with donations it receives from supporters and partners.

The Board is responsible for providing leadership, setting strategy, ensuring financial and risk management, and monitoring performance. The Board ensures that the activities of the Company are consistent with its charitable aims and objectives. The Board of Directors are volunteers and are paid no fees or other earnings by Social Entrepreneurs Ireland. The Board delegates the day-to-day operation of the

Company to the Chief Executive Officer (CEO) and a team of professional staff (‘SEI team’). There are clear distinctions between the roles of the Board and the CEO to whom day to day management is delegated. Matters such as policy, strategic planning, and budgets are prepared by the Leadership team for consideration and approval by the Board, which monitors the implementation of these plans.

The Company’s Constitution requires that the number of Directors shall not be less than two and not more than eleven. In accordance with the Constitution, one third of the Directors shall retire by rotation at the Annual General Meeting of the Company and offer themselves for re-election.

The names of persons who served as Directors at any time during the year are set out below. Other than as indicated they served for the entire year. The table below also sets out their attendance at Board meetings.

Directors’ Attendance at Board Meetings Name	No. of meetings held during the year while a Board member	Number of meetings attended during the year while a Board member
Tommy Breen (Chairperson)	7	7
John Duffy	7	0
Teresa Harrington	7	7
Caroline Keeling	7	5
Brian McCraith	7	3
Paul Rellis	7	6
Julie Sinnamon	7	6
Iseult Ward	7	6
Julian Yarr	7	6

In relation to the board rotation in 2020, the two Directors who were re-elected at the AGM held in 2020 were Teresa Harrington and Brian MacCraith. There were no appointments or resignations to note in 2020.

Since the year end, John Duffy has resigned from the Board of Directors. The Directors and Leadership team wish to acknowledge the advice and support that John provided during his time on the Board of the Company. We are delighted that John will continue to be an active contributor to our community in the future.

Conflicts of Interest and Conflicts of Loyalty

The Company has a Conflicts of Interest and Conflict of Loyalty policy in place for all Board members and staff. Each Director is asked to declare any conflicts of interest/loyalty as soon as they become aware of it and refrain from taking any further part in the making of any related decisions. No conflicts of interest were declared in 2020.

Directors Induction and Training

Social Entrepreneurs Ireland has an induction programme for new Directors to ensure that collectively they have the overview required for proper governance of the Company. All new Board members receive a verbal briefing together with an induction pack (incorporating all relevant governance and policy documents) shortly after election in order to familiarise themselves with their statutory responsibilities, their role as Board members, the governance framework and the Strategic Plan.

Committees of the Board

The Board has established the following sub-committees:

- Audit Committee
- Remuneration Committee

Audit Committee

The role of the Audit Committee is to keep the adequacy, scope, and effectiveness of the internal control systems under review, to review the corporate risk register and to report on risks to the Board, to review the management accounts and year-end financial statements and to have oversight of the external audit arrangements.

Membership of the Audit Committee is two Board members and one external member with financial expertise.

The Committee met four times during 2020. The Governance matters considered included the review of the Risk Register, review of updates of internal control policies and procedures and the Committee was also responsible for oversight of the implementation of the Charities Regulator's Charities Governance Code. The Committee also reviewed the management accounts, cash flow and year-end forecast, annual financial statements for the year ended 31 December 2019, and the annual budget for 2021.

Remuneration Committee

The role of the Remuneration Committee is to consider and approve the remuneration of the Chief Executive, members of the Leadership team and set pay policy for staff including the basis of annual pay increases. The Committee generally meets once a year.

Codes of Practice

Social Entrepreneurs Ireland has signed up to the following Codes of Practice:

- Guidelines for Charitable Organisations Fundraising from the Public
- The Governance Code for the Voluntary and Community Sector

In addition, Social Entrepreneurs Ireland has voluntarily adopted the Statement of Recommended Practice (Charity SORP (FRS 102)) for Accounting and Reporting by Charities in the preparation of the annual financial statements. The financial statements are made publicly available on the Company's website. The Charity SORP (FRS 102) is not yet mandatory in the Republic of Ireland and the Irish Charity Regulator has not yet prescribed accounting regulations for Irish Charities.

PRINCIPAL ACTIVITY

The principal activity of the Company is the promotion and development of social entrepreneurship in the Republic of Ireland by providing training, mentorship, and funding to social entrepreneurs, as well as working to enhance awareness of social entrepreneurship across the country.

RISK MANAGEMENT

The Company is committed to managing risk in a systematic and disciplined manner. The Directors have ultimate responsibility for ensuring that the Company has appropriate systems of controls, financial and otherwise.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. The Directors, in conjunction with the Leadership team, work proactively to manage the risks by reviewing potential financial, reputational, and operational risks on an annual basis and developing and implementing strategies to pre-empt or minimise these risks. They are satisfied that appropriate systems are in place to mitigate against these risks, and limit exposure.

Risks are identified and ranked in terms of potential impact, and the Company's risk control measures are documented. Major risks are those which may have an impact on operational performance, financial sustainability, achievement of aims and objectives and meeting expectations of our social entrepreneurs, funders, partners, and supporters.

The Leadership team reviews and updates the risk register on a quarterly basis. The Audit Committee reviews the Risk Register on an annual basis and the top five risks on the Register at each meeting. The Board reviews and approves the Risk Register on an annual basis and reviews the top three risks at each meeting.

The principal risks and uncertainties that the Company faces are:

• **Covid-19 Crisis:** The Board and management have continued to monitor the impact of Covid-19 on the Company's financial position and its ability to continue its work with Social Entrepreneurs and support its employees in a prolonged period of remote working. The Company is following Government, HSE and other relevant advice to provide a safe work environment for its employees, beneficiaries, and partners. At the outset of the crisis in 2020, the Board established a sub-committee of the Board to review a number of scenarios, prepared by management, to prepare for and manage the potential impact of Covid-19 on the resources and activities of the Company. An employee engagement programme was put in place and there was a focus on regular communication with all employees to ensure their continued wellbeing.

Notwithstanding that Covid-19 has had a significant impact on fundraising, the Directors and the Leadership team are comfortable that sufficient mitigation measures are in place to ensure that the impact of the pandemic on cashflows can be managed and the Company can continue to meet its obligations as they fall due for a period of at least 12 months from the date of signing the financial statements

• **Strategic Risk:** The Company developed a new and ambitious three-year strategy in 2019 for the years 2020-2022. One of the key risks to the Company is the failure to meet the strategic objectives and to deliver on SEI's mission and desired impact. While the roll-out of the new strategy has been impacted by the pandemic, mitigating strategies are in place to reduce the likelihood and impact of this risk. These strategies include regular strategic planning and review processes, comprising quarterly and annual strategic reviews and planning. Further development of SEI's Impact Measurement framework during 2020 advanced SEI's ability to monitor key objectives and the impact on social entrepreneurs. The Impact Measurement framework will be further implemented during 2021. SEI continues to engage with strategic and sectoral partners in Ireland, so that the Company remains a leader in the delivery of its core services.

• **Lack of Funding to support Programmes:** The Company provides support to social entrepreneurs through a range of programmes including the Spark Programme, the Ideas Academy, the Action Lab, the Impact Programme, the Adapt Programme and Scale Partnerships. These programmes offer specialised coaching, workshops and mentoring across the different stages of the social entrepreneur journey, as well as direct financial support. There is a risk that sufficient funding may not be available to adequately fund operating costs and fund these programmes. This risk is mitigated by the development and implementation of the Fundraising Strategy resulting in a broadening of the funding base both nationally and internationally. During 2020, the Company accessed Government wage subsidy schemes (TWSS & EWSS).

• **Recruitment, Retention and Development of staff:** There is a risk that key staff may not remain with the Company resulting in a loss of corporate knowledge and experience. The risk is mitigated through the close involvement of the Board with key staff, effective HR strategies and policies, succession planning and learning and development. SEI benefits for staff include 25 days annual leave, employer contribution to PRSA scheme, Employee Assistance Programme, paid maternity & paternity leave, TOIL and a flexible approach to working arrangements.

• **Reputational risk:** The Directors have reviewed the activities of the Company and considered the potential sources of reputational damage and their impact on the Company. Reputational risk could result from several areas including negative publicity in respect of SEI activities, donors and awardees or negative comment by donors and awardees. The risks are mitigated by the development and implementation of a clear communications strategy with our donors, awardees and other stakeholders supported by transparent reporting in relation to our activities and financial position and results.

REVIEW OF THE BUSINESS AND FUTURE DEVELOPMENTS

The Company's 2020-22 strategy 'STEP, LEAP, SOAR' was the bedrock for everything that was achieved in 2020. While the Covid-19 crisis has had an impact on the Company's ability to deliver fully on year one of the 2020 – 2022 Strategy, significant progress has been made in meeting the needs of the social entrepreneurs that the Company supports.

One significant change in our programme delivery for 2020 was the creation of the Adapt Programme and postponement of the Impact Programme at LEAP stage. At this crucial stage in the journey, we support social entrepreneurs to grow their impact. However due to the national and global implications of the pandemic and associated uncertainty, SEI made the decision to postpone the Impact Programme for 2020 and focus our LEAP supports towards members of our community who needed to adapt and pivot their offerings. We recognised that while our alumni would have resource challenges due to Covid-19, they would also need more practical and moral support at this time, particularly to transform their organisation to make it fit for purpose or to pause some of their activities until after the crisis. The Adapt Programme was created in response to this need.

The ongoing and generous support of the Company's donors, sponsors, partners together with the full support of management and staff, enabled the Company to move our programmes online and to significantly expand the supports and initiatives on offer to social entrepreneurs in the Community. The Company plans to continue to develop SEI's unique offerings and build on these successes into 2021.

EVENTS SINCE THE YEAR END

In March 2021, Tim Griffiths joined SEI as the CEO of the Company, bringing more than 25 years' experience of leading organisations in the advertising and communications sector to this role. Tim has also been a long-term supporter of social entrepreneurship in Ireland. The Directors look forward to working with and supporting Tim in his role as CEO.

Tim took over from Darren Ryan, who joined the Ireland Funds after 11 years with SEI. In that time, Darren played an instrumental role in strengthening the culture and values of the Company, building an experienced and dedicated team and growing supports for social entrepreneurs. Darren left the Company in a strong position for continued growth. We would like to thank Darren for his dedication and his contribution to SEI over the past 11 years.

Since January 2021, SEI has continued to monitor the impacts and the advice related to Covid-19. All staff continue to work remotely and will return to office when it is safe to do so. SEI's selection process and programmes will continue to be held online until it is safe to host in-person events.

OBJECTIVES AND ACTIVITIES

The Company's mission is to find people with solutions to social problems and support them on every step of the journey. Each year, SEI embarks on a nationwide search for budding and developing social entrepreneurs.

The Company's programmes are delivered under the headings - STEP, LEAP, SOAR and Community which are described below.

National Call Campaign

At the beginning of the year, Social Entrepreneurs Ireland rolled out a national marketing campaign across print, radio and digital platforms with the call to action: "See past the problems to the solutions". The national campaign encouraged people across the country to apply to Social Entrepreneurs Ireland and was supported by a generous donation of free advertising space from Exterior Media and DAA. This included messaging across commuter transport and transport hubs, advertising in Dublin airport, online ads on the IrishTimes.com and IrishExaminer.com along with radio ads on Cork's Red FM and Galway Bay FM. The campaign creative was designed by Bradley: The Brand Agency as part of a three-year charity partnership. This activity coincided with a successful public relation and social media campaign – with our highest ever reach.

Selection Process

A record number of 245 social entrepreneurs applied to the Ideas Academy in 2020. Of these, 120 were

invited to pitch to panels of judges comprising of individuals from the SEI network of experts, supporters, investors, leaders, and potential funders for a place on the programme, of which 60 were selected. Due to Covid-19, the pitches were hosted online and the programme itself was fully redesigned to be delivered online in 2020.

Every applicant was provided with detailed feedback on their idea and submission.

The Company prides itself on its robust and extensive selection process, engaging its network in the review process. In 2020, 208 individuals took part in reviewing applications, ensuring a diverse range of views on each application.

1. STEP

We know that the first step of the journey is often the hardest one to take. Too often great ideas never get started or developed into real impact in our communities.

Spark Programme

The Spark Programme aims to inspire, inform, and increase awareness of social entrepreneurship and what SEI does, allowing people to take the first step in their journey. One of the programme's core goals is to stimulate social entrepreneurship in targeted communities and support budding and potential social entrepreneurs who are not yet part of our community.

In 2020, SEI held a number of one-to-one meetings with representatives of target audiences to seek their input on the programme and what they would like to see offered. SEI also laid the foundations for a series of Spark Session events to be piloted in 2021.

While the Spark Programme sits under the STEP pillar, the principles of encouraging diversity and inclusivity are applicable to every stage of the journey and SEI is committed to helping our social entrepreneurs progress through the stages.

Ideas Academy

The Ideas Academy supports people with early-stage innovative ideas to solve social problems in Ireland. Over four months, participants receive a range of supports to build skills and accelerate learning in core areas of importance – helping them to progress from idea to action.

In 2020, the programme supported 60 budding social entrepreneurs with ideas to change Ireland. These ideas ranged from addressing the lack of employment for people with disabilities to supports for migrant communities, mental health resources, rural town development and sustainable living.

Action Lab

The Action Lab supports social entrepreneurs who have successfully completed the Ideas Academy and who are in the early stages of testing, piloting and rolling out their solution to a social problem in Ireland. The Action Lab provides supports in key business areas, as well as peer to peer supports, SEI consultancy and a programme bursary.

Originally planned for November 2020, the four-month programme was launched in July 2020 in response to the needs of earlier stage social entrepreneurs which became more pressing as a result of the pandemic. We supported 13 social entrepreneur-led projects and organisations as they navigated how to pilot and roll out their solution in a changed environment. The Action Lab 2020 participants addressed social issues affecting children and young people, formal and family carers, new and ethnic communities and the environment. At the end of the programme, we provided seed funding to three organisations:

Toddler-Talk – Camilla Marks

Toddler-Talk is an interactive platform which aims to streamline how support services are delivered to children experiencing difficulty with speech, language and communication.

Dignity Partnership – Rosemary Kunene

Dignity Partnership is a social enterprise that aims to promote self-employment and provide supports for people who are, or have been, in the Direct Provision system.

Kinship Care Ireland – Caitriona Nic Mhuiris

Kinship Care Ireland is an organisation that offers supports, information and advocacy to Kinship families and their communities.

2. LEAP

When a social entrepreneur has taken the first steps, the following stage often requires a leap of faith. We support social entrepreneurs as they navigate this risky part of the journey.

Adapt Programme

The Adapt Programme was launched in July 2020 to support social entrepreneurs in their response to the unprecedented challenges facing them and those they support as a result of the pandemic. The programme supported social entrepreneurs to pivot and adapt their offering in order to maintain and grow their impact in this new context.

Five organisations from within the SEI Alumni Community were selected for this five-month programme. Each engaged in a bespoke programme of support in addition to receiving direct funding of €5,000. The five participants were:

Prepare Me - Caitriona Watters Crehan

Prepare Me creates resources for children and adults who have additional needs. Its resources are designed to help users, whatever their level of need or support, to have informed experiences in everyday settings. Prepare Me offers offline resource packs that include video models, picture stories, visual schedules and additional learning activities.

Eating Freely - Emma Murphy

Eating Freely is a psychology-based programme developed by Emma Murphy MIACP, a Disordered Eating Specialist for over 10 years working with women and men who struggle with food, weight and their body image. Eating Freely is also the world's leading network of Binge Eating, Emotional Eating and Bulimia Specialists.

GIY - Karen O'Donohoe

Founded in 2008, GIY supports people around the world to live healthier, happier and more sustainable lives by growing some of their own food. GIY's mission is to educate and enable a global movement of food growers whose collective actions will help to rebuild a sustainable food system.

Shona Project - Tammy Darcy

The Shona Project aims to educate, empower and inspire today's Irish girls to become tomorrow's strong, resilient and confident young women. The Shona Project visit schools all around Ireland to meet and talk to girls about how to find their place and identity.

Helium Arts - Helene Hugel

Helium Arts' mission is to empower children living with illness through their creativity and the arts, inspiring those who care for them and supporting creative healthy environments.

3. SOAR

For social entrepreneurs who have developed a scalable model, we help them to develop themselves and their organisations to deliver impact at scale.

Scale Partnerships

Our Scale Partnership programme provides bespoke, tailor-made support and funding to social entrepreneurs who are ready to take their proven models to the next level and impact the problem at scale.

Through engagement with this programme, Scale Partners seek to significantly increase their impact on the social problem they are tackling. The programme supports social entrepreneurs to increase their personal and organisational capacity and resilience to ensure they can sustainably bring about change.

Scale Partners work with the Social Entrepreneurs Ireland team to create a strategy for growth and a fundraising plan. The Company works with the selected Scale Partners to assist them to secure funds necessary for their specific growth strategy.

In 2020, Social Entrepreneurs Ireland continued working with four social entrepreneurs on the Scale Partnerships Programme from 2018/2020 and selected three new Scale Partnerships for the 2021/2022 programme. The programme supports social entrepreneurs with established and effective projects that have the potential to scale significantly- creating widespread and long-term social impact. Each project was granted between €50k - €200k over a period of two years, along with donated services and non-financial supports.

The four organisations supported from 2018 to 2020 were:

CyberSafeKids - Alex Cooney

CyberSafeKids works to empower children, parents and teachers to navigate the online world in a safe and responsible manner.

AsIAM - Adam Harris

AsIAM is Ireland's National Autism Charity. AsIAM is working to create a society in which every autistic person is empowered to reach their own personal potential and fully participate in society. AsIAM believe that by developing the capacity of the autism community and addressing the societal barriers to inclusion that Ireland can become the world's most autism-friendly country.

Ó Cualann Cohousing Alliance - Hugh Brennan

Ó Cualann Cohousing Alliance is a voluntary housing co-operative that builds affordable houses in fully integrated and sustainable communities across Ireland. Integrated housing can have a transformative effect on wider societal issues like educational and health equality.

Irish Men's Sheds Association - Barry Sheridan

The Irish Men's Sheds Association supports men's sheds in Ireland. Men's sheds are member-run organisations for men of all ages and backgrounds. The Irish Men's Sheds Association exists to support and promote the development of men's sheds in Ireland. Men's sheds are autonomous, community-run spaces where men of all ages and backgrounds share skills, collaborate on projects and work together within their communities.

Impact/achievements of SEI's Scale Partnerships programme 2018-2020

- A total of €405,000 of funding was committed to the four Scale Partners by SEI.
- SEI offered fundraising support that directly led to a further €822k being raised by the four organisations.
- On average, the four organisations saw 76% growth in their income from 2018 to 2020.
- On average, the four organisations saw 94% growth in their headcount from 2018 to 2020.
- In excess of 22,000 beneficiaries were reached over the 2 years by the four organisations.

The three organisations we are supporting from 2020 to 2022 are:

MyMind– Krystian Fikert

MyMind are looking to ensure everyone in Ireland who needs counselling or psychotherapy can access it. As a social enterprise, they have built a service that addresses many of the barriers to therapy, including cost, language and geography. Having built an online therapy offering over the last number of years, they were able to respond to the Covid crisis with great agility. They have built a strong partnership with the HSE. In 2020 they delivered over 34,000 therapy sessions.

Mobility Mojo – Stephen Cluskey and Noelle Daly

Stephen and Noelle, co-founders of Mobility Mojo - know one of the biggest barriers to accessible travel is the lack of information on accessible accommodation. Mobility Mojo have built an app that allows any hotel manager to complete a comprehensive accessibility audit by walking through their hotel. With one click, the information can be displayed on the hotel's website. Improved accessibility information is leading to a surge in accessible bookings among partner hotels. Mobility Mojo see this as a first step in opening the world to everyone.

JumpAgrade – Pádraic Hogan and David Neville

JumpAgrade want to see every child reach their fullest potential, regardless of ability, location or family background. Working with Trinity College, they created and validated a framework for providing formative feedback. They built an app around the framework and have been delivering high quality individual tuition to leaving certificate students with the greatest need for three years. In 2020, students working with JumpAgrade saw a 14.6% increase in grades on average. 2020 also saw JumpAgrade pilot their whole classroom tool enabling teachers to give more personalised feedback in less time.

4. COMMUNITY

Social Entrepreneurs Ireland has a committed and dedicated community of social entrepreneurs, supporters, business leaders and social sector experts. Our community plays a pivotal role in the support that we provide to social entrepreneurs at each stage of their journey ensuring that they benefit from being part of a thriving network of people affecting change around the country.

Our Community Programme provides ongoing, wrap around support to social entrepreneurs who have previously been through SEI's support programmes. We seek to harness the skills, knowledge and experience of our community for our social entrepreneurs to increase their impact across Ireland. Through the Community Programme, the social entrepreneurs continue to receive support and advice and make valuable connections.

Through this programme, we provide support in the areas of moral support, learning, knowledge sharing and key business areas, by making connections, providing consultancy, mentorship, pro bono services, useful resources and training. In 2020, we had over 220 engagements with social entrepreneurs. Initiatives of the Community Programme include:

The Community Hub

In April 2020, we launched the SEI Community Hub – an online hub with resources and supports for all members of our community outlining funding opportunities and pro-bono supports in the areas of leadership and personal development, fundraising, mental health and wellbeing, technology, and legal.

Community Connect

In September 2020, we launched a pilot of Community Connect - a new knowledge-sharing initiative to link social entrepreneurs with other members of our community for advice, guidance, mentorship and expert consultancy. We made connections that otherwise may not have taken place and created cross-sectoral collaboration and learning. In total we had nine matches among social entrepreneurs, SEI supporters and business leaders.

Community calls and online events

In April 2020, we began a six-month series of community calls and online events with the purpose of providing a space for moral support and connection, as well as learning and knowledge exchange. We had eight calls on topics such as: responding and adapting to the pandemic, staying visionary in challenging times, resilience and mental wellbeing along with workshops in data protection, contractual obligation, working from home, and securing corporate funding.

ACHIEVEMENTS AND PERFORMANCE

Since the Company's foundation in 2004, it has supported 375 social entrepreneurs across the country, impacting the lives of millions of people. While 2020 was a uniquely challenging year on both a national and global level due to Covid-19, the Company continued to innovate in terms of programme delivery, community supports and communications. The year provided the opportunity to run new and adapted versions of SEI programmes, deepen relationships with supporters, significantly extend the reach of SEI to new audiences and to continue to strengthen the team.

FINANCIAL REVIEW

The result for the year was an outflow of funds of €112,907 as the Company continued to invest a portion of its reserves over the course of the year on its charitable activities and to invest in operational resources to support the Company's growth plans. The Board of Directors had approved this further investment of the Company's reserves for 2020. The Directors closely monitor the level of cash reserves held by the company and are strongly focused on income generation and fundraising. SEI's reserves are held for continued investment into SEI's activities and to enable the Company to respond to opportunities and threats. The Company closed the year with cash of €911,500 and reserves of €736,843.

Throughout 2020, the Company maintained relationships with its key supporters. The continued support from the SEI Community was critical during this year, due to the impact of Covid-19 on business, travel and events. The Directors are committed to securing additional funds to ensure the future growth and long-term sustainability of the Company.

In 2021, the Directors will continue to build a sustainable base to significantly grow the impact of SEI and the Social Entrepreneurs it supports in the years to come.

PLANS FOR THE FUTURE

The directors do not envisage making any significant changes to the business in the foreseeable future.

RESERVES

It is our policy to retain sufficient reserves to safeguard ongoing commitments and operations. The Board reviews reserves to ensure that sufficient funds are available to allow for spending on programmes and fundraising activity to continue, without disruption, in the case of a fall in income. All reserves are currently held in cash. During 2020 the Board updated the Company's reserves policy. The policy is that cash reserves should not fall below €600,000 without the prior approval of the Board.

The Company is prohibited by its Constitution from paying dividends either as part of normal operations or on a distribution of its assets in the event of a winding up.

TAXATION STATUS

No charge to taxation arises as Social Entrepreneurs Ireland Company Limited by Guarantee has been granted charitable exemption by the Revenue Commissioners.

STATE OF AFFAIRS AFTER THE BALANCE SHEET DATE

In the opinion of the Directors, the state of the company's affairs is satisfactory and there has been no material change since the Balance Sheet date.

ACCOUNTING RECORDS

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's premises at the registered office at Lower Ground Floor, 11/12 Warrington Place, Dublin 2.

POLITICAL DONATIONS

The Company did not make any political donations during the year under review.

STATEMENT OF RELEVANT AUDIT INFORMATION

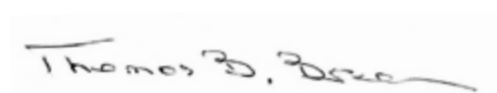
Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

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

AUDITORS

The auditor, Crowe Ireland, is eligible and has expressed a willingness to continue in office in accordance with Section 383(2) of the Companies Act 2014.

ON BEHALF OF THE BOARD OF DIRECTORS:



Tommy Breen
Chairperson
Date: 28.7.21



Teresa Harrington
Director (Chair of the Audit Committee)
Date: 28.7.21

DIRECTORS RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

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

Irish Company law requires the Directors to prepare financial statements for each financial year. Under the law the Directors have elected to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council including FRS 102 The Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland).

Under Company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company for the financial year end date and of the surplus/deficit of the Company for that 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 then apply them consistently;
- make judgments 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 Company will continue in business.

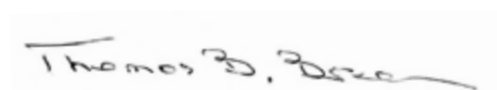
The Directors confirm that they have complied with the above requirements in preparing the financial statements.

The Directors are responsible for ensuring that the Company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Company, enable at any time the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply

with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

SIGNED FOR AND ON BEHALF OF THE BOARD



Tommy Breen
Chairperson
Date: 28.7.21



Teresa Harrington
Director (Chair of the Audit Committee)
Date: 28.7.21

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of Social Entrepreneurs Ireland for the year ended 31 December 2020, which comprise Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015.

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2020 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015;
- have been prepared in accordance with the requirements of the Companies Act 2014.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 22 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 director's 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 Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the director 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 Auditors' report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

OPINION ON THE OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

RESPECTIVE RESPONSIBILITIES

RESPONSIBILITIES OF DIRECTORS FOR THE FINANCIAL STATEMENTS

As explained more fully in the Directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

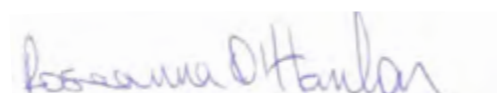
AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it

exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

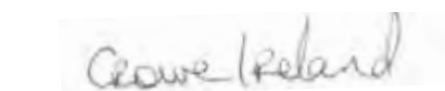
A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). The description forms part of our Auditors' report.

Signed by:



Roseanna O'Hanlon

for and on behalf of



Chartered Accountants and Statutory Audit Firm

Marine House

Clanwilliam Place

Dublin 2

Date: 28 July 2021

STATEMENT OF FINANCIAL ACTIVITIES (incorporating the Income and Expenditure Account) FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Unrestricted Funds €	Restricted Funds €	Total 2020 €	Total 2019 €
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3.1	1, 097,228	723,932	1, 821,160	2,087,616
Other income	3.2	105,498	-	105,498	-
Total		1, 202,726	723,932	1,9 26,658	2,087,616
EXPENDITURE ON:					
Raising funds	4.1	277,458	14,050	291,508	343,741
Charitable activities	4.2	1,0 52,140	695,917	1, 748,057	1,871,488
Total		1, 319,598	709,967	2,039,565	2,215,229
Net income / (expenditure)		(126,872)	13,965	(112,907)	(127,613)
RECONCILIATION OF FUNDS:					
Total funds brought forward	15	793,212	56,538	849,750	977,363
TOTAL FUNDS CARRIED FORWARD	15	666,340	70,503	736,843	849,750

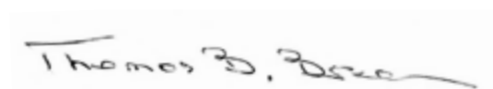
All income and expenditure arises from continuing operations. The company has no recognised gains or losses other than the result for the year as set out above.

The notes on pages 21 to 31 form part of these financial statements.

BALANCE SHEET AS AT 31 DECEMBER 2020

	Note	2020 €	2019 €
FIXED ASSETS			
Tangible assets	11	14,353	11,575
CURRENT ASSETS			
Debtors	12	81,141	199,406
Cash at bank and in hand	13	911,500	1,021,191
TOTAL CURRENT ASSETS		992,641	1,220,597
CREDITORS (amounts falling due within one year)	14	(270,151)	(382,422)
NET CURRENT ASSETS		722,490	838,175
TOTAL NET ASSETS		736,843	849,750
FUNDS OF THE CHARITY			
Unrestricted funds	15	666,340	793,212
Restricted funds	15	70,503	56,538
TOTAL CHARITY FUNDS		736,843	849,750

SIGNED ON BEHALF OF THE BOARD:



Tommy Breen
Chairperson
Date: 28.7.21



Teresa Harrington
Director
Date: 28.7.21

The notes on pages 21 to 31 form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2020

	2020 €	2019 €
CASH FLOWS FROM OPERATING ACTIVITIES		
Deficit for the financial year	(112,907)	(127,613)
Adjustments for:		
Depreciation of tangible assets	6,655	7,522
Decrease/(increase) in debtors	118,265	(23,954)
(Decrease)/increase in creditors	(112,271)	186,613
NET CASH (USED IN) / GENERATED FROM OPERATING ACTIVITIES	(100,258)	42,568
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of tangible fixed assets	(9,433)	(8,633)
NET CASH USED IN INVESTING ACTIVITIES	(9,433)	(8,633)
NET (DECREASE) / INCREASE IN CASH AND CASH EQUIVALENTS	(109,691)	33,935
Cash and cash equivalents at beginning of year	1,021,191	987,256
CASH AND CASH EQUIVALENTS AT THE END OF YEAR	911,500	1,021,191
CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:		
Cash at bank and in hand	911,500	1,021,191

1. GENERAL INFORMATION

Social Entrepreneurs Ireland Company Limited by Guarantee is established to benefit the community as a whole by encouraging social change and innovation through the promotion and development of social entrepreneurship. This is done by providing financial support, mentoring and training to social entrepreneurs and by actively engaging with the community. The company's registered office is Lower Ground Floor, 11/12 Warrington Place, Dublin 2.

2. STATEMENT OF ACCOUNTING POLICIES

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared on a going concern basis and in accordance with Financial Reporting Standard 102 (FRS102), the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014 and with reference to the Charities SORP (FRS102): Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) issued by the Charities Commissioner in the UK and the Office of the Scottish Charity Regulator. The Charity SORP (FRS 102) is not yet mandatory in the Republic of Ireland and the Irish Charity Regulator has not yet prescribed accounting regulations for Irish Charities.

The Company meets the definition of a Public Benefit Entity under Charities SORP (FRS102). Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 2.2).

The principal accounting policies of the charity are set out below. The policies have been applied consistently throughout the period.

FUNCTIONAL AND PRESENTATION CURRENCY

The Company's functional presentation currency is the Euro, denominated by the symbol '€'.

INCOMING RESOURCES

All incoming resources are recognised in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy and receipt is probable. The following specific policies are applied to particular categories of income:

- Donations are recorded in Incoming Resources when receivable. Donations consist of monetary donations from the public, from corporate and major donors. This funding has been obtained to assist the Company in the running of its operations. Income from all sources is recognised in the period in which the organisation is entitled to the resource, receipt is probable and when the amount can be measured reliably.

- Restricted income is recognised in accordance with the terms set out by the donor.

- Investment Income is included when it is receivable.

- Grants from Governments and other institutional donors: where related to performance and specific deliverables are accounted for as the Charity earns the right to consideration by its performance.

- Donated services are recognised as income and a corresponding charge made to costs. Where services are provided as a donation that would normally be purchased from suppliers this contribution is included in the financial statements at an estimate based on the value of the contribution had they been purchased. Donated professional services and donated facilities are recognised as income when the Company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the Company of the item is probable and economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the Company which is the amount the Company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Where income is received in advance of its recognition it is deferred and included in creditors. Where entitlement occurs before income being received the income is accrued. All expenditure is recognised on an accruals basis.

RESOURCES EXPENDED

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount can be measured reliably.

Resources expended are analysed between costs of raising funds, charitable activities and other costs.

The costs of each activity are separately accumulated and disclosed, analysed according to their major components. Support costs, which cannot be attributed directly to one activity, are allocated to activities in proportion to the time spent on each activity by staff.

Irrecoverable VAT is charged against the activity for which the expenditure is incurred.

Costs of raising funds comprise the costs incurred in fundraising activities. Fundraising costs include the costs of advertising, website costs, events costs, branding, salary and support costs in these areas. All costs of generating funds are recognised on an accruals basis.

Charitable Activities expenditure includes the costs incurred in undertaking the various charitable activities carried out by Social Entrepreneurs Ireland, including those support costs and governance costs apportioned to Charitable Activities.

Allocation of support costs

Support costs are costs incurred to support the charitable and fundraising activities of the Company. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Company’s activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 5.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated in the Balance Sheet at cost less accumulated depreciation. Depreciation is provided on all tangible fixed assets, so as to write off the cost, less their estimated residual value of each asset over its expected useful economic life by the following methods at the following annual rates:

Premises	20%	Straight Line Method
Fixtures and Fittings	33.3%	Straight Line Method
Computer Equipment	20%	Straight Line Method

DEBTORS

Short term debtors are measured at transaction price, less any impairment.

CASH AND CASH EQUIVALENTS

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

CREDITORS

Short term creditors are measured at the transaction price.

FUND ACCOUNTING

Unrestricted funds consist of General funds and designated funds. General funds represent amounts which are expendable at the discretion of the directors in furtherance of the objectives of the charity. Such funds may be held in order to finance working capital or to finance the start-up of new programmes.

Designated funds represent amounts that directors may at their discretion set aside for specific purposes, which would otherwise form part of the general reserves of the organisation. Specifically, the directors set aside funds so that it can protect the group’s on-going programme of work from unexpected variations in income.

Restricted funds represent grants and donations received which can only be used for particular purposes specified by the donors. Such purposes are within the overall aims of the organisation.

GOVERNANCE COSTS

Governance costs are any costs associated with the strategic as opposed to day-to-day management of the charity’s activities. These costs include salaries of employees involved in meetings with the directors and the cost of any administrative support provided to the directors. Governance costs are accounted for on an accrual basis.

FINANCIAL INSTRUMENTS

The company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities such as trade and other accounts receivable and payable. Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

TAXATION

No charge to taxation arises as the company is exempt under Sections 207 and 208 of the Taxes Consolidation Act 1997.

PENSIONS

The company does not operate a company pension scheme. The Company has entered into an arrangement with a PRSA provider to enable staff to participate in a PRSA, and provides matching funds in the scheme. Employer contributions are charged to the Statement of Financial Activities in the year in which they become payable.

HOLIDAY PAY ACCRUAL

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement and accrued at the Balance Sheet date.

UNRESTRICTED RESERVES POLICY

Reserves can be understood as income that becomes available and is to be expended at the discretion of the Board of Directors in furtherance of any of the Company's objectives ('general purpose' income), but which is not yet spent, committed or designated.

There are a number of reasons why Social Entrepreneurs Ireland may hold reserves including: to fund existing multi annual committed expenditure; to fund unexpected expenditure, for example when projects overrun or unplanned events occur; to fund shortfalls in income, when income does not reach expected levels; to fund the establishment of an investment fund to provide on-going income to the organisation.

The Company has set a reserves policy which requires reserves to be maintained at a level which ensures that the Company's core activities could continue during a period of unforeseen difficulty and meet all outstanding commitments made as part of the Company's awards programme. The board reviews the level of reserves held on an annual basis.

GOING CONCERN

During the first half of 2020, the Covid-19 pandemic spread worldwide. The initial economic effect of this has been a worldwide slowdown in economic activity and the loss of jobs across many businesses. In Ireland there are restrictions placed on "non-essential" businesses which has resulted in many businesses temporarily closing in measures designed to restrict the movement of people and to slow down the spread of the virus.

The Company adapted to the Covid-19 pandemic in a planned and focussed way and followed Government, HSE and other relevant advice to provide a safe environment for all its Stakeholders. The Company adapted its programmes and continued to support and increase the number of Social Entrepreneurs it worked with. Fundraising activities continued and the Company availed of Government subsidies and grants. Cash reserves were closely monitored and maintained at a level approved by the Board.

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The financial statements have been prepared on a going concern basis.

2.2 JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. There were no 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.

	Note	Unrestricted Funds €	Restricted Funds €	2020 €	2019 €
3. INCOMING RESOURCES					
3.1 DONATIONS AND LEGACIES					
Donations		599,217	723,932	1,323,149	1,587,115
Donated services and discounts	3.1.1	498,011	-	498,011	500,501
		1,097,228	723,932	1,821,160	2,087,616

3.1.1 DONATED SERVICES

During the year, the company was in receipt of donated services valued at €498,011. The main element of this consist of A&L Goodbody legal services totalling €182,485, A&L Goodbody company secretarial services totalling €11,835, advertising support from Exterior of €68,250, PR and communications support from Bradley: Bradley Agency of €58,428 and event support from Areaman of €28,192. Donated services and associated costs have been recognised in the financial statements.

3.2 OTHER INCOME

Grant Income

Unrestricted Funds €	Restricted Funds €	2020 €	2019 €
105,498	-	105,498	-
105,498	-	105,498	-

During the year the company availed of the Government's Employment Wages Subsidy Scheme, a financial support available to employers impacted by Covid-19.

4. EXPENDITURE ON:**4.1 Raising Funds**

	2020 Unrestricted Funds €	2020 Restricted Funds €	2020 Total €	2019 Total €
Total Costs	277,458	14,050	291,508	343,741

4.1.1 Raising Funds

	2020 Direct €	2020 Support €	2020 Total €	2019 Direct €	2019 Support €	2019 Total €
Staff Costs	154,303	62,878	217,181	134,329	48,808	183,137
Other Costs	7,922	66,405	74,327	25,092	135,512	160,604
Total Costs	162,225	129,283	291,508	159,421	184,320	343,741

Support costs are analysed further in note 5.

4.2 Charitable Activities

	2020 Unrestricted Funds €	2020 Restricted Funds €	2020 Total €	2019 Total €
STEP (Academy for Social Entrepreneurs)	219,537	326,206	545,743	588,321
LEAP (Awards Programme)	24,677	171,965	196,642	490,504
SOAR (Scale Partnership Programme)	353,967	52,280	406,256	481,868
Community (Social Entrepreneurs Community & Sector Development)	453,950	145,466	599,416	310,795
	1,052,140	795,917	1,748,057	1,871,488

4.2.1 Charitable Activities

	2020 Direct €	2020 Support €	2020 Total €	2019 Direct €	2019 Support €	2019 Total €
STEP (Academy for Social Entrepreneurs)	361,817	183,926	545,743	449,107	139,214	588,321
LEAP (Awards Programme)	14,872	54,770	196,642	351,290	139,214	490,504
SOAR (Scale Partnership Programme)	305,335	100,921	406,256	376,065	105,803	481,868
Community (Social Entrepreneurs Community & Sector Development)	454,299	145,117	599,416	227,266	83,529	310,795
	1,263,323	484,734	1,748,057	1,403,728	467,760	1,871,488

5. SUPPORT COSTS

Support costs included within Social Entrepreneurs Ireland Company Limited by Guarantee include Staff Costs and Office Costs. Support costs are charged to each activity based on the proportion of staff time spent on each activity.

	2020 Raising Funds €	2020 Charitable Activities €	2020 Total €	2019 Total €
Staff Costs (Pay and Pensions)	62,878	246,524	309,402	172,672
Staff recruitment	10,551	37,850	48,401	-
Staff training	2,381	8,541	10,922	-
IT and online platforms	15,455	55,439	70,894	9,871
Marketing and Communications	5,999	21,518	27,517	19,848
Memberships and Subscriptions	939	3,369	4,308	7,175
Facilitators/Consultants	7,618	27,327	34,945	105,316
TV Documentary *	-	-	-	246,345
Travel and Accommodation	264	948	1,212	3,864
Catering	737	2,644	3,381	2,783
Other Event Costs	270	969	1,239	679
Venues	-	-	-	(6,314)
General Office Costs	947	3,395	4,342	7,540
Insurances	712	2,552	3,264	2,409
Miscellaneous	4,186	15,022	19,208	4,301
Rent and Service Charges	11,802	42,335	54,137	55,685
Utility Costs	1,593	5,714	7,307	5,557
Depreciation charge	1,451	5,204	6,655	7,522
Audit	1,500	5,383	6,883	6,827
	129,283	484,734	614,017	652,080

* TV Documentary – the third party costs of the TV Documentary were funded by restricted donations.

6. GOVERNANCE COSTS

	2020 Direct €	2020 Support €	2020 Total €	2019 Direct €	2019 Support €	2019 Total €
Audit costs	-	6,883	6,883	-	6,827	6,827
Company Secretarial costs*	-	17,465	17,465	-	15,225	15,225
Total Costs	-	24,348	24,348	-	22,052	22,052

* Company Secretarial costs are included in expenditure on Charitable Activities in note 4.

7. NET MOVEMENT IN FUNDS

Net movement in funds is stated after charging the following:

	2020 €	2019 €
Depreciation	6,655	7,522
Auditors' Remuneration	6,883	5,500
Operating Lease Rentals - Building	37,012	37,012

8. STAFF AND STAFF COSTS

The average monthly number of employees during the year was 17 (2019: 14). The aggregate amounts paid to or on behalf of staff are as follows:

	2020 €	2019 €
Wages and salaries	681,610	578,752
Social Welfare Costs	65,641	63,867
PRSA Costs	43,647	33,804
	790,898	676,423

The number of staff whose emoluments amounted to over €70,000 in the year were as follows:

	2020	2019
€80,001 - €90,000	1	-
€90,001 - €100,000	-	1

For the financial year 2020, the following employer pension contributions were made to staff whose emoluments amount to over €70,000:

	2020 €	2019 €
€80,001 - €90,000	8,510	-
€90,001 - €100,000	-	8,992

Key management personnel consist of the executive management for whom the total remuneration cost was €332,966 (2019: €261,897) in the year. Pension contributions were €23,390 (2019: €19,714).

The CEO was paid a salary of €85,116 by the company in the year.

The board of directors is voluntary and did not receive any remuneration for their services during the period nor did they claim any expenses in the period.

9. PENSION COSTS

The company does not operate a company pension scheme. The Employer has entered into an arrangement with a PRSA provider to enable staff to participate in a PRSA, and SEI provides matching funds up to 10% of salary to the scheme. The pension charge represents contributions due of €43,647 (2019: €33,804) from the company and are fully paid at year end.

10. TAXATION

No charge to taxation arises as Social Entrepreneurs Ireland has been granted charitable tax exemption by the Revenue Commissioners.

11. TANGIBLE FIXED ASSETS

	Premises €	Fixtures & fittings €	Computer equipment €	Total €
COST				
At 1 January 2020	13,855	17,699	26,567	58,121
Additions	-	-	9,433	9,433
At 31 December 2020	13,855	17,699	36,000	67,554
DEPRECIATION				
At 1 January 2020	13,115	16,044	17,387	46,546
Charge for the year	740	683	5,232	6,655
At 31 December 2020	13,855	16,727	22,619	53,201
NET BOOK VALUE				
At 31 December 2020	-	972	13,381	14,353
At 31 December 2019	740	1,655	9,180	11,575

Tangible fixed assets have been stated at cost less accumulated depreciation.

12. DEBTORS (Amounts falling due within one year)

	2020 €	2019 €
Debtors	62,000	175,000
Other debtors	1,125	-
Prepayments	18,016	24,406
	81,141	199,406

13. CASH AND CASH EQUIVALENTS

	2020 €	2019 €
Cash at bank and in hand	911,500	1,021,191

14. CREDITORS (Amounts falling due within one year)

	2020 €	2019 €
Trade Creditors	15,718	16,360
Payroll Taxes	14,485	20,058
Accruals	69,948	157,204
Deferred income	80,000	-
Accrued awardee commitments	90,000	188,800
	270,151	382,422

15. FUNDS OF THE CHARITY

15.1 ANALYSIS OF NET FUNDS - UNRESTRICTED

	Opening Balance €	Receipts €	Expenditure €	Closing Balance €
General Unrestricted funds	793,212	1,202,726	(1,329,598)	666,340

Unrestricted funds are funds that have been received by Social Entrepreneurs Ireland Company Limited by Guarantee and which are expendable at the discretion of the entity in furtherance of the objects of the Company. The policy is that cash reserves should not fall below €600,000 without the prior approval of the Board.

15.2 ANALYSIS OF NET FUNDS - RESTRICTED

	Opening Balance €	Receipts €	Expenditure €	Transfer between Reserves €	Closing Balance €
STEP (Academy for Social Entrepreneurs)	-	327,373	(327,373)	-	-
LEAP (Awards Programme)	-	240,543	(180,040)	-	60,503
SOAR (Scale Partnership Programme)	-	52,397	(52,397)	-	-
Community (Social Entrepreneurs Community & Sector Development)	56,538	89,569	(136,107)	-	10,000
Fundraising	-	14,050	(14,050)	-	-
	56,538	723,932	(709,967)	-	70,503

15.3 ANALYSIS OF NET ASSETS

	Restricted Funds €	Unrestricted Funds €	Total Funds €
Tangible Assets	-	14,353	14,353
Current Assets	70,503	922,138	992,641
Current Liabilities	-	(270,151)	(270,151)
Net Assets at 31 December 2020	70,503	666,340	736,843

16. RELATED PARTY TRANSACTIONS

16.1 TRANSACTIONS WITH RELATED PARTIES

John Duffy, Julie Sinnamon, Tommy Breen, Caroline Keeling / Keeling Family (members of the board of directors of the company) and A&L Goodbody made financial donations during the year. The total

value of these donations was €77,374. Julian Yarr, a member of the board of directors of the company, is Managing Partner of A&L Goodbody. A&L Goodbody donated legal services to SEI as well as a wide range of Awardees during 2020.

17. COMMITMENTS UNDER OPERATING LEASES

At 31 December 2020 the company had future minimum lease payments under a non-cancellable property operating lease for each of the following periods:

	2020 €	2019 €
Not later than 1 year	37,012	37,012
Later than 1 year and not later than 5 years	117,323	-
Later than 5 years	-	-
	154,335	37,012

18. CAPITAL COMMITMENTS

There were no capital commitments approved by the directors for future years.

19. CONTINGENT LIABILITIES

There are no contingent liabilities at year end which require disclosure in the accounts.

20. COMPANY STATUS

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1 towards the assets of the company in the event of liquidation.

21. ULTIMATE CONTROLLING PARTY

The Members of Social Entrepreneurs Ireland Company Limited by Guarantee are considered to be the ultimate controlling party.

22. NON-AUDIT SERVICES

In common with many other businesses of similar size and nature, we require our auditors to assist in the preparation of the statutory financial statements.

23. POST BALANCE SHEET EVENTS

There were no significant subsequent events, with the exception of the ongoing impact of the Covid-19 pandemic, which the company is managing, and which commenced before the balance sheet date, that require disclosure or adjustment to the financial statements.

24. APPROVAL OF FINANCIAL STATEMENTS

The Board of Directors approved these financial statements for issue on 28 July 2021.



‘SEI’s work has helped us focus on how we end the problem. It’s a great programme. I’m really grateful for everything you have done for us.’

Adam Harris, CEO
AsIAm



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CHY 17524 / CRA20065379

