

# 2021 | ANNUAL REPORT



**social**  
entrepreneurs  
Ireland

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# Chair of the Board's Foreword

“2021 was a year in which many of us gradually became acclimatised to living with Covid-19 but for many segments of society the pandemic created new challenges or exacerbated existing societal issues. This background created the platform for many social entrepreneurs to play pivotal roles in creating positive and necessary change in communities across Ireland by stepping up to provide innovative solutions to a whole range of social problems. SEI was again privileged in 2021 to work with more than 100 of these social entrepreneurs through the provision of strategic support and guidance to them.

I am pleased to report that despite the very difficult environment as a result of Covid, we have not seen a drop off in the numbers and quality of new social entrepreneurs coming forward with new ideas to make Ireland a better place for those most disadvantaged in our society today. I am optimistic that SEI can play a key role in helping them and many established social entrepreneurs to make a significant and critical impact on our many and varied social problems. This optimism is borne out of the outstanding support of our individual supporters, corporate supporters and philanthropic foundations who provide a combination of direct funding, skills and expertise which allows SEI to provide a range of supports to so many social enterprises. The heartfelt thanks to all of these supporters is extended by everyone in SEI.



The heartfelt thanks to all of these supporters is extended by everyone in SEI.”



My optimism for the future of SEI is further supported by the talented, committed and passionate team in SEI who continue to deliver on SEI’s mission to find people with solutions to social problems and support them on every step of their journey-I thank every one of them. I am delighted to say that Tim Griffiths who joined as CEO in early 2021 has demonstrated both his passion for social entrepreneurship and his ability to lead the team based on his many years of leadership within other creative organisations.

During the year Teresa Harrington and Brian McCraith retired from the Board after many years of committed and loyal service to SEI. I would like to thank both of them for all the wisdom that they contributed to SEI and to wish them both every success and happiness in the future. Similarly, during the year my other colleagues on the Board gave up their time selflessly to bring their many skills which help to make SEI a more effective organisation.

In conclusion, I look forward to the future with renewed hope that SEI can continue to grow and develop further and with gratitude to all those within our wider community who will ensure that it will happen.

Thomas B. Breen

Chair of Board



# A Word From Our CEO

2021 was a year where the world tentatively in some cases, and boldly in others, re-emerged from pandemic lockdowns and adapted to living with Covid. We at SEI did likewise as we continued on our path of supporting Ireland's social entrepreneurs at every step of their journey at a time when they are most needed. We have taken the best of pandemic learnings and continue to evolve the supports that we deliver whether virtual or in person.

Our National Call for application in 2021 received 290 applications, and the Selection Process involved the support of hundreds of reviewers and judges from all corners of our broader community. This led to a final group of sixty fledgling projects taking part in our Ideas Academy and five early-stage organisations taking part in our Impact Programme. In addition to this, we supported over 100 social entrepreneurs from across our community of alumni through initiatives including the Action Lab, Community Connect and Scale Partnerships. As always, a highlight of our year was our annual Gathering showcase event which although taking place online, brought together our community to celebrate the stories of impact and inspiring us all to be the change we seek.

You will get a greater sense of many of the awardees that we worked with across 2021 in the Our Impact in Action section of this report. They include social entrepreneurs working across a spectrum of issues that embrace the environment, diversity & inclusion, education, and mental health and well-being, amongst many others.

Throughout the year we received incredible support from individuals, foundations and companies who provided indispensable financial and technical contributions to our work and community. This support empowers our vibrant community of social entrepreneurs - the many insightful and passionate individuals addressing social issues that are part of living in modern Ireland. The generosity and commitment of our supporters enables us to bring out



the best in our social entrepreneurs, a number that today exceeds 500 since our formation back in 2004. Seeing the progress that these individuals and organisations are making is proof of the power of social entrepreneurship to transform our communities and provides inspiration for all of us at SEI, as we look to increase our efforts to maximise their impact in the coming years.

I would like to thank all of our supporters who enable us to do the work that we do and of course, to all the team here at SEI who bring passion and professionalism together so brilliantly every day. Together, we are working on SEI's next strategy which will inform how we bring together our wonderful community to help to deliver lasting social change across the island of Ireland. Our 20th anniversary approaches in 2024, we are very excited for opportunities that lie ahead.

A handwritten signature in black ink, appearing to read "Tim", followed by a stylized flourish.

CEO

“

You will get a greater sense of many of the awardees that we worked with across 2021.”

# Why We Exist

“

I don't think the Together Academy would be up and running without SEI's immense support.”



Therese Coveney,  
founder of The Together Academy  
(Ideas Academy 2021, & Action Lab 2020)



# Our Vision, Mission & Values

**Social Entrepreneurs Ireland (SEI) is a not-for-profit that supports the founders and leaders of organisations who are working to solve some of Ireland’s most entrenched social problems.**

As an organisation, we believe in people power, and have seen over the past 18 years, how the insight, courage, ambition of these people – these social entrepreneurs - has transformed Ireland for the better.

SEI’s vision is an Ireland where people solve every social problem, and its mission is to find people with solutions to these problems and support them on every step of their journey.



Over the past year we have seen incredible feats of human ingenuity and kindness shine through. Social entrepreneurs are shifting the attitude and expectations about solving social problems from ‘should’, to ‘could’, to ‘will’. They are leading by example.”

Tim Griffiths, CEO of Social Entrepreneurs Ireland

## Why social entrepreneurs?

Social entrepreneurs are society’s problem solvers. They are people who see a problem in their society, develop a solution and take action. These ideas look beyond the horizon of the current way of doing things and point to a brighter future. They typically have a unique insight into the problem they are trying to solve. Social entrepreneurs can see things that no one else sees, and they are willing and able to do things that no one else can or will do. They are ultimately people – people with mettle, deep understanding and creativity who are working to solve some of society’s most entrenched social problems. Broader than social enterprise, social entrepreneurs are people who are driving new approaches to solving social problems, regardless of the business model being used.

### How do we support?

SEI provides key forms of support to social entrepreneurs across Ireland. They include providing:

- a first class community of likeminded, talented individuals,
- mentorship and acting as a supportive, critical friend to walk the journey with them,
- bespoke supports and focused training, based on the needs of each organisation and social entrepreneur,
- a mixture of direct and indirect funds, through cash, pro-bono supports and assisting in the generation of additional funds.

## Overall SEI Team Values



### 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 ambitious, brave, take risks and have courage.
  - 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 Year in Photos





# Our Impact in Action



It has been such an honour to be part of the Social Entrepreneurs Ireland community this past year. I'm so grateful for the support, guidance and budding friendships ... Shapes Of Grief is thriving as a result of this Award."



Liz Gleeson,  
founder of Shapes of Grief  
(Impact Programme 2021)

## Top Stats

### Stats for 2021



**13 million**  
in funding & pro bono  
supports provided by  
SEI since 2004



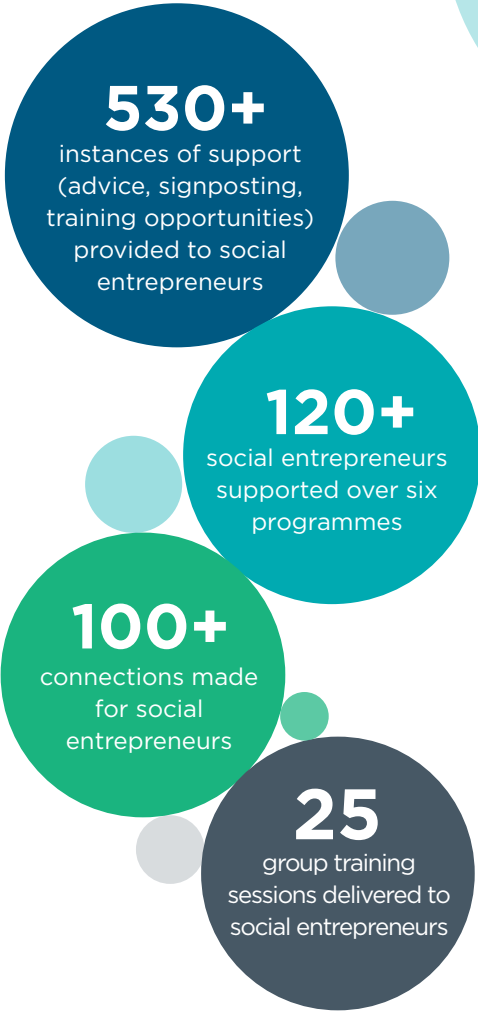
**500+**  
social entrepreneur led  
organisations supported  
by SEI to date.



**Over  
€372,000**  
of pro-bono expertise  
and services provided  
our community in 2021.



**Over  
€380,000**  
in direct funding provided,  
and in addition, SEI assisted  
social entrepreneurs to  
generate approximately  
€655,000 in 2021.



## Alumni Survey

**97%** of Ideas Academy graduates surveyed are highly likely to recommend SEI to someone they know

**90%** found that working with SEI increased their confidence in themselves as a social entrepreneur

**84%** stated that working with SEI helped them gain the relevant knowledge & skills to progress their organisation, when they needed it



# Overview of Our Programmes

Social Entrepreneurs Ireland runs several programmes of support on a yearly basis. Two of these are open for applications from anyone; the Ideas Academy for those at an early stage, and the Impact Programme, for social entrepreneurs who have evidence their solution is working, and need help to take it to the next level. The Action Lab participants and Scale Partners are selected from our alumni, having previously taken part in a SEI programme, and showing their potential to further grow their impact.

## The Selection Process

We began 2021 with an open call across the country, for people to apply to either our Ideas Academy or Impact Programme. This lasted for six weeks (24th Feb - 7th April), and attracted over 280 applications. Social entrepreneurs applied with innovative solutions to tackle social problems in areas including mental health and wellbeing, the climate crisis, community and active citizenship.

As part of the campaign to get our message to every village and town in Ireland, we ran a multi-platform PR and advertising campaign, with great support from some of our media partners.

Once we had received the applications, the process to select the participants for the Ideas Academy and Impact Programme began. There are two stages: a written application which is reviewed by external and SEI reviewers, before successful candidates are brought to phase two, an interview. For both stages, we engage a community of sector experts, and some of Ireland's leading business people, to help review and interview the applicants. In 2021, we engaged more than 250 external reviewers and 105 judges in the process. By July, we selected 60 projects for the Ideas Academy and five organisations for the Impact Programme. **The Selection Process is kindly supported by DCC plc.**



From our experience over 17 years supporting social entrepreneurs, we know there are often barriers to social entrepreneurs successfully taking action, and this can be doubly true for those from under-represented and marginalised communities. **The SEI Spark Programme, kindly supported in 2021 by the eBay Foundation, was designed to break down some of those barriers and make social entrepreneurship more accessible to people from all backgrounds.**

We held several key Spark initiatives in 2021. These were workshops (Spark Sessions), a series of bursaries and a Spark Toolkit. The Spark Sessions were informational workshops co-developed and facilitated with HerGenuityAfrika and Traveller Counselling Services, for the migrant, Black Irish/African Irish and Travelling Communities. We also organised a speed networking session for the general public, to help attendees build a network of support as they take their first step to being social entrepreneurs.

Funding is consistently identified as a key barrier for people trying to develop an idea to solve a social issue. We provided Spark bursaries totalling €7,250 to 23 individuals, with particular focus on those from marginalised backgrounds, to alleviate some of the financial pressures that many social entrepreneurs face. Six bursary recipients went on to apply to us in 2022 for further support, with four applicants selected to pitch in the next round, and three making their way on to a 2022 programme.

A lack of accessible and relevant information on how to get started was also identified as an issue. The SEI Spark Toolkit was created by the SEI team to offer practical advice and support to anyone, drawing on our 18 years of experience. The toolkit takes readers through ideation and research, to piloting and sharing their story. We sought to demystify the technical and legal elements around setting up an organisation whose mission is to solve a social problem. We are delighted that over 400 people have downloaded this toolkit, so far.



The Ideas Academy supports people with innovative ideas to solve social problems in Ireland. Over three months, participants received a range of supports to build skills and accelerate learning in core areas of importance – helping them to progress from idea to action. In 2021, out of 172 applications, 60 were selected to take part in the programme. An online platform for domestic violence victims, re-wilding initiatives, local sustainability projects, and a digital media platform for creating cultural common ground were just some of the solutions that were proposed by participants. The programme was delivered remotely once again in 2021 following a successful online pilot the previous year.

Bookended by a launch event and online celebratory graduation, the Ideas Academy featured four Core Learning Days per each of the four geographical cohorts. These were immersive half day training sessions led by expert facilitators on areas of key importance for moving from idea to action. Participants on the Ideas Academy were supported to clearly articulate, refine and progress their solution; to build skills and accelerate learning in and to move from idea to action. The week following each Core Learning Day, participants joined a facilitated smaller group learning call with the STEP Programme Manager. Each of the participants were also set up with a peer support group, based on their area of operations. They were encouraged to build relationships, network and learn from each other outside of the structured sessions.

Following the close of the programme, the applicants were invited to apply for seed funding. A total of €50,000 was divided between the top 13 pitches to further develop their idea and move towards piloting their project. **The Ideas Academy is supported by Bank of America (lead corporate sponsor), Lifes2good Foundation (sponsor of the Ideas Academy West), and Tomar Trust (supporter of the Ideas Academy South).**





The Action Lab was designed for high potential social entrepreneurs who have completed the Ideas Academy, to support them through the pilot stage as they build solid foundations. [This five month programme is designed to support social entrepreneurs to increase their knowledge of social business models, funding, governance, and communications.](#) 10 social entrepreneur-led projects were selected for the 2021-2022 programme. These projects were working in areas such as disability, education, mental health, supporting migrant communities and many more key areas of social need.

At the outset of the Action Lab, participants received a bursary of €3,000 to support their involvement in the programme. They also were asked to complete a survey and pre-programme call with the SEI Programme Manager to highlight their needs, upcoming challenges and opportunities. The content of the trainings were then designed based on this feedback on areas of need. The Action Lab participants attended group training sessions led both by external facilitators and our own team in: communications planning, fundraising, legal structure, resilience and pitching skills. As well as these core sessions, participants receiving one-to-one consultancy and support from the Programme Manager to set and work towards achievable goals for their time on and after the programme.

All participants on the programme were also assigned to a peer learning group. The purpose of these groups is to encourage collaboration, share insights, and offer peer support. The participants have the opportunity to apply to pitch for a portion of funding from a total pot of €15,000 in mid-2022, and will be invited to join SEI's Community Programme. **The Action Lab is kindly supported by the Lifes2good Foundation.**

## The Action Lab Participants

- **Caroline 'Shaughnessy,**  
Cumas Ceangal
- **Islammiyah Saudique,**  
Galway Online Community  
Radio (GOCOM)
- **Conor Griffin,**  
Virtown
- **Damien Quinn,**  
Spéire Nua
- **Órna & Niamh Murray,**  
Move2B
- **Sophie Reynolds,**  
For Flock's Sake
- **Toufik Messabih,**  
Lib Multicultural  
Counselling
- **Gavin Timlin,**  
TSLI
- **Glenn Curtin,**  
Vampire Cup
- **Eliya Lavine,**  
Seed Scholars



As a proud supporter of Social Entrepreneurs Ireland for more than a decade, we passionately believe in the creativity and courage of social entrepreneurs provided through SEI's programs & the difference SEI alumni make across Ireland."

Donal Murphy, Chief Executive Officer  
of DCC plc



The Impact Programme is a nine-month accelerator programme that provides social entrepreneurs with specialised support to bring their project or organisation to the next level. The programme aims to develop highly impactful, scalable, and sustainable organisations.

In 2021, we received 118 applications to the programme from people looking to address social problems in areas such as the environment, mental health and wellbeing, disability, and new and migrant communities. After an application process and two rounds of interviews and discussion, we chose five social entrepreneur led organisations to take on the programme. We supported the Impact Awardees through individual coaching, training, peer support, mentorship and €20,000 each in direct funding.

Over the course of the programme we helped the social entrepreneurs develop their skills and understanding of fundraising, impact management, communications and storytelling, leadership, resilience and human resources. We also supported them to grow in confidence in their role as leaders who are influencing social change. Through the nine months, on top of the group training, Awardees received 15 hours each of one-to-one consultancy through meetings with the Programmes Manager, and over 170 instances of support.



A&L Goodbody (ALG) is a supporter of Social Entrepreneurs Ireland for over ten years. We recognise the role we play in ensuring the law can be used as a force for social good and are proud to work in collaboration with a trusted partner such as SEI to achieve this. Our lawyers have delivered more than 4,000 free hours of legal work to SEI and its alumni over the course of the partnership. In addition, at least 100 employees have provided highly valuable experience and involvement in the selection process for SEI programmes, with several employees volunteering as panel judges at the pitching stage of the SEI awards process annually. Such close involvement in the process by so many of our people has brought a real sense of pride at our firm in the partnership between ALG and SEI."

Sinead Smith, Head of Corporate  
Responsibility, A&L Goodbody LLP



# Scale Partnerships

Our Scale Partnerships programme lasts for two years, and aims to assist Scale Partners to significantly increase their impact on the social problem they are tackling, by providing both tailor made supports, as well as direct funding. [Participants have previously completed an SEI programme, and are ready to scale their impact.](#)

Our current Scale Partnerships programme runs from October 2020 – October 2022. Through engagement with this two-year programme, the SOAR Programme Manager works closely with each awardee on strategic direction and capacity-building, helping the social entrepreneurs to equip themselves with the people, processes, systems and infrastructure required to significantly impact the social problem they are tackling.

2021 was a busy and exciting year for our three Scale Partners. Below are some key highlights from the year:

[MyMind](#) celebrated its 15th anniversary, with SEI's support in communications and event management. Our CEO, Tim Griffiths, spoke at the anniversary alongside Mary Butler, Minister of State in the Department of Health with a responsibility for Mental Health & Older People, and representatives of the HSE. SEI advised MyMind on branding and brokered an introduction to, and part funded a partnership with, the PR agency Fuzion. SEI supported MyMind's strategic review of their financial model through pro-bono support from a corporate partner from Oct 2021 into 2022. SEI also made a pivotal introduction for MyMind to a private Foundation which resulted in a successful funding application of €250,000 to develop an AI solution to improve client triage to their services via their online platform.

Due to the impact of Covid-19 on their initial planned target market, the hotel and hospitality industry, [Mobility Mojo](#) completed a major pivot in the early part of the year and developed a prototype of a workplace accessibility tool.

They focused on piloting this with three leading facilities management companies. Mobility Mojo refined the product, having established a demand for this in the workplace/facilities management sector. SEI assisted in brokering introductions to these key organisations. In October, SEI supported Mobility Mojo to publish their accessibility research report in Skift.

[jumpAgrade](#) in particular had a busy year, and with the support of SEI created the jumpAgrade Foundation, created a separate CLG entity through A&L Goodbody and Mazars. In the early part of the year, Georgina Neal (formerly SEI's Director of Development) provided two strategy workshops to assist with the creation of the new jumpAgrade Foundation. Additional funding of €300,000 was committed from the SEI Community, providing three full time teachers over 2021-2022.



**“The support from Social Entrepreneurs Ireland has been ground-breaking... The on-going support is second to none”**

Hugh Brennan, founder of Ó Cualann Co Housing Alliance (Impact Programme 2017, Scale Partner 2018 – 2020)

# Community Programme

The Community Programme is an on-going support for social entrepreneurs in our network helping them to continue to increase the impact of their work. We harness the skills, knowledge and experience of the whole SEI community to make this happen, drawing on the expertise and generosity of our social entrepreneurs, supporters, contributors and sector experts. **The Community Programme is kindly supported by Permanent tsb.**

In 2021, we provided opportunities to social entrepreneurs in the community through training and learning, check-in calls, a monthly newsletter, advice, support and [Community Connect](#). This six month initiative meaningfully connected social entrepreneurs with contributors in our community, to support learning, growth and knowledge exchange between both parties. 2021 was the second year of the initiative, with 11 matches and 220+ hours work, with over €5,000 worth of pro-bono supports/time logged. On the post-intervention survey, all of the social entrepreneurs surveyed felt Community Connect was useful and good use of their time, and that they had achieved their objectives set out for the initiative.

In October of 2021, we held our annual Gathering, showcasing the work within our community across different stages and highlighting the valuable support we receive from our network. Over 230 people attended this special online event, which featured a panel discussions between hosts and SEI alumni, Tammy Darcy (founder of the Shona Project) and Tony Griffin (co-founder of Soar) with six social entrepreneur led organisations at different stages of the journey (photos left). The finale was a brilliant performance by the Mount Sion Choir, with their take on 'Hope' by Twista and Faith Evans. **This event was kindly supported by DCC plc.**



Mamobo Ogoro,  
[Gorm Media](#)



Therese Coveney,  
[the Together Academy](#)



Aisling Kirwan  
& Mark Kirwan,  
[Positive Carbon](#)



Brandon Blacoe  
& Eibhlin  
O'Riordan,  
[ByoWave](#)



Krystian Fikert,  
[MyMind](#)



Alex Cooney,  
[CyberSafeKids](#)

# Alumni Case Studies

## Ideas Academy



Conor  
Griffin,  
Virtown

### Problem:

The way maths is being taught in Ireland focuses on rote learning and memorisation, and there is causing a widening gap in the abilities and grades between high and low achievers. This gap has the potential to damage a student's educational experience and career opportunities, especially for those from disadvantaged backgrounds.

### Solution:

Virtown is an innovative maths programme where children work to build a virtual functioning town. The programme covers the standard curriculum topics, but re-engages the students through an exciting, playful medium and links the maths they need in school to a real life context.

### Impact:

Since taking part on The Ideas Academy, Virtown has developed its business model, held focus groups with teachers and principals and pivoted its offering in line with feedback. Conor has piloted with 30 students and have been working with a software developer to make progress on the platform. He has recently secured funding through Léargas.

### SEI Journey:

SEI Journey Ideas Academy West 2021  
Action Lab 2021-2022

## Meet four participants with innovative ideas to solve social problems



Saoirse McHugh  
& Lara O'Malley  
Wild Parks

### Problem:

Ireland has lost much of its most biodiverse biomes, from woodlands and bogs to grasslands. Ireland has one of the lowest levels of forest cover in Europe, and lags behind on EU directives on tackling the climate crisis.

### Solution:

To rewild 3,000 acres in Ireland using a conservation strategy that focuses on restoring biodiversity and ecosystem health, through the restoration of natural processes. Wild Parks wants to be an example of how natural processes can improve water quality, flood management, soil erosion, soil compaction, air quality, and biodiversity recovery. It aims to encourage the public and local authorities to change the way they interact with the environment.

### Impact:

Since the Ideas Academy, Wild Parks has developed its vision, mission and strategy. It has fostered a relationship with UCD's Earth Institute. Using SEI seed funding, an external literary review is being carried out currently, in order review literature available on rewilding projects in Europe, highlight what might be relevant in an Irish context, and build an evidence base for this kind of work succeeding in Ireland.

### SEI Journey:

Ideas Academy West 2021



Mamobo  
Ogoro,  
Gorm Media

### Problem:

The Irish media landscape is struggling to keep up with the growing visible (and invisible) diversity of people and stories. There is a lack of knowledge in existing Irish media on inclusion and diversity, as well as a lack of trained talent from diverse backgrounds in the media. This means that the stories being told about diverse communities are often at best lacking nuance and at worst can lead to a poor media perception.

### Solution:

Gorm Media original in-house digital content that captures the stories, nuances and experiences of people with different and diverse voices. Mamobo and her team work to amplify different and diverse voices, and provide a space for open and respectful discourse on social issues.

### Impact:

Gorm Media has successfully piloted an initial original content programme, *This is "Them"* which highlights the voices of people in different and diverse backgrounds. They are also providing opportunities for young people from culturally diverse backgrounds to enter the Irish media through a Diverse Screens programme. Finally, they are also providing Intercultural Competence/ Anti-Racism to existing Irish media companies.

### SEI Journey:

Ideas Academy West 2021



Chris & Lillian  
Spellman,  
Sing &  
Speak

### Problem:

Over 62,000 young children in Ireland experience difficulties related to speech, language, or hearing. About 45,000 of those children are on waiting lists for language assessments and therapy, often for many years. The most common disability among young Irish children are problems related to learning, development - and communication.

### Solution:

Sing and Speak create age-appropriate illustrated songs to help young children with communication and hearing difficulties, many of whom have additional needs. The songs will be hosted on a platform that measures the child's language level, recommends songs to target a particular speech disorder or language difficulty. The on-screen singers guide the adult and child through each song while the platform measures progress and improvements over time.

### Impact:

Since the Ideas Academy, Sing and Speak have carried out research among; parents, speech therapists, social workers, government departments, universities, musicians, disability advocacy groups, charities, and schools. Sing and Speak invested their SEI seed funding in the creation of their first set of professional videos and have over 500 parents signed up for the product. Founders Chris and Lillian have also completed a quasi-incubator programme at London Business School.

### SEI Journey:

Ideas Academy East 1 2021



## Action Lab



Eliya Lavine,  
Seed  
Scholars

### Problem:

There is a growing fault line between humans and our natural environment. This disconnect has wider personal and social implications, including increasing biodiversity loss, and worsening mental health for people and communities.

### Solution:

Seed Scholars is a nature-based experiential education initiative that seeks to re-root young people and their networks in relationships of curiosity and care with the outdoor environment. Through garden and nature-based education, Seed Scholars cultivates the skills and meaningful connection needed to yield a community of lifelong nature learners and global citizens.

### Impact:

By the end of 2021 Seed Scholars had reached over 2,900 pupils across 104 classes in 28 schools across Ireland, and 250 families/community groups through summer and weekend programming. Seed Scholars has taken on five volunteers to deliver their impact. While taking part in the SEI Action Lab, Eliya conducting weekly workshops and programmes with seven primary schools and took part in an arts collaboration project.

### SEI Journey:

Ideas Academy East 2020  
Action Lab 2021-2022

## Meet three participants beginning to build solid foundations



Orna & Niamh  
Murray  
Move2B



### Problem:

In Ireland, teenage girls are dropping out of sports at twice the rate of boys. Just 7% of girls aged 14-15 meet the minimum recommended amount of physical activity levels. This has far-reaching consequences that impacts on physical and mental health, as well as social and academic outcomes.

### Solution:

Move2B's mission is to retain teenage girls in sport and to ensure girls have the resources to help them discover and retain their athletic and personal potential. Orna and Niamh do this by using evidence-based research to provide coaches, teachers, and young girls with a toolkit to address obstacles to physical activity in their unique contexts.

### Impact:

Move2B has coached 600 players directly and ran trainings with 120 coaches and volunteers. They have run workshops with 25 organisations such as the Community Games, Athletics Ireland and Triathlon Ireland.

### SEI Journey:

Ideas Academy West 2021  
Action Lab 2021-2022



Damien Quinn  
Spéire Nua

### Problem:

82% of people with convictions believe their past will prevent them from securing opportunities in the future. Systemic barriers hinder an ex-offenders opportunity to pursue a career and as such, within three years of leaving prison up to 50% of people with prior convictions, find themselves returning to a life of crime.

### Solution:

Spéire Nua is a programme designed to assist people to rebuild their lives after criminality. It's approach is two pronged; whilst in prison, individuals signs up to the 'Commit to Change' programme that validates each positive step they make to distance themselves from a previous life of crime. Secondly, Spéire Nua is building a national knowledge hub for ex-offender's to those seeking to make a smooth integration back into society, through access to resources and an internship programme.

### Impact:

Since the Ideas Academy, Spéire Nua is building connections with a number of organisations based around the island working in a similar space. The first pilot has begun, with three direct beneficiaries, and four indirect beneficiaries, and Spéire Nua has taken on three volunteers. Damien has been involved in the development of the 'Working to Change: Social Enterprise and Employment Strategy', and spoke at the strategy's launch at the invitation of the Department of Justice. Damien recently won funding from the Department of Rural and Community Development and the Probation Service to carry out a feasibility study in 2022.

### SEI Journey:

Ideas Academy West 2021  
Action Lab 2021-2022



As a long-term supporter of the Ideas Academy West, we at Lifes2good Foundation are truly heartened to see the impact that the programme continues to have in the region ... We are proud to support their ambition and innovation."

Maurice McQuillan,  
CEO of the Lifes2good Foundation

# Impact Programme

Meet the five Impact Awardees to develop their highly impactful and sustainable organisations



Brandon  
Blacoe & Eibhlin  
O'Riordan  
ByoWave

## Problem:

There are millions of people all over the world with a physical disability that prevents them using traditional video game controllers. ByoWave have estimated that 93% of people with a disability will actively try to play video games, but due to accessibility barriers they can't – and are thus socially excluded from one of the world's most popular forms of socialising.

## Solution:

ByoWave makes modular, accessible, and customisable video game controllers for people with disabilities, enabling everyone to design their own controllers based on their own physical needs, and have unrestricted access to the world of video-gaming.

## Impact:

ByoWave has carried out pilot testing of the Proteus Controller with 50 users with a disability. No two people have built the same controller, demonstrating the need for a flexible and adaptable device for the gaming community. ByoWave is working on getting the product ready to launch in 2022.

## SEI Journey:

Impact Programme 2021-2022



Dr Francesca  
La Morgia  
Mother Tongues

## Problem:

Over 100 different languages are spoken in Ireland; on average, three children in every classroom speak a language other than English or Irish at home daily. Despite this, there is a misconception that learning a second language at a young age can impact on the child learning English. This can lead to parents not passing on their mother tongue, meaning their child cannot communicate with relatives, and often feel disconnected with their cultural identity and heritage.

## Solution:

Mother Tongues creates and delivers training and informative resources in the areas of multiculturalism and bilingualism. Mother Tongues provides a hub of online and downloadable resources, professional training, and a space for parents to access educational videos, guides and courses. The Mother Tongues festival is hosted every year to celebrate different cultures and languages, across a multitude of art forms.

## Impact:

Since 2017, Mother Tongues have impacted the lives of over 5,000 children and 2,000 parents, teachers and artists.

## SEI Journey:

Impact Programme 2021-2022



Graham  
Brocklebank  
Peer

## Problem:

Currently in Ireland, up to 10% of students within education have dyslexia. Dyslexia often impacts reading and writing and if not supported, can make school and work a stressful experience. There is a gap in technological supports for students with dyslexia, with not only a lack of innovation over the past ten years, but also that the technology available is often not fit for purpose.

## Solution:

Peer is a cloud-based assistive technology solution for people with dyslexia that addresses accessibility as well as reading and spelling needs. Using both text to speech and speech to text capabilities, Peer is better able to cater for people's needs when both writing and reading documents.

## Impact:

So far, Graham has started pilots with two universities, in Dublin and London. It's has engaged 200+ students on the platform who are using Peer to support them with the college work and assignments. Graham is looking to expand to workplaces in the future.

## SEI Journey:

Impact Programme 2021-2022



Aisling  
Kirwan &  
Mark Kirwan  
Positive  
Carbon

## Problem:

Food waste is one of the largest contributors to the climate crisis - accounting for 10% of all global greenhouse gas emissions. In Ireland, we waste over 1 million tonnes of food every year at a great economic and environmental cost. The food service sector is responsible for 250,000 tonnes of food waste, costing €300 million to the industry per annum and resulting in 875,000 tonnes of CO2.

## Solution:

Positive Carbon works with the hospitality and food service industry to reduce their impact on the environment through using its fully automated food waste monitoring technology. This technology helps commercial kitchens monitor their food waste, save thousands on food bills and reach sustainability goals.

## Impact:

Over the last 12 months, Positive Carbon has commenced work with some of the largest hotels, universities, food service providers and multinationals in Ireland, preventing hundreds of kilos of food from reaching the bin, and helping increase kitchen profits by 2%. By the end of 2022, Positive Carbon plans to be operating in 100 locations across the country, and to have removed 250,000 kilos of CO2 from the atmosphere.

## SEI Journey:

Impact Programme 2021-2022



# Scale Partnerships

Three partners who are ready to take their proven models to the next level



Liz Gleeson  
Shapes of Grief

## Problem:

Grief is a complex, sometimes taboo topic in Ireland, and comes in many forms. Ireland currently does not require grief training standards for mental health professionals, and this has caused a serious deficit in adequate grief counselling. Lack of appropriate care means that those bereaved and dealing with other forms of grief can experience prolonged and serious after effects which could have been mitigated or avoided.

## Solution:

Shapes of Grief provides comprehensive grief education and resources for mental health professionals, healthcare workers and behavioural health professionals, delivered by 26 of the world's leading experts in the subject. Taught by academics, researchers and clinicians in the field, the training equips professionals with the necessary knowledge and clinical tools to ensure better bereavement and loss outcomes for those they support. Liz has also created a podcast of the same name, a blog and curated website, to support individuals struggling with grief.

## Impact:

Officially launching in 2021, there are now over 300 grief-trained professionals as a result of the programme. The programme's accompanying podcast has been listened to over 150,000 times. Liz plans to significantly grow the numbers of people accessing this training programme in Ireland and abroad.

## SEI Journey:

Impact Programme 2021-2022



Social Entrepreneurs Ireland is a very important community for me personally and for our organisation, I've hugely benefitted from being a part of it"

Tammy Darcy, founder of The Shona Project (Impact programme, 2017)



David Neville & Padraic Hogan  
jumpAgrade

## Problem:

Unfortunately, the grinds culture around the Leaving Cert is widening the education equality gap. Approximately half of all Leaving Cert students receive grinds, and the majority of those who do come from more affluent backgrounds. This has a significant effect on progression rates to third level education. For example; 90-100% of students from Dublin 2, 4 and 7 progress to college, whereas the progression rate in Dublin 17 is just 15%.

## Solution:

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. jumpAgrade pairs students with a vetted tutor who provides weekly online personalised feedback. Their custom technology enables jumpAgrade to track students' confidence and grades throughout their journey.

## Impact:

jumpAgrade is currently supporting almost 750 students annually, funded by university access programmes in TCD, UCC and DCU. jumpAgrade aims to be recognised by the Department of Education as offering solutions to a significant problem for the State in terms of fair access to education.

## SEI Journey:

Impact Programme 2019-2020  
Scale Partners 2020-2022



Krystian Fikert  
MyMind

## Problem:

Ireland is in the midst of a mental health crisis, which is heightened by an inequality in accessing mental health services due to lack of affordability, stigma and long waiting times. MyMind estimates that there are over 200,000 people in Ireland who need counselling and psychotherapy and who are not able to access it.

## Solution:

MyMind provides a hybrid delivery of mental health services that are affordable and focus on early intervention. Service fees are linked to employment status, allowing the unemployed, full-time students and seniors to access their services at reduced rates. Revenue generated from full fee clients, in addition to grant funding, allows MyMind to offer reduced fee and free services to those most in need.

## Impact:

MyMind has seen substantial growth, increasing appointments from 17,000 in 2016 to 45,000 in 2021. In addition, MyMind received €1 million in funding from the Department of Health to provide 16,500 free therapy sessions to individuals impacted by Covid-19 in 2021 and to arriving Ukrainian refugees in 2022.

## SEI Journey:

Level 2 2009  
Elevator Award 2011  
Impact Award 2013  
Scale Partner 2020-2022



Stephen Cluskey  
& Noelle Daly  
Mobility Mojo

### Problem:

According to the WHO, over 1 billion people globally live with some form of disability, but 50% of people with accessibility needs are afraid to travel. Research shows that one of the biggest barriers to accessible travel is the lack of accurate information to potential travellers.

### Solution:

Mobility Mojo supports organisations to capture, understand, improve and display their accessible features. They achieve an accessibility score for each building, gain real-time accessibility metrics, and see a building comparison overview globally. This allows those around the world to evaluate the accessibility, and therefore work, travel and enjoy life with confidence.

### Impact:

Using world class technology and processes, Mobility Mojo empowers people around the world to evaluate the accessibility of their properties and showcase this information so that individuals with an accessibility need can work, travel and enjoy life with confidence. This year, Mobility Mojo has signed up several global brands and top facilities management companies as customers and continue to grow their product range and customer base at a rapid pace.

### SEI Journey:

Elevator Award 2016  
Scale Partners 2020-2022

*Co-founders Stephen and Noelle met at an SEI Bootcamp in 2015, before partnering to apply with Mobility Mojo in 2016*



**eBay Foundation is proud to support the work of Social Entrepreneurs Ireland through our Global Give grantmaking program. eBay Foundation believes when entrepreneurs and innovators succeed, they build more resilient and vibrant communities. The SEI community is focused on accompanying social entrepreneurs on their journey. We celebrate this purpose and their efforts to enhance their communities and bringing impact to life.”**

Sarah Davison, Strategic Partnerships  
Lead, eBay Foundation

## Measuring Success

### The Impact Management Framework

In 2020, Social Entrepreneurs Ireland began working on a framework of learning that would help us investigate and demonstrate the difference social entrepreneurs (supported on our programmes are making in Ireland. This impact management framework was supported by ThinkNPC, and implementation began in 2021. This is an important, cross team project that helps us to:

- understand more about how our work helps to develop social entrepreneurs and their organisations and points to where we can improve
- showcase our impact to key stakeholders and funders
- get a greater sense of the public's understanding of social entrepreneurship and SEI
- communicate the difference we are making to the people we work with, and to social problems.



**The judging process was very uplifting and humbling. Felt great to know that very worthy people would be benefitting from the SEI skills and guidance.”**

Suzanne Cashin, Head of Retirement  
Asset Services, Brewin Dolphin

### Learnings From the First Year

Although our framework has only been in place for one year, we have had useful takeaways from what we have learned so far. In response to our findings over the past 12 months, we have:

- redesigned our systems to store all of our information in one place on our CRM system
- developed a suite of targeted surveys to collect important information from social entrepreneurs on our programmes and in our community
- created case studies for our website, which demonstrate the impact of our community of social entrepreneurs are making
- set up an internal cross team working group to further embed the understanding of the framework in our organisation
- began designing and producing programme impact reports, along with annual impact statistics.

The pre-programme surveys created as part of the impact management framework have already proved useful, allowing us to plan more responsive programmes better adapted to the needs of the social entrepreneurs. They have also given us a greater insight into the levels of confidence of programme participants, and we can now track this throughout the programme.

Measuring our impact is a whole organisational journey that requires continuous effort and refining. We are excited to be embarking on this journey with our new framework and look forward to highlighting the impact we are making with the social entrepreneurs and in wider society.



# Shining a Light on Our Community



There has never been a more important time for social impact in Ireland, and we're really excited to be part of that journey with SEI."



David Neville, co-founder of jumpAgrade (Impact Programme 2019, Scale Partner 2020 - 2022)

## Overview of Funding Model and Supporters



As a registered charity, SEI is funded entirely by our community of charitable foundations, corporate supporters and individual donors who believe in our mission to find people with solutions to social problems and support them on every step of their journey. Our work is made possible through the vision and ambition of philanthropic and corporate partners. All of our partnerships are based on trust, flexibility and a commitment to drive the impact of social entrepreneurs looking to change Ireland.

SEI operates a relationship-based funding model which relies on the support of corporate donations, individual giving and charitable foundations. In 2021, the value ratio of each component of the funding mix was 35% : 45% : 20% (2020 : 32% : 36% : 32%) with our income from corporates maintaining at the same level, support from individuals growing year on year, and income from foundations declining. In the case of individual philanthropy, the income comes from across three regions – Ireland, the USA and UK. In 2021, the ratio of the value of this funding was 75% : 20% : 5%. In 2021, 36% of total fundraised income was part of multi-year commitments, another 54% was made up of renewal of support year-on-year and the remaining 10% was from other sources.



The continued support from the SEI community was critical during this year, due to the impact of Covid-19 on businesses, travel and events. In 2021, several existing supporters increased their donations to SEI as part of multi-year commitments or one off donations. New support was raised from corporates, individuals and foundations. Several major multi-year commitments from corporates and foundations had concluded in 2020, which were challenging to replace in the fundraising environment resulting from Covid-19 pandemic.

SEI also availed of the Government's wage subsidy scheme for six months during 2021, and invested €250,000 of its cash reserves in the Irish State Prize Bond.

# Thank You to Our Supporters

We couldn't do what we do without the financial, practical and pro-bono support of our individual, corporate and philanthropic supporters. The dedicated support of this community in 2021 enabled us to find the social entrepreneurs with the highest potential and support them at every step of their journey to change Ireland. **Thank you!**

## Individual Supporters & Leadership Circle

- Evelyn Bourke & Seamus Creedon
- Vanessa Byrnes
- Brian Caulfield
- Michael Caulfield
- Faye Drouillard
- John Duffy
- Harry & Susan Hartford
- Garrett Hayes
- Conor Hillery
- Roger Jupp
- Clare & John Kennedy
- Brian McCormick
- Garry Moroney
- James Muldowney
- Shane Naughton
- Barry O'Brien
- Niall O'Brien
- Sheila O'Malley & Joe Fuchs
- Sheelagh O'Neill
- Eamonn Quinn
- Jim & Diane Quinn
- Colin & Nikki Ryan
- Our supporters who wish to remain anonymous

## Join the Journey

This community of individuals and small businesses support our work through a monthly, annual or appeal based donation.

- Afanite
- Gemma Barry
- Charity Careers Ireland
- Alison Cowzer
- Tim Crowley
- Laura Dillon
- Gary Duffy
- Elder Home Share
- Catherine Flavin
- Grow Remote
- Michael Lee
- Joseph McGrath
- Colin O'Brien
- Marjorie O'Hogan
- Darren Ryan
- Julie Sinnamon
- Lillian Spelman
- Our supporters who wish to remain anonymous

If you are interested in learning more about supporting Social Entrepreneurs Ireland, please contact Gráinne O'Hogan, Director of Development at [grainne@socialentrepreneurs.ie](mailto:grainne@socialentrepreneurs.ie)

# Corporate and Foundation Supporters





# Our Strategic Goals & Looking Ahead to 2022



**Creative, nurturing, insightful, knowledgeable and compassionate, I really could not have asked for more from the team at SEI."**



**Alma Jordan,  
founder of AgriKids**

## SEI's Strategic Goals

At the core of our 2020-2022 'STEP, LEAP, SOAR' strategy is our commitment to finding people with innovative ideas to solve social problems and supporting them on every step of their journey. 2021 marked year two of the strategy and also year two of learning to live with Covid-19. The coronavirus pandemic has significantly changed how we connect with each other, our families and communities and has changed the face of office life. These changes have brought obstacles and opportunities but through it all, Social Entrepreneurs Ireland - our team and community of alumni and supporters - have stepped up and remained authentic, visionary and impact-driven – the values that underpin everything we do in SEI.

**Our core strategic goals for 2020-2022 are:**

- **Inspire and identify people with innovative ideas for solving social problems.**
- **Support high-potential social entrepreneurs to turn innovative ideas into impactful solutions.**
- **Support social entrepreneur-led organisations so that they impact the problem at scale.**
- **Mobilise support for high-potential social entrepreneurs.**
- **Transform SEI into an organisation that can deliver 10x change.**

In 2020, we pivoted and redesigned some of our programmes to meet the needs of our social entrepreneurs. We paused our Impact Programme for that year to focus on supporting five organisations in our alumni community who needed to adapt their offerings to meet the needs of their beneficiaries, and expanded our Community Programme. We also deepened relationships with supporters who committed to SEI during a period of global financial instability and showed that with the right people alongside you, everything is possible.

In 2021, new fundraising continued to be a challenge, with travel to see partners and prospective partners in the UK and USA still off limits. We had a change in leadership and other changes within our team but the culture of SEI and spirit of the team never wavered. We have pivoted to move the Ideas Academy to be an online programme, and were delighted to once again run the Impact Programme.

The challenges that 2021 brought, we are proud of the progress made towards our strategic goal.

Key successes in 2021 include:

- Securing Triple Locked member status of the Charities Institute of Ireland (2021) - SEI is fully compliant with the Charity Regulator's Governance Code.
- Running a highly-impactful Spark Programme reaching budding social entrepreneurs from marginalised and under-represented groups; hosting bespoke information and training sessions for their communities, and launching our Spark Toolkit – a comprehensive how-to guide for budding social entrepreneurs to move from idea to action.
- Attracting an incredible 172 applications to our Ideas Academy – we ran a campaign encouraging people all across Ireland to 'see the challenge and be the change' and were so heartened by the numbers who responded and who are now piloting many of these solutions in their villages and towns.
- Reintroducing our Impact Programme and bringing five incredible organisations on as Awardees.
- Working with our three Scale Partners to achieve great things, including a 15th anniversary celebration, brokering key relationships and launching major reports.
- Providing opportunities to social entrepreneur members of the community through training and learning, check in calls, a monthly newsletter, advice and support and the Community Connect initiative.
- Completing a full rebrand of Social Entrepreneurs Ireland with our new logo and brand reflecting our mission and values. A large part of this work was undertaken in 2020, with our 'new branding' going live in February 2021.
- Delivered 350 hours of SEI staff training, including a 100-day accelerator to redesign and revolutionise our CRM system.



# SEI's Strategic Goals

In the summer of 2022, SEI have embarked on a new strategy development project as we look to ensure that we are best positioned to empower Ireland's social entrepreneurs to deliver lasting social change. This is an ongoing project that we will look to have completed by the end of quarter three and will fully inform our planning not only for 2023, but the three to five years beyond that. The process involves a thorough discovery phase which has involved a great many of our multiple stakeholders that have helped us to deliver the insight that will inform the shape of our work over the coming years.

In the meantime the 2022, Ideas Academy this year had 45 organisations participating and we will be announcing the five impact awardees for the 2022/23 programme at the end of August, following another successful national call campaign.

## Sustainability

SEI has proudly supported 26 social entrepreneurs delivering climate solutions since 2004. As part of our efforts to drive environmental impact, and in the context of our wider strategy work, SEI will be formalising our sustainability policy as part of our robust operations.

Formalising such a policy will deepen our commitment to sustainable practices and determine nature as a critical stakeholder in our organisation more prominently.

**The forthcoming year will see SEI:**

- 1. Evaluate current operations and informal policies
- 2. Develop formalised sustainability recommendations
- 3. Improve and/or implement new sustainability practices

We are pleased to have the support of our community and alumni in helping evolve our sustainability journey and climate progress as an organisation.



# Our Team



We got to meet like-minded entrepreneurs who we could always bounce ideas off and trade knowledge with. SEI provided us with the framework to help us analyse the project we had and how we could help it grow.”



Shane McKenna & Killian Redmond,  
co-founders of DabbledooMusic  
(Impact Programme, 2016)



# Our Team



**Tim Griffiths**  
Chief Executive Officer

As CEO of Social Entrepreneurs Ireland, Tim is responsible for the overall leadership and vision of the organisation. He provides the strategic direction to ensure SEI delivers on our mission to find people with solutions to social problems and support them on every step of their journey. In his spare time, Tim enjoys watching sports and hiking in the Dublin mountains.



**Gráinne O'Hogan**  
Director of Development

Gráinne leads SEI's Development team, and is responsible for growing SEI's community of supporters. Her favourite part of the job is having the opportunity to meet a wide variety of people who share SEI's mission to make positive change in Ireland. Away from work, Gráinne is a harpist, singer, and fair-weather cyclist.



**Anne Murphy**  
Director of Operations

Anne leads SEI's Operations team, who support the SEI team across wide-range of areas including Finance, HR, Governance, Technology and Systems. Anne enjoys problem-solving and improving the work environment and processes. Out of the office, Anne enjoys cycling (but not in the rain!), walking and spending time with family and friends.



**Louise Archbold**  
Director of Communications

Louise leads SEI's Communications team. She is responsible for developing and driving our communications strategy across all platforms and mediums. Louise is passionate about sharing the stories of SEI and our alumni. In her spare time, Louise enjoys watching football, baking elaborate cakes and volunteering (but not usually all at the same time!).



**Sara Dennedy**  
Director of Impact

Sara leads the SEI Impact team. She oversees the design and direction of how we select and support social entrepreneurs, ensuring they receive the highest quality supports to grow their impact, all the way from start-up to scale-up. Sara enjoys singing in choirs and at traditional singing sessions and is an avid podcast consumer.



**Babs Coughlan**  
Operations Manager

As part of SEI's Operations team, Babs helps to build and enhance the frameworks that enable our team to support social entrepreneurs across Ireland. The Ops team safeguard the organisation with high standards of practice, governance and accountability. Outside of work, Babs enjoys poetry, music and caring for her plants.



**Siobhán O'Keefe**  
Director of Community

In 2021, Siobhán acted as Director of Impact covering maternity leave. As Director of Community, Siobhán supports our community of social entrepreneurs, supporters and alumni to fulfill SEI's vision. Outside of work, Siobhán enjoys spending time with family, good food, and reading.



**Bruno Marcorio**  
Digital Transformation Manager

Bruno leads the design and implementation of the SEI Digital Transformation Strategy, helping the SEI team and social entrepreneurs in the community to rethink old operating models, to experiment more and become more agile to efficiently increase their impact.

# Our Team



**Ciara Franck**  
Events & Communications Executive

As part of the Communications team, Ciara helms SEI's events, bringing them from idea through to production. She also assists with PR and supporting the communications strategy. Outside of work, Ciara is always looking for new recommendations - be it for books, restaurants or podcasts.



**Éabha Harper-McKeever**  
Programmes Executive

Éabha works as part of the Impact team supporting both the implementation of our national call for applications, and in the programmes throughout the year. She is a people person with a passion for social justice and Human Rights. Out of the office, Éabha enjoys yoga, singing as part of a choir and playing with her two dogs, Beatrice and Lola!



**Darren McMahon**  
Development Manager

As part of SEI's Development team, Darren is responsible for growing SEI's community of supporters. Having worked in non-profit consulting providing fundraising advice and training to many social enterprises and charities, Darren firmly believes that social entrepreneurs are changing the game in Ireland. He is never too far away from a musical instrument or discussing the latest developments in current affairs.



**Lydia Redmond**  
STEP Programmes Manager

Lydia is a great believer that big change starts small. She is currently leading our STEP stage programmes. On the weekends her passions are somewhat redirected, as an advanced ballet dancer she teaches several classes, sharing her love of dance with toddlers in tutus!



**Renée Mackey**  
PR & Communications Executive

Renée leads our digital work and assisting across all aspects of our communications strategy from PR to marketing. She is passionate about digital accessibility and ensuring that any content shared can be accessed by all. Outside of work, Renée likes to go to gigs and travel, both at home and abroad.



**Sophie Ainscough**  
LEAP Programmes Manager

Sophie leads our Impact Programme, working closely with social entrepreneurs around Ireland to develop and sustain their impact. Sophie was previously Community Manager, and continues to support the Community Programme in her new role. Away from work, Sophie can be found exploring new places and spending time with friends and loved ones (especially her dog Cooper!)



**Siobhán Caballero**  
Office Executive

Siobhán is the Office Executive and acts as our book keeper, overseeing SEI's financial data and compliance, maintaining accurate accounts, payroll and monthly financial entries, as well as reconciliation and audit support. When not at work, Siobhan loves to explore the outdoors with her sons.



**Tanya Moore**  
Supporter Relations Manager

Tanya leads on SEI's engagement with our fantastic network of supporters to ensure they and, where relevant, their employees, get the opportunity to engage with SEI's selection process and pioneering programmes for social entrepreneurs. Tanya hails from Dingle and loves good food, sea, sunshine, dance, music and travel. All of which can be found in Dingle ... sometimes!



# Directors Report



Being part of the Impact Programme has been hugely impactful for us ... to be a part of such a welcoming and supportive community is essential.”



**Aisling Kirwan,**  
co-founder of Positive Carbon

Social Entrepreneurs Ireland  
Company Limited by Guarantee

## Directors' Report and Financial Statements

Year ended 31 December 2021

# Directors' Report and Financial Statements

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## DIRECTORS

Thomas Breen (Chairperson)  
John Duffy Resigned  
Teresa Harrington Resigned  
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

## 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  
11/12 Warrington Place  
Dublin 2

## AUDITORS

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

## BANKERS

Bank of Ireland  
St Stephen's Green  
Dublin 2

## SOLICITORS

A&L Goodbody IFSC  
North Wall Quay  
Dublin 1



## Section 1:

### 1.1 Introduction

The Directors of Social Entrepreneurs Ireland Company Limited by Guarantee ("Social Entrepreneurs Ireland"/"the Company") present their report and the audited financial statements for the year ended 31 December 2021. The principal activity of the Company is the promotion and development of social entrepreneurship in Ireland by providing training, mentorship, and funding to social entrepreneurs, as well as working to enhance awareness of social entrepreneurship across the country.

### 1.2 Organisation and 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 Memorandum and Articles of Association, which establishes the objects and powers of the charitable Company, govern the Company. The Memorandum and Articles of Association was last amended at the Annual General Meeting held on 12 September 2016.

### 1.3 Codes of practice

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

- The Charities Regulator's Governance Code
- Guidelines for Charitable Organisations on Fundraising from the Public
- Charities Institute of Ireland (CII) Triple Lock Standard for high standards in transparent reporting, ethical fundraising and strong governance structures.

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.

## Section 2:

### 2.1 Financial and Operational Review 2021

Since the Company's foundation in 2004, it has supported more than 500 social entrepreneurs across the country, impacting the lives of millions of people. While 2021 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.

In March 2021, Tim Griffiths joined SEI as Chief Executive Officer taking over this role following Darren Ryan's departure. Tim has more than 25 years' experience of leading organisations in the

advertising and communications sector as well as being a long-term supporter of social entrepreneurship in Ireland, having worked closely with Ashoka and ChangeX for over 15 years.

During 2021, 105 social entrepreneurs were supported. 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.

Income for the year amounted to 1,822,607, (including pro bono services), And expenditure for the year was 1,759,102 (including pro bono services). The result for the year was a surplus of 63,505. The Company availed of the Government's wage subsidy scheme for six months during 2021. The Company also closely monitored its expenditure during the year. Together with the wage subsidy scheme, this enabled SEI to retain the team and to deliver its strategic objectives.

### 2.2 Income

#### Income from Donations

As a registered charity, SEI is funded entirely by our community of charitable foundations, corporate supporters and individual donors who believe in our mission to find people with solutions to social problems and support them on every step of their journey. Our work is made possible through the vision and ambition of philanthropic and corporate partners. All of our partnerships are based on trust, flexibility and a commitment to drive the impact of social entrepreneurs looking to change Ireland.

SEI operates a relationship-based funding model which relies on the support of corporate donations, individual giving and charitable foundations. In 2021, the value ratio of each component of the funding mix was 35%:45%:20% (2020: 32%:36%:32%) with our income from corporates maintaining at the same level, support from individuals growing year on year with income from foundations declining. In the case of individual philanthropy, the income comes from across 3 regions – Ireland, the USA and UK. In 2021, the ratio of the value of this funding was 75%:20%:5%. In 2021, 36% of total fundraised income was part of multi-year commitments, another 54% was made up of renewal of support year on year and the remaining 10% was from other sources.

Throughout 2021, 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 businesses, travel and events. In 2021, several existing supporters increased their donations to SEI as part of multi-year commitments or one off donations. New support was raised from corporates, individuals and foundations. Several major multi-year commitments from corporates and foundations had concluded in 2020 which were challenging to replace in the fundraising environment resulting from Covid-19 pandemic.

#### Other Income

During the first six months of 2021, the Company availed of the government's wage subsidy scheme, EWSS. To be eligible for EWSS, the Company must show that the business experienced a 30% reduction in turnover for the first six months of 2021 due to the impact of Covid-19. As SEI's income in this period was 60% of the same period in 2019, the Company met the eligibility criteria for EWSS.

The Company received 144,700 in wage subsidy payments and PRSI credits worth 32,107 for the first six months of 2021.

## Income from Investments

During 2021, SEI invested 250,000 of its cash reserves in Irish State Prize Bonds. These prize bonds are secure – 100% protected by the State and can be redeemed within seven working days. All prizes are tax free and the Company earned 300 from these bonds in 2021.

## 2.3 Expenditure

SEI's total expenditure in 2021 was 1,759,102 (including pro bono services), a decrease of 280,463 on 2020. IT costs were 72k less in 2021 as the project costs to upgrade the Salesforce platform were included in 2020 expenditure. Staff recruitment costs decreased by 40k, as staff recruitment was managed internally during 2021. Other costs such as venues, travel, staff training, and general office costs were less in 2021. Overall expenditure on support costs in 2021 was 177,428 less than the previous year.

### Expenditure on Raising Funds

The primary expenditure on raising funds in 2021 was staff and resourcing costs. In 2021 the Development Team was comprised of a full-time Director of Development, full-time Development Manager, part-time Supporter Relations Manager, and full-time Development Executive. Part of the CEO's time is attributed to fundraising as the CEO plays an active role in our fundraising. Direct expenditure on fundraising activity was less than 5,000 in 2021 as normal travel and events could not take place due to the pandemic.

### Expenditure on Charitable Activities

Total expenditure on charitable activities in 2021 was 1,389,658 (including pro bono services), a decrease of 358,399. Significant differences include an increase in Bursary payments to social entrepreneurs in 2021 of 46k, due to increased payments to Ideas Academy, Action Lab and Spark programme participants. There was a reduction in direct awardee payments in 2021 of 165k, as Scale programme direct awardee payments were paid with the outstanding balances accrued in our 2020 accounts.

## 2.4 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 and Prize Bonds. During 2021 the Board updated the Company's reserves policy. The policy is that cash reserves should not fall below 670,000 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.

## 2.5 Events since the year end

Since January 2022, SEI has continued to monitor the impacts and the advice related to Covid-19. Currently SEI is piloting hybrid working arrangements, with team members working from the SEI office 2/3 days per week. The selection process for 2022 programmes has been run in a hybrid manner with both online and in-person activities. SEI programmes also continue in hybrid mode, incorporating more in-person training and events.

The process to develop SEI's new strategy has kicked off in 2022. Throughout this process, there will be engagement with the SEI team, board members, social entrepreneurs, supporters and other stakeholders. The output of this process will be to develop a new strategic direction and ambition for SEI.

## 2.6 Plans for the future

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

## Section 3:

### 3.1 Organisational Governance

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.

### 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. Board members must comply with the Company's Conflict of Interest and Conflict of Loyalty policies.

### Conflict of Interest and Conflict of Loyalty

The Company has a Conflict of Interest and Conflict of Loyalty policies in place for all Board members and staff. Each Director is asked to declare any conflict 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.

The Board and the Leadership Team make annual declarations of conflicts of interest. The Board of Directors declared no conflicts of interest during 2021.



3.2 SEI Board of Directors

Tommy Breen

Tommy Breen is the former CEO of DCC plc, a leading international sales, marketing and support services group. His career with DCC spanned 30 years and he was CEO from 2008 until 2017. Since then he has worked with a broad range of businesses and is currently Chairperson of HomeServe plc and is a Non-Executive Director of a number of private companies. Tommy joined the Board of Social Entrepreneurs Ireland in 2016 and became Chairperson in 2018.

Julie Sinnamon

Julie Sinnamon is former CEO of Enterprise Ireland. Prior to this appointment Julie held a number of senior public sector positions, spanning a 30-year career in Enterprise Ireland and IDA Ireland. Julie is on the Investment Committee of the Irish Strategic Investment Fund and is a member of the Irish Government’s Climate Change Advisory Council. A strong proponent of initiatives that drive diversity and the building of balanced teams in the workplace, Julie is Co-Chair of Balance for Better Business, an independent group established by the Irish Government tasked with improving gender balance in senior leadership and Boards in Ireland. Julie has been a member of the Social Entrepreneurs Ireland board since 2015.

Paul Rellis

Paul is the CEO of Digiweb and Viatel Ireland, the largest indigenous Irish provider of enterprise telecommunications, managed cloud and residential broadband services. Paul has over two decades of experiences in the technology sector and has served as both CEO of Microsoft Ireland and COO of Microsoft Western Europe. He is also a former President of Ibec and of the American Chamber of Commerce. Paul has been a member of the Social Entrepreneurs Ireland board since 2017.

Caroline Keeling

Caroline Keeling is the CEO of Keelings, a 100% Irish-owned family business focused on growing and sourcing the best fresh produce from around the world. Caroline has a BSc (Chem) & MSc in Food Science which she obtained from University College Dublin (UCD). She started her career with Green Isle foods, going on to join Keelings as Technical Manager. Caroline is an Ambassador for The Women’s Fund for Ireland, Chair of the Horticulture Board of Bord Bia, Chair of Dublin Action Plan for Jobs Implementation Committee and a member of the Export Trade Council. Caroline has been a member of the Social Entrepreneurs Ireland board since 2017.

Julian Yarr

Julian was the Managing Partner of A&L Goodbody for 12 years from 2010 until May 2022. Prior to his appointment as Managing Partner, Julian was a specialist M&A and Equity Capital Markets lawyer advising on many landmark Irish corporate deals. He was head of A&L Goodbody’s London office between 2003 and 2010. He has been rated as a leading lawyer in Chambers Global, IFLR1000, Legal 500 and Who’s Who Legal. Julian has been a member of the Social Entrepreneurs Ireland board since 2016.

Iseult Ward

Iseult Ward is the Co-founder and CEO of FoodCloud, a non-profit social enterprise (and SEI Impact Awardee) with a vision of a world where no good food goes to waste. A graduate of Trinity College Dublin, Iseult is renowned for her insights and knowledge on sustainability and social entrepreneurship and was included on Forbes 30 under 30 Social Entrepreneurs European list in 2017. She has also received awards from the Irish Red Cross, Women Mean Business and was the recipient of the Social Responsibility Award at the inaugural UK Dept of Trade European Tech Women Awards in 2020. Iseult has been a member of the Social Entrepreneurs Ireland board since 2018.

Brian MacCraith

Brian MacCraith is an Irish Professor, physicist and former president of Dublin City University (DCU) in Ireland who is renowned internationally for his research on optical chemical sensors and biosensors. He joined DCU in 1986 and became president in July 2010, for a term of 10 years. After his term in office, he took up voluntary roles, including the chairs of Ireland’s High-Level Task Force on COVID-19 Vaccination and Future of Media Commission. Brian has been a member of the Social Entrepreneurs Ireland board since 2011.

Teresa Harrington

Teresa Harrington was a Partner with PwC and led the firm’s services to the not-for-profit sector until 2015. She has over 20 years’ experience with PwC providing a full range of services to charities operating in Ireland. Since 2015, Teresa has continued to work with and provide consulting services to the not-for-profit sector. Teresa has been a member of the Social Entrepreneurs Ireland board since 2012

John Duffy

John Duffy is the former Managing Director of Keefe, Bruyette & Woods, Inc, a full-service investment bank and broker-dealer specialising in the financial services sector. John has over four decades of experience in investment banking and is a resident of New York City. He has served on the board of not-for-profit and educational institutions in Ireland and the USA. John has been a member of the Social Entrepreneurs Ireland board since 2014.

3.3 Board Attendance 2021

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. All meetings in 2021 were held as online meetings due to Covid-19 travel restrictions and social distancing measures.

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)	6	6
John Duffy	2	0
Teresa Harrington	6	6
Caroline Keeling	6	5
Brian McCraith	6	0
Paul Rellis	6	4
Julie Sinnamon	6	6
Iseult Ward	6	6
Julian Yarr	6	4

\*John Duffy resigned as a Director on 13th May 2021.

\*\*Teresa Harrington resigned as a Director on the 24th December 2021.

\*\*\*\*During 2021 Brian MacCraith chaired the national covid vaccination programme.

The Annual General Meeting (AGM) was held on 27th September 2021 and the Directors who retired by rotation and were re-elected were Paul Rellis and Julian Yarr. The Directors and Leadership team wish to acknowledge the advice and support that Teresa and John provided during their time as Directors of the Company. Teresa also served as Chair of the Audit Committee and during her time she contributed significantly to the operations, financial and governance functions of SEI. John served as a Director for 7 years and during his time contributed to the governance and oversight, as well supporting SEI's US relationship development.

3.2 SEI Board of Directors

The Board has established the following sub-committees:

- Audit Committee
- Remuneration Committee
- Fundraising Advisory 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 (Teresa Harrington and Paul Rellis) and one external member with financial expertise (Lesa McDonagh).

The Committee met four times during 2021. 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 2020, and the annual budget for 2022.

Audit Committee Attendance	No. of Meetings during the year	No. of Meetings attended during the year
Teresa Harrington (Chair)	4	4
Paul Rellis	4	4
Lesa McDonagh	4	4

Remuneration Committee

The role of the Remuneration Committee is to consider and approve the remuneration of the Chief Executive Officer, 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. Membership of the Remuneration Committee is two Board members; Tommy Breen and Brian MacCraith. The Remuneration Committee met on one occasion in 2021.

Fundraising Advisory Committee

The Fundraising Advisory Committee was established in 2021. The committee comprises two board Directors, Julie Sinnamon and Julian Yarr and two executives, Tim Griffiths and Grainne O'Hogan (Director of Development). The committee's role is to support the executive function of fundraising and business development for the organisation through insight and guidance, supporting the organisation to develop a strong pipeline of opportunity for significant multi-year funding. The committee met 3 times during 2021.

3.5 Internal Controls

The Board of Directors have ultimate responsibility for ensuring that the charity has the appropriate systems of internal controls in place and is responsible for monitoring their effectiveness. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A three-year strategic plan (2020 to 2022) which guides and underlines all activity
- Annual Strategic Implementation Plans (SIPs) outlining the key annual objectives
- An annual budget and cashflow approved by the Board
- Compliance with Charities Regulator's Code of Governance
- Detailed set of policies and procedures in place
- Regular review of financial results, including consideration of budget variances
- Reports from Board Subcommittees – Audit & Risk committee and Remuneration committee
- Delegation of authority & segregation of duties – as specified in the Board Schedule of Matters

3.6 Directors' and Secretary's Interests

The Directors and Secretary and their families had no interest in the company as at 31 December 2021. The Board of Directors and the CEO were disclosed on the Central Register of Beneficial Owners as persons who exercise control over the company.

3.7 GDPR

SEI continually reviews its compliance with GDPR requirements. The Data Protection policy is contained within the Employee Handbook. Data security has been enhanced with multi-factor authentication and enhanced antivirus /security systems on all SEI devices.

3.8 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 five risks at each meeting.

### 3.9 Principal Risks

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. An employee assistance programme is 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 strategy was 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 enhancements to SEI's Impact Measurement framework during 2021 advanced SEI's ability to monitor key objectives and the impact on social entrepreneurs. 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. A Strategic Review project has commenced in 2022; the outcome of this project will be to develop SEI's strategic direction and ambitions for the future.

- **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, 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. A fundraising advisory committee was established during 2021 to further develop and support SEI's fundraising. During the first half of 2021, the Company accessed the Government wage subsidy schemes (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 group pension 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.

### 3.10 Training & Development

SEI policies and practices are in place to foster an environment where employees continually develop and update their skills and are motivated to achieve success. SEI fully supports employees to develop their skills and abilities through on the job training as well as formal training & development courses. During 2021 SEI invested in over 300 hours of training & development for the team, equivalent to 1.3% of team time. In particular, significant investment was made into bespoke Salesforce training, provided by the Digital Transformation Manager.

### 3.11 Employee Rights & Equal Opportunities

In SEI, we recognise that our employees are key to our success and that their talent, innovation and professionalism have been essential ingredients in SEI's strong growth and impact to date. The Directors and Leadership team strive to be transparent and accountable and to balance the rights and responsibilities of all stakeholders. We understand the importance of active communication and engagement with our employees, underpinned by robust policies and practices.

#### Our HR policies and practices:

- Foster a culture of continuous learning and opportunity by supporting employees in developing their potential and in making the best use of their abilities.
- Ensure equality of opportunity for all employees by promoting a work environment free from discrimination
- Do not permit discrimination of any kind against any person on any grounds, including age, gender, marital status, sexual orientation, family status, religion, disability, race or membership of the Travelling Community, in accordance with the Employment Equality Acts 1998 – 2007.

#### Our Employee Handbook contains detailed policies covering the following important areas:

- Foster
- Bullying & Harassment
- Security & Confidentiality
- Grievance
- Discipline

The SEI Employee Handbook was reviewed and updated during 2021, to ensure compliance with all legal and regulatory requirements as well as incorporating some significant changes to the Compensation & Benefits package; these changes include:

- Paid Maternity, Paternity & Adoptive leave for employees with more than 1 years' service
- Paid sick leave for 4 weeks per annum
- Income Protection & life assurance schemes introduced for all team members
- A new Group Defined Contribution scheme introduced
- Additional annual leave after 5 and 10 years' service

### 3.12 Inclusion & Diversity

Social Entrepreneurs Ireland believes that diversity is a strength in the workplace and this belief is embedded in the values that guide us as a team. We are committed to equal employment opportunity for suitably-qualified candidates, irrespective of gender, disability, marital or parental status, racial, ethnic or social origin, colour, belief, religion or sexual orientation. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements.

Our team is currently made up of 16 employees of whom 81% (13) are women. Our Board consists of a 50/50 split between men and women. As an organisation, we work to advance inclusive and equitable entrepreneurship across our whole community of social entrepreneurs with our Spark Programme leading the way in this area and working to make social entrepreneurship accessible and welcoming to all.

### 3.13 Sustainability

Social Entrepreneurs Ireland's vision is of an Ireland where people solve all social problems. We recognise the urgent need to solve existing and emerging social and environmental problems. SEI is committed to finding and supporting the social entrepreneurs developing green solutions and alternative. We have developed our programmes to support the same.

As an organisation, we are committed to continuous improvement in our actions to decrease our environmental impact. We strive to better our practices to minimise waste, energy and decrease our carbon footprint through our office activities, travel arrangements and events.

## Section 4: Further Information

### 4.1 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.

### 4.2 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.

### 4.3 Taxation status

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

### 4.4 Political donations and Lobbying

The Company did not make any political donations during the year under review. As required under the Regulation of Lobbying Act 2015, SEI records all lobbying activity and communications engaged with the Designated Public Officials. All returns and submissions required by the Act have been completed.

### 4.5 Research and development

The Company did not undertake research and development activities during the year.

### 4.6 Statement of relevant audit information

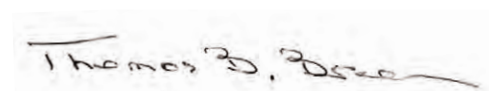
Each of the persons who are Directors at the time when this Directors' Report is approved has confirmed that:

- 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.

### 4.7 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: 12/08/2022



Paul Rellis

Director (Acting Chair of the Audit Committee)

Date: 12/08/2022



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:**

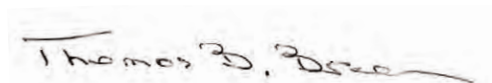
- select suitable accounting policies and then apply them consistently;
- Paid sick leave for 4 weeks per annum
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify 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.

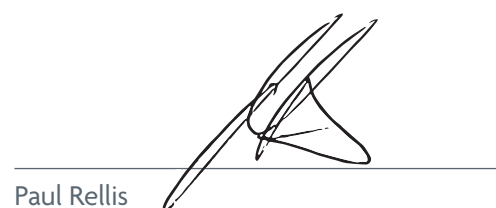
SIGNED FOR AND ON BEHALF OF THE BOARD



Tommy Breen

Chairperson

Date: 12/08/2022



Paul Rellis

Director (Acting Chair of the Audit Committee)

Date: 12/08/2022

## 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 2021, 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 2021 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.

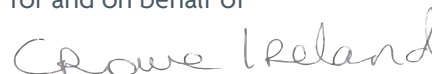
A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). The description forms part of our Auditors' report.

Signed by



Roseanna O'Hanlon

for and on behalf of



Chartered Accountants and Statutory Audit Firm

40 Mespil Road

Dublin 4

Date: 16/08/2022



**STATEMENT OF FINANCIAL ACTIVITIES (incorporating the Income and Expenditure Account)  
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted Funds €	Restricted Funds €	Total 2021 €	Total 2020 €
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and legacies	3.1	1,153,676	492,124	1,645,800	1,821,160
Other income	3.2	176,807	-	176,807	105,498
Total		1,330,483	492,124	1,822,607	1,926,658
<b>EXPENDITURE ON:</b>					
Raising funds	4.1	396,444	-	369,444	291,508
Charitable activities	4.2	827,031	562,627	1,389,658	1,748,057
Total		1,196,475	562,627	1,759,102	2,039,565
Net income / (expenditure)		134,008	(70,503)	63,505	(112,907)
<b>RECONCILIATION OF FUNDS:</b>					
Total funds brought forward	15	666,340	70,503	736,843	849,750
<b>TOTAL FUNDS CARRIED FORWARD</b>	15	800,348	-	800,348	736,843

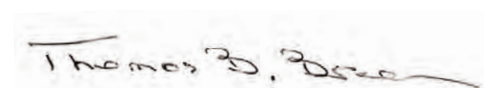
All income and expenditure arises from continuing operations. The company has no recognised gains or losses other than the result for the year as set out above.

The notes on pages 20 to 30 form part of these financial statements.

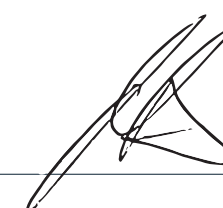
**BALANCE SHEET AS AT 31 DECEMBER 2021**

	Note	2021 €	2020 €
<b>FIXED ASSETS</b>			
Tangible assets	11	12,433	14,353
<b>CURRENT ASSETS</b>			
Debtors	12	116,288	81,141
Cash at bank and in hand	13	843,271	911,500
<b>TOTAL CURRENT ASSETS</b>		959,559	992,641
<b>CREDITORS (amounts falling due within one year)</b>	14	(171,644)	(270,151)
<b>NET CURRENT ASSETS</b>		787,915	722,490
<b>TOTAL NET ASSETS</b>		800,348	736,843
<b>FUNDS OF THE CHARITY</b>			
Unrestricted funds	15	800,348	666,340
Restricted funds	15	-	70,503
<b>TOTAL CHARITY FUNDS</b>		800,348	736,843

SIGNED ON BEHALF OF THE BOARD:



Tommy Breen  
Chairperson  
Date: 12/08/2022



Paul Rellis  
Director  
Date: 12/08/2022

The notes on pages 20 to 30 form part of these financial statements.

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2021

	€	€
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Deficit for the financial year	(63,505)	(112,907)
Adjustments for:		
Depreciation of tangible assets	6,180	6,655
Decrease/(increase) in debtors	(35,147)	118,265
(Decrease)/increase in creditors	255	-
<b>NET CASH (USED IN)/GENERATED FROM OPERATING ACTIVITIES</b>	<b>(63,714)</b>	<b>(100,258)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of tangible fixed assets	(4,865)	(9,433)
Proceeds on disposal of tangible fixed assets	350	-
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(4,515)</b>	<b>(9,433)</b>
<b>NET (DECREASE) IN CASH AND CASH EQUIVALENTS</b>	<b>(68,229)</b>	<b>(109,691)</b>
Cash and cash equivalents at beginning of year	911,500	1,021,191
<b>CASH AND CASH EQUIVALENTS AT THE END OF YEAR</b>	<b>843,271</b>	<b>911,500</b>
<b>CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:</b>		
Cash at bank and in hand	843,271	911,500

## 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.

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 2020, Covid-19 spread Worldwide and resulted in a pandemic. The effect of Covid-19 presents many risks for the company, the effects of which cannot be fully quantified at the time of approving the financial statements. The Directors will continue to monitor the implications of the pandemic, albeit they consider that the company is sufficiently robust to weather the associated uncertainty at the time of approving the financial statements.

**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 €	2021 €	2020 €
<b>3. INCOMING RESOURCES</b>					
<b>3.1 DONATIONS AND LEGACIES</b>					
Donations		780,917	492,124	1,273,041	1,323,149
Donated services and discounts	3.1.1	372,759	-	372,759	498,011
		<u>1,153,676</u>	<u>492,124</u>	<u>1,645,800</u>	<u>1,821,160</u>

**3.1.1 DONATED SERVICES**

During the year, the company was in receipt of donated services valued at €372,759. The main element of this consist of A&L Goodbody legal services totalling €76,227, A&L Goodbody company secretarial services totalling €5,500, advertising support from Global Media (formerly Exterion) of €99,165, PR and communications support from Bradley: Bradley Agency of €27,060 and event support from Areaman of €11,500. Donated services and associated costs have been recognised in the financial statements.

	Unrestricted Funds €	Restricted Funds €	2021 €	2020 €
<b>3.2 OTHER INCOME</b>				
Grant Income	176,807	-	176,807	105,498
	<u>176,807</u>	<u>-</u>	<u>176,807</u>	<u>105,498</u>

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**

	2021 Unrestricted Funds €	2021 Restricted Funds €	2021 Total €	2020 Total €
Total Costs	369,444	-	369,444	291,508

**4.1.1 Raising Funds**

	2021 Direct €	2021 Support €	2021 Total €	2020 Direct €	2020 Support €	2020 Total €
Staff Costs	176,597	73,732	250,329	154,303	62,878	217,181
Other Costs	3,011	53,987	56,998	7,922	66,405	74,327
Donated Services	62,117	-	62,117	-	-	-
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**

	2021 Unrestricted Funds €	2021 Restricted Funds €	2021 Total €	2020 Total €
STEP (Academy for Social Entrepreneurs)	142,465	360,318	502,783	545,743
LEAP (Awards Programme)	196,344	93,064	289,408	196,642
SOAR (Scale Partnership Programme)	244,167	24,245	268,412	406,256
Community (Social Entrepreneurs Community & Sector Development)	244,055	85,000	329,055	599,416
	827,031	562,627	1,389,658	1,748,057

The SOAR programme is a 2 year programme, which commenced in 2020 with a proportionately higher spend in 2020. The expenditure on Community activities in 2020 includes a higher level of donated services than in 2021.

**4.2.1 Charitable Activities**

	2021 Direct €	2021 Support €	2021 Total €	2020 Direct €	2020 Support €	2020 Total €
STEP (Academy for Social Entrepreneurs)	381,651	121,132	502,783	361,817	183,926	545,743
LEAP (Awards Programme)	229,025	60,383	289,408	141,872	54,770	196,642
SOAR (Scale Partnership Programme)	214,616	53,796	268,412	305,335	100,921	406,256
Community (Social Entrepreneurs Community & Sector Development)	255,497	73,558	329,055	454,299	145,117	599,416
	1,080,789	308,869	1,389,658	1,263,323	484,734	1,748,057

## 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.

	2021 Raising Funds €	2021 Charitable Activities €	2021 Total €	2020 Total €
Staff Costs (Pay and Pensions)	73,732	178,310	252,042	309,402
Staff recruitment	1,617	3,911	5,528	48,401
Staff recruitment	1,782	4,309	6,091	10,922
IT and online platforms	3,622	8,760	12,382	70,894
Marketing and Communications	7,624	18,437	26,061	27,517
Memberships and Subscriptions	1,206	2,917	4,123	4,308
Facilitators/Consultants	8,001	19,350	27,351	34,945
Travel and Accommodation	155	374	529	1,212
Catering	-	-	-	3,381
Other Event Costs	41	98	139	1,239
General Office Costs	3,755	9,079	12,834	545,743
Insurances	2,100	5,080	7,180	545,743
Miscellaneous	-	-	-	19,208
Rent and Service Charges	15,360	37,145	52,505	54,137
Utility Costs	1,188	2,873	4,061	7,307
Depreciation charge	1,808	4,372	6,180	6,655
Audit	5,728	13,854	19,582	6,883
	127,719	308,869	436,588	614,017

## 6. GOVERNANCE COSTS

	2021 Direct €	2021 Support €	2021 Total €	2020 Direct €	2020 Support €	2020 Total €
Audit costs	-	19,582	19,582	-	6,883	6,883
Company Secretarial costs*	-	5,500	5,500	-	17,465	17,465
Total Costs	-	25,082	25,082	-	24,348	24,348

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

## 7. NET MOVEMENT IN FUNDS

	2021 €	2020 €
<b>Net movement in funds is stated after charging the following:</b>		
Depreciation	6,180	6,655
Auditors' Remuneration	19,582	6,883
Operating Lease Rentals - Building	37,012	37,012
Loss on disposal of tangible fixed assets	255	-

## 8. STAFF AND STAFF COSTS

The average monthly number of employees during the year was 17 (2020: 17). The aggregate amounts paid to or on behalf of staff are as follows:

	2021 €	2020 €
Wages and salaries	732,459	681,610
Social Welfare costs	79,489	65,641
Pension costs	46,244	43,647
	858,192	790,898



**8. STAFF AND STAFF COSTS**

The average monthly number of employees during the year was 17 (2020: 17). The aggregate amounts paid to or on behalf of staff are as follows:

In 2020, the company available of the government's Temporary Wages subsidy Scheme and the income from that scheme was netted against the wages and salaries cost in 2020. The number of staff whose emoluments amounted to over €70,000 in the year were as follows:

**€80,001 - €90,000**

2021	2020
1	1

For the financial year 2021, the following employer pension contributions were made to staff whose emoluments amount to over €70,000:

**€80,001 - €90,000**

2021 €	2020 €
7,333	8,510

Key management personnel consist of the 6 members of the executive management team for whom the total remuneration cost was €322,644 (2020: €332,966) in the year. Pension contributions were €27,560 (2020: €23,390).

The current CEO was appointed on 29 March 2021 and was paid a salary of €80,103 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**

In prior years, 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. During 2021, the Company set up a Group Defined Contribution Pension Scheme with Aviva, providing staff with the opportunity to participate in a Group Pension Scheme. Staff contribute at least 5% of their salary to the scheme and SEI contributes 10%. The pension charge represents contributions due of €46,244 (2020: €43,647) 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****COST**

	Premises €	Fixtures & fittings €	Computer equipment €	Total €
At 1 January 2021	13,855	17,699	36,000	67,554
Additions	-	-	4,865	4,865
Disposals	-	-	(1,578)	(1,578)
At 31 December 2021	13,855	17,699	39,287	70,841

**DEPRECIATION**

	Premises €	Fixtures & fittings €	Computer equipment €	Total €
At 1 January 2021	13,855	16,727	22,619	53,201
Additions	-	683	5,497	6,180
Disposals	-	-	(973)	(973)
At 31 December 2021	13,855	17,410	27,143	58,408

**NET BOOK VALUE**

	Premises €	Fixtures & fittings €	Computer equipment €	Total €
At 31 December 2021	-	289	12,144	12,433
At 31 December 2020	-	972	13,381	14,353

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

**12. DEBTORS (Amounts falling due within one year)**

	2021 €	2020 €
Debtors	63,966	62,000
Other debtors	682	1,125
Prepayments	51,640	18,016
	116,288	81,141

**13. CASH AND CASH EQUIVALENTS**

	2021 €	2020 €
Cash at bank and in hand	593,271	911,500
Prize Bonds	250,000	-
	843,271	911,500

**14. CREDITORS (Amounts falling due within one year)**

	2021 €	2020 €
Trade Creditors	1,038	15,718
Payroll Taxes	20,120	14,485
Accruals	95,486	69,948
Deferred income	-	80,000
Accrued awardee commitments	55,000	90,000
	<u>171,644</u>	<u>270,151</u>

**15. FUNDS OF THE CHARITY****15.1 ANALYSIS OF NET FUNDS – UNRESTRICTED**

	Opening Balance €	Receipts €	Expenditure €	Closing Balance €
General Unrestricted funds	666,340	1,330,483	(1,196,475)	800,348

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 €670,000 without the prior approval of the Board.

**15.2 ANALYSIS OF NET FUNDS – RESTRICTED**

	Opening Balance €	Receipts €	Expenditure €	Closing Balance €
STEP	-	360,318	(360,318)	-
LEAP	60,503	32,561	(93,064)	-
SOAR	-	24,245	(24,245)	-
Community	10,000	75,000	(85,000)	-
	<u>70,503</u>	<u>492,124</u>	<u>(562,627)</u>	<u>-</u>

**15.3 ANALYSIS OF NET ASSETS**

	Restricted Funds €	Unrestricted Funds €	Total Funds €
Fixed Assets	-	12,433	12,433
Current Assets	-	959,559	959,559
Current Liabilities	-	(171,644)	(171,644)
Net Assets at 31 December 2021	<u>-</u>	<u>800,348</u>	<u>800,348</u>

**16. RELATED PARTY TRANSACTIONS****16.1 TRANSACTIONS WITH RELATED PARTIES**

John Duffy, Julie Sinnamon, Caroline Keeling (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 €38,377. 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 2021.

**17. COMMITMENTS UNDER OPERATING LEASES**

At 31 December 2021 the company had future minimum lease payments under a non-cancellable property operating lease for each of the following periods:

	2021 €	2020 €
Not later than 1 year	48,700	37,012
Later than 1 year and not later than 5 years	105,672	117,323
Later than 5 years	-	-
	<u>154,372</u>	<u>154,335</u>

**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 12 August 2022.

[socialentrepreneurs.ie](http://socialentrepreneurs.ie)



Registered Charity Number  
CHY 17524 / CRA20065379

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