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"I realised once we started,
that you can have a
successful business and stay
true to your cause, if the
people that are mentoring
you understand the value of
what you want to do. And
that's what happened with
DcodeDyslexia"

Mary Moran

Founder of DcodeDyslexia



Chair of the Board's **Foreword**



Social entrepreneurs have continued to demonstrate positive impact on Irish societal problems"

In 2022, with the ongoing and steadfast support of our philanthropic, corporate and foundation partners, Social Entrepreneurs Ireland and its social entrepreneurs have continued to demonstrate positive impact on Irish societal problems, notwithstanding the many new challenges emerging on a global and local level. Although the scourge of Covid-19 has finally taken on a rearward focus, much of the adverse impact that resulted from it will take time and effort on the part of existing and fledgling social entrepreneurs to resolve.

In addition to the day to day work of supporting social entrepreneurs to create lasting positive social change, in 2022 Social Entrepreneurs Ireland undertook a piece of strategy work under the leadership of CEO Tim Griffiths, designed to help shape the strategic direction and goals for the coming years of the organisation.

The epicentre of the new strategy is 'accelerated social change through the power of people', and I am confident, as we come close to the milestone of twenty years since the founding of Social Entrepreneurs Ireland, about the outcome and the steady navigation of the organisation under the stewardship of Tim and the team.

I would like to welcome our incoming board member, Cliona Mullen, and as always to thank our existing board members for their dedication and support. I would particularly like to pay tribute to Anne Murphy, who passed away in 2023 following an illness. Anne acted not only as our Director of Operations from 2019, but also as interim CEO. Myself, Tim and all the team at Social Entrepreneurs Ireland extend our heartfelt condolences to Anne's husband and all the Murphy family. I know the team will continue to operate with the passion and absolute commitment and professionalism that Anne, as a colleague and friend, demonstrated alongside her team during her time with Social Entrepreneurs Ireland.

With my sincere thanks to all; the SEI team, our supporters and our brave-hearted entrepreneurs, here's to another year of changing Ireland for the better.

Thomas B. Breen

Thomas Breen, Chair of the Board



A Word From Our CEO



To the social entrepreneurs that inspire and motivate us all; our broad network of supporters, our board of directors and our team - thank you!"

2022 was a year of great positive momentum for Social Entrepreneurs Ireland. Our National Call continues to identify significant numbers of high potential social entrepreneurs, and our various programmes help to shape their direction to optimise the social impact that their potential demands. Our year was punctuated with great achievements from our social entrepreneurs, great support from our broad network, both through funding and expertise, and a strategic review that is shaping our evolution in the years ahead. In many ways our Gathering event that we held in the Mansion House on the 22nd November captured the essence of all of this, and in itself was one of the highlights of the year.

As I write these words, we are all weighed down by the great sadness of the death of our colleague Anne Murphy on 12th April 2023. Anne was the Interim CEO of the organistaion immediately before I joined, and was an outstanding Director of Operations. She was a great colleague and friend, not only to me, but all the team at Social Entrepreneurs Ireland. Her memory and her legacy will be long-lived and Social Entrepreneurs Ireland shall forever be in her debt.

We undertook a major strategic review during 2022. I'd like to thank the strategic consultant Emer Howard for her fantastic work that she did with us. We are all very excited that the work that we did

last year has laid the foundations for our plans, output and impact over the next three years. The work can be summed up by our new vision: 'Accelerated social change through the power of people.' There is a more detailed outline of this work, on page 12 of this report.

Our calendar dictates that our year tends to be signposted by welcomes and goodbyes; welcomes to those who are coming on-board our programmes and goodbyes to those who have just completed a programme. In 2022, we completed our Impact Programme in April and we were really proud of the progress made by each of the participants in their own way. Indeed it is the bespoke nature of our programmes that is frequently cited as one of the key ingredients for their successes. Congratulations to Byowave (Brandon Blacoe and Eibhlin O'Riordan); Mother Tongues (Francesca La Morgia); Peer (Graham Brocklebank); Positive Carbon (Aisling Kirwan and Mark Kirwan); and Shapes Of Grief (Liz Gleeson) for all you have achieved so far and all that you will undoubtedly achieve in the future.

In September, we were joined by some of our supporters to celebrate the closeout of the 2022 **Ideas Academy.** This was one of the special nights of our year. Almost physically seeing the growth in confidence in the room and the journeys that the participants were embarking on, was incredibly

INTRODUCTION

motivating for all our team and supporters.

We also closed out our two year **Scale** Partnerships programme. The awardees were jumpAgrade (Pádraic Hogan and David Neville); Mobility Mojo (Stephen Cluskey and Noelle Daly) and My Mind (Krystian Fikert). At the closeout dinner that we hosted in November, we were also joined by Hugh Brennan from Ó Cualann Cohousing Alliance and Alex Cooney from CyberSafeKids. It was a wonderful evening and an inspirational conversation, not only in reflecting on the achievements of each of the social entrepreneurs and their hopes for the future, but also for how they saw Social Entrepreneurs Ireland playing such a pivotal role in their success. Coming out of our strategic work that we undertook during the year, we are actively engaged in how to best support social entrepreneurs who have either completed a programme with us in the past or are not on a programme, that we can still offer them some support to deliver accelerated social change.

We welcomed Dcode Dyslexia (Mary Moran),
Jiminy Eco Toys (Sharon Keilthy); The B!G Idea
(Kim Mackenzie-Doyle); Hair Together (Eileen
McHugh); and The Two Norries (James Leonard and
Timmy Long) who all joined the 2022-23 Impact
Programme in September. Each of them featured
prominently in our Gathering event in November (a
short highlights video is available online), inspiring

our audience with their insight and passion to resolving their respective social problems.

2022 was a positive year for us at Social Entrepreneurs Ireland, in what were undoubtedly difficult conditions due to the macro-economic environment. Stripping out EWSS payments from the government, our fundraised income increased by 23% on 2021. In an overall environment of many organisations seeing a decline in fundraising, this was a most positive and heartening result. We have set ourselves a stretching target of an increase of between 15%-30% in 2023. I would like to personally thank each of our supporters for your commitment, trust and encouragement over the last twelve months. Without your support, none of what we achieve would happen. A list of our supporters is listed later on in this document. I would like to welcome two new corporate supporters who joined our network in 2022 - Kennedy Wilson and Google.org. Kennedy Wilson, came on board in July 2022 as part of a three year commitment to our Impact Programme. This is a fantastic boost to the team and we recently saw some of the fruits of this investment at the closeout of the 2022-23 Impact Programme.

We were delighted to announce in November that Google.org has provided funding of €500,000 to support our work in partnership with INCO. This investment will fund the **Changing Ireland**

Accelerator, which will take place from July 2023 to June 2024. We received almost double the number of applications we had anticipated which points to the amount of high calibre social entrepreneurs in need of both supports and funding. It is no doubt that the dearth of funding remains a burden for many operators in the sector.

I'd like to thank everyone who helped make 2022 the successful year that it was for Social Entrepreneurs Ireland. The social entrepreneurs that inspire and motivate us all; our broad network of supporters who share their funds, expertise and time so generously; our board of directors for their commitment and advice; and finally to the Social Entrepreneurs Ireland team themselves who embrace everything that they do, with a mix of passion, pride and professionalism. We are looking forward to what happens next!

Tim Griffiths, CEO

CEO's Introduction





We were all greatly saddened when our friend and colleague **Anne Murphy** died on the 12th April 2023.

Anne was the third CEO in Social Entrepreneurs Ireland history, acting as interim CEO upon the departure of Darren Ryan and before Tim Griffiths started. As Director of Operations, with responsibility for Finance, Human Resources and Governance, she revolutionised the organisation when she joined us from ALONE in 2019. She raised the standards that the organisation set, and in turn that we individually set for ourselves. It was impossible not to grow personally when she touched your life. She always carried herself with great professionalism, integrity and compassion. There is no doubt that Social Entrepreneurs Ireland will benefit from her legacy for many years to come.

Not only was Anne passionate about her work at Social Entrepreneurs Ireland, she always took great interest in the social entrepreneurs that we support on a daily basis. She was open and generous in sharing her skills and knowledge with the social entrepreneurs, and always proactively looked to do so. There are too many to name them all individually, but we would like to mention Iseult Ward from FoodCloud, who Anne was connected to before joining Social Entrepreneurs Ireland, and Liz Gleeson from Shapes of Grief who has helped our team begin to deal with our grief.

Over the last twelve months of her life, Anne bore her illness with great strength, always looking positively at the next hurdle that she had to overcome. She wanted to know what was going on at the office and was our greatest fan, even when she couldn't be with us in person.

Anne will be very missed by all of us here at Social Entrepreneurs Ireland but we are thankful for all that we learnt from her and for our memories of this great woman.

Our thoughts are with her family, her husband Brian and their three daughters Maeve, Muireann and Caoimhe.

Ar dheis Dé go raibh a hanam uasal

Why We Exist

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"SEI met us where we were at, whatever we needed. They knew what we needed before we knew what we needed."

Eileen McHugh

Founder of Hair Together



New strategy, new vision, new mission

In 2022, Social Entrepreneurs Ireland embarked upon developing a **new strategy** that will guide our work from 2023 through to 2025 and beyond.

Following on from a competitive tender process, we engaged the services of the strategic consultant Emer Howard to assist us with the process. The process commenced in April and was completed by the end of September.

It was the right time for the organisation to evolve our thinking as the world and the environment in which we operate had changed significantly since we last undertook a strategic review. On the most obvious level, Covid-19 and its aftermath has required every organisation across the globe to reassess how they deliver their services; how they operate as an organisation; and how they recruit, maintain, and develop their staff and culture, as employee expectations evolve. Covid-19 has also highlighted how important the role of the social entrepreneur is, as new social problems emerged and others became amplified in a world momentarily turned upside down.

This new world order displayed increasing social problems and a heightened conviction to address them.

Beyond the pandemic, the social entrepreneur space has become far more active than when Social Entrepreneurs Ireland first forged the sector in Ireland, back in 2004. There are more voices, more players and indeed the government itself are in the throes of finalising their second policy on social enterprise, something that wasn't even a consideration twenty years ago. Another motivation to undertake our strategic review was to build on the positive momentum that the organisation had. Our programmes at each stage of the social entrepreneur journey were operating well and in tandem with our selection process, we remain at the forefront of identifying and developing social entrepreneurs across the island of Ireland. In addition, we added to our vital community of both philanthropic and corporate supporters, which gave us great confidence as we undertook to re-imagine our future plans.





"If I have said it once I would say it a million times, to anyone that listens, Social Entrepreneurs Ireland catapulted my idea into action"

- Damien Quinn, Spéire Nua, Ideas Academy 2021 and Action Lab 2022



The six month process revolved around four landmark workshops which all of the Social Entrepreneurs Ireland team attended. In the lead up to the first of these workshops, there was a significant discovery phase that involved garnering the thoughts of social entrepreneurs, supporters, cultural and political stakeholders as well as team and board members. The process was both linear and evolutionary, emphasised by the titles of our four workshops: Ground Zero; Vision, Five Bold Steps and Action Planning. At the end of the process we have developed a framework that will inform our workplans and evolution over the next three years.

Some of the **highlights of the** work that came out of the process are as follows:

We have landed on a new vision of accelerated social change through the power of people. This is enabled by our mission that we harness the cumulative power of people to accelerate social change. We do this in two ways:

- **1.** We seek out people with unique insight and scalable ideas to social problems and
- **2.** We offer them a deeper level of support to grow their impact through our vibrant community of changemakers.

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This work is underpinned by our beliefs:







Out of this structure comes our five strategic priorities for the next three years.

Across these five strategic priorities, we have a developed a granular list of tasks under eleven project headings that map out the organisations workplan for the next three years.

accelerate our impact

Community:

Our unique catalyst for change - the effective connection of everyone with the will & the might to solve Ireland's social problems. To facilitate successful sharing of their available resources



Impact 3.0:

A new, human-centered impact strategy for a deeper level of relevant support in an ever-changing world.

Meaningful Marketing:

A plan to make SEI stand out as a powerful catalyst for change through the power of people.

need to, to help us reach our

vision and our goals.

2023 Update

cybersecurity project

The work coming out of our strategic plan is in full flow (at the time of writing (June/July 2023)). Areas of particular focus for the first six months of the year have been:

Community:

Building a structure to best support social entrepreneurs outside of our traditional programmatic led supports. Undertaking a design thinking approach to developing technology to optimise the meaningful bringing together of social entrepreneurs and our wide network of supporters.



Impact 3.0:

Delivering two selection processes for three programmes, identifying the next intake of social entrepreneurs stepping to up to address Ireland's social problems; completion of the 2022/2023 Impact Programme and the 2023 Action Lab; extensive strategic discussions at Board level to map out how to optimise our supports of social entrepreneurs in the future.

Meaningful Marketing:

Developing a marketing strategy around communicating with our multiple audiences; and taking a longer term approach to our social media planning.

UK; supporting selected social

entrepreneurs.

relationships, in Ireland, the USA and the

Why do we focus on social entrepreneurs?

Social entrepreneurs are society's problem solvers. They 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. Social entrepreneurs typically have a unique insight into the problem. They can see things that nobody else sees, and they are willing and able to do things that nobody else can or will do. They are people with the understanding and courage to put forward a new solution to a social problem, and act on it. Social entrepreneurs drive new approaches to solving social problems.

The first half of 2023 has been a busy six months for the team at Social Entrepreneurs Ireland. We received 135 applications for our Ideas Academy and 102 applications for our Impact Programme. Both programmes constantly evolve with an annual design process taking on board learnings from previous years. The successful applicants will be announced imminently with the Ideas Academy 2023 commencing on the 4th July and the Impact Programme 2023/24 commencing on the 12th September.





The four successful applicants for the Changing Ireland Accelerator have been announced and their year long programme commences in July 2023. They are:



Dabbledoo - Shane McKenna

Founded by Shane McKenna and Killian Redmond in 2012, Dabbledoo is an independent Irish company dedicated to providing primary schools with the resources, training and support to deliver high-quality and accessible arts and music education, aligned with curriculum. They are a team of educators, artists, musicians and designers with a passion for arts education and its potential to enrich the lives of children. In January 2023, Dabbledoo had more than 7,200 active teachers on the platform, reaching upwards of 1,200 schools and 182,000 children.



GORM - Mamobo Ogoro

Founded in 2020 by social psychologist Mamobo Ogoro, GORM is a social enterprise on a mission to unify across social and cultural differences and advance belonging for marginalised communities. GORM helps bridge connections and conversations across communities through a unique blend of expertise in social psychology and creative media. They focus on creating innovative digital media, intercultural education and events. On average, GORM's online platforms receive 80,000 monthly views and have grown to 7,000+ subscribers since 2020. GORM works with new and migrant communities and the LGBTQIA+ and disabled community.

WHY WE EXIST







Helium Arts - Helene Hugel

Founded in 2010 by Helene Hugel, Helium Arts aim to reduce the social isolation of children living with long-term health conditions. They do this by developing children's creative skills in the heart of their communities and providing them with, often their only, opportunities for developing social connections. This gives children a greater sense of belonging, imagination and joy. Helium Arts has 55 active, trained and vetted volunteers supporting them in community workshops, positively impacting almost 7,000 children all over Ireland

Her Sport - Niamh Tallon & Mohammed Mahomed

Co-founded by Niamh Tallon & Mohammed Mahomed in 2020, Her Sport empowers and advocates for girls and women in sport. Niamh and Mohammed are tackling gender disparity in sports by delivering educational workshops to schools, clubs and businesses discussing barriers for women in sport and how to overcome them, and by creating daily media coverage to highlight and showcase women in sports. Her Sport has successfully delivered workshops to more than 2,500 individuals in schools, clubs, universities and businesses across Ireland.

Our Impact in Action

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"To have SEI's recognition and become an alumnus adds huge credibility to our organisation and opened up so many opportunities to learn and grow."

Kim Mackenzie-Doyle

Founder of The B!G Idea



Statistics



13.6 million

in funding & pro bono supports provided by SEI since 2004



550+

social entrepreneur led organisations supported by SEI since 2004



Over €595,000

of pro-bono expertise and services were provided by SEI in 2022



Over €304,000

of direct funding was provided to social entrepreneurs in 2022

780+ instances of support (including advice, 10 signposting, media opportunities, training and new funders and connections) were made partners came on for social entrepreneurs board in 2022 in 2022 33,566 620+ new users (an increase of 21.5% people downloaded from 2021) on the the SEI Spark Toolkit updated website 220 50 attendees at the annual Gathering event 23% increase in

fundraised income

to 2021

Ideas Academy 2022 Statistics

60% of Ideas Academy participants felt an increase in their confidence in skills/capacity to bring idea to next stage

82% of Ideas Academy participants always felt supported by people around them in programme

80% of their goals over the course of the 9

How We Work

Social Entrepreneurs Ireland uniquely focuses on nurturing and growing social entrepreneurs as individuals and leaders. We do this by:



- Supporting them with tailored programmes, mentorship and direct funding to enable them to focus on growing their impact.
 - Tailored programmes: We delivered four programmes in 2022, aimed at social entrepreneurs at different stages of their development. These programmes focus on providing support and knowledge in key areas, as well as building participants' confidence and leadership skills.
 - Mentorship: We know from social entrepreneur feedback that peer groups and individual mentorship can make all the difference in a social entrepreneur's confidence, experience and knowledge.
 - Direct funding: We provide flexible grants to social entrepreneurs, giving them the financial space and security to focus on their impact, take risks and experiment.
- Elevating the profile of their organisation, assisting them in securing greater visibility and leveraging further funding, customers and supports.
- Connecting them to our support network and community of alumni, business leaders and corporate partners to share advice and experience. SEI acts as a broker, helping build connections and mentor relationships between our social entrepreneurs and our generous community of supporters and alumni.

Another key feature of Social Entrepreneurs Ireland's work is how we find the people with the greatest will and the might to accelerate the pace of social change in Ireland. We do this through our Selection Process.



How do we select which social entrepreneurs to support?

At SEI, we take great pride in our rigorous Selection Process, which leverages the discerning expertise of our community, made up of more than 300 entrepreneurs, social impact sector practitioners, corporations, business leaders, technical consultants and partners. By involving such a dynamic group of experts, SEI ensures that we select the social entrepreneurs who have the greatest potential to accelerate and embed social change across the island of Ireland. Our Selection Process consists of four main stages:

Application:

Social entrepreneurs from across Ireland are invited to fill out our online application form, where they have the opportunity to explain the problem they are trying to solve, the solution they have created, their vision for the future, and why they are the best people to drive it. We host an annual open call for applications every year, for both the Ideas Academy and Impact Programme. In 2022, this ran from 22nd February to 5th April, and we received more than 280 applications. Applications received from all over Ireland ranged across 10 of the 17 Sustainable Development Goals. The top goals were GOAL 3: Good Health and Well-being (23%), GOAL 13: Climate Action (18%), GOAL 4: Quality Education (17%), and GOAL 10: Reduced Inequality (12%).

Review process:

Each application is thoroughly evaluated and carefully considered by at least one SEI team member and up to five external reviewers. These reviewers bring a dynamic range of expertise in areas such as business, finance, marketing, strategy, and social impact. In 2022, we engaged with more than 220 external reviewers between 19th April to 9th May. Once all applications are reviewed, the SEI team then selects a shortlist of candidates to bring to interview.

"[The Selection Process is an] opportunity to see the innovative ideas coming from the sector, as well as the opportunity to contribute my own experience to assist SEI in the assessments." - William Parnell former Assistant Secretary General in Department of Rural and Community Development

Interviews:

SEI interviews candidates for both the Ideas Academy and the Impact Programme in order to gain a greater sense of the applicant as a social entrepreneur, the problem they are trying to solve, and their solution. We focus on making the interviews as warm and welcoming as possible, as for many applicants it is the first time they are pitching their idea. In 2022, interviews were conducted both remotely and in person. Each applicant met with a panel of four judges; one from the SEI team and three members of the SEI community. For the Impact Programme, an additional final interview was carried out, where shortlisted candidates provide further information about their organisation. In 2022, we engaged 79 external expert judges in 129 pitches over seven days between 24th May to 30th June.

How do we select which social entrepreneurs to support?

Reference check and SEI Board recommendation and sign off:

To ensure the highest level of quality and effectiveness, our Selection Process culminates in a reference check and a final sign-off by Social Entrepreneurs Ireland's Board of Directors. This last step allows us to confidently select the most promising social entrepreneurs who have demonstrated their commitment to creating lasting social impact through their innovative solutions.

"The energy and enthusiasm of the candidates is infectious - I always come away from these days with a positive view about what others are trying to do to enhance lives in Ireland."

The National Call for Applications is kindly supported by DCC plc.





Programme **Overviews**



The Impact Team lead the design and delivery of programmes of Social Entrepreneurs Ireland. They oversee the design and direction of how SEI supports social entrepreneurs, and ensure they receive the best supports needed to grow their impact. In 2022, we ran four programmes of support aimed at social entrepreneurs at different stages; the Ideas Academy, the Action Lab, the Impact Programme and the Scale Partnerships. The Impact Team also began developing a new programme, the Changing Ireland Accelerator, which launches in 2023.

"After each session of the Ideas Academy, I came away completely renewed and energised."

- Brian Michael Thornton, Feeds. Ideas Academy 2022

Over the past 19 years, SEI has seen that people living in close proximity to a specific social problem, whether in a personal or professional capacity, are often the individuals who have the best understanding of how to solve that problem. SEI believes that by supporting those people with insight and a potential solution at a very early stage, social problems could begin to be tackled. The Ideas Academy was created to do just that.

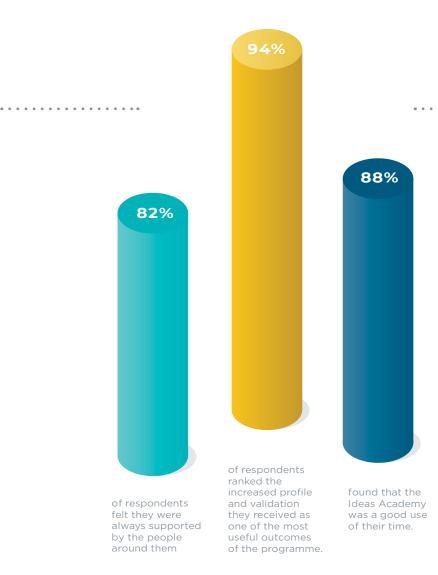
From over 180 applications, 45 projects (and 55 individuals) were selected to take part in the programme. There was a diverse range of projects taking part, from organisations upcycling unused hospital equipment to cultural awareness training for social care workers. A full list of the participants can be found on our website.

The programme officially launched in late June with a palpably energetic kick-off event, with participants discussing their hopes for Ireland and why they were taking action. Over the next three months, participants took part in a number of immersive half-day workshops led by expert facilitators. Participants were supported with design thinking, to develop their understanding

and research around the problem they are trying to solve.

Participants were encouraged to refine their solution, based on research they developed, and were supported in determining the best way to build their organisations, with a focus on legal structure and funding plans. The Ideas Academy encouraged them to explore how they communicated their stories and vision to different audiences and stakeholders. Each workshop was followed by a discussion call in smaller learning groups with the Programme Manager to enable further conversation and exploration of topics covered.

Throughout the programme, participants were encouraged to build relationships, network and learn from each other outside the workshop and facilitated discussions. This peer support, along with networking opportunities provided by the Ideas Academy, was ranked as one of the most useful aspects of the programme. At the end of September, we gathered for an in-person graduation in Dublin. The strength of the relationships built over the course of the



programme shone through, and it was energising to see that the now graduates felt motivated to continue to work on their developing solutions.

Following the graduation from the programme, the Ideas Academy graduates were invited to apply for seed funding. A total of €40,000 was divided between the top 11 pitches, based on their depth of insight into the problem, the potential of their idea to tackle it effectively, and their plans to pilot their solution.

In 2022, the Ideas Academy was supported by Bank of America (corporate partner) and Lifes2good Foundation (sponsor of the Ideas Academy West).











The Action Lab was designed for some of the highest potential graduates of the Ideas Academy to support them through the pilot stage. This is often a challenging stage for social entrepreneurs, as they seek to test and refine their solutions. Ten social entrepreneur-led projects were selected by the SEI team for the 2021-2022 Action Lab. They had all come through the Ideas Academy within the past three years. The Selection Process consisted of examining the seed fund awardees from the previous three iterations of the Ideas Academy programme, analysing the needs and challenges of each awardee to determine their potential and fit to the programme. These projects were working in

areas such as; disability, education, mental health, and supporting migrant communities.

The five-month programme was launched in December 2021 and ran until April 2022. The programme was designed to support social entrepreneurs to increase their knowledge of social business models, funding, governance, and communications. At the outset of the Action Lab, participants each received a bursary of €3,000 to support their involvement in the programme. The content of the training was designed based on the needs, challenges and opportunities identified via the pre-programme survey and 1-2-1 calls with the Programme Manager.

The Action Lab participants attended group training sessions led both by external facilitators and the SEI team, covering communications planning, fundraising, legal structure, resilience and pitching skills. As well as these core sessions, participants received 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.

Seven of the ten organisations applied for further seed funding. From this group, we selected five awardees to receive a portion of €15,000 total seed funding pot.

Towards the end of 2022 SEI began selection for the 2023 Action Lab. A plan of supports was designed based on this cohort's individual goals, and delivery started in January 2023.

The 2022 Action Lab was kindly supported by the Lifes2good Foundation.

The Action Lab Participants

- Caroline O'Shaughnessy, Cumas Ceangal
- Sophie Reynolds, For Flock's Sake
- Órna & Niamh Murray, Move2B
- Gavin Timlin. TSLI Awarded €1.000 in seed funding

- Toufik Messabih, Lib Multicultural Counselling Awarded €5,000 in seed funding
- Eliya Lavine, Seed Scholars Awarded €5,000 in seed funding
- Islammiyah Saudique, Galway Online Community Radio (GOCOM) Awarded €3,000 in seed funding
- Damien Quinn, Spéire Nua
- Glenn Curtin. Vampire Cup
- Conor Griffin, Virtown



The Impact Programme is a nine-month accelerator that provides high-potential social entrepreneurs with specialised support and €20,000 in funding to help their project or organisation to grow. This programme is aimed at projects clearly showing how their activities are addressing the social problem, and that are looking to embed best practices as they grow their impact.

Over the course of the programme, Impact Awardees worked towards goals in areas such as; fundraising and income generation, human resources, leadership development, communications and governance. The programme aims to accelerate Awardee's growth by providing bespoke supports in the forms of coaching and consultancy, as well as providing direct funding, training and access to a dynamic community of experts.

Our 2021-2022 Awardees, selected in August 2021, were ByoWave, Mother Tongues, Peer, Positive Carbon and Shapes of Grief. They completed the programme in May 2022 with a celebration event in Dublin. Our team, supporters and community gathered together for a showcase of the five

organisations, which featured time for networking and reflecting, as well as a panel discussion with the Awardees of what they had achieved.

After the programme closed, we spent time gathering feedback from the Awardees and reflecting as a team on programme delivery. Two key learnings emerged from this which we have brought into the design for 2022-2023's Impact Programme:

1. Whilst organisations are at a similar stage of their journey, there is still diversity in need, learning style, prior experience and growth readiness. This means that a 'one size fits all' approach is less likely to achieve results each organisation needs. For 2022-2023, the Impact Programme is focused on providing bespoke interventions to help awardees achieve their goals, as no two organisations will have the exact same needs. Peer-to-peer support remains a crucial part of the supports we provide to each social entrepreneur.

2. We saw how important it was to bring the Awardees together in person, when possible. 2021 continued to present challenges in this regards, with activities we had hoped to do in person moving online. While online is convenient and accessible, for smaller groups of social entrepreneurs at this later stage, bringing them together fostered a greater connection among the group and helped build better relationships. Going forward, we will offer at least four in-person meeting opportunities as part of the programme this year, with up to three site visits from the Programme Manager to our awardees.

The 2022-2023 Impact Programme attracted more than 100 applications from all corners of Ireland, with applicants going through a rigorous application and interview process. The five chosen Awardees, selected in August 2022, provide innovative solutions to solve various social issues including gaps in the education system, plastic pollution, and opening up conversations about crime, mental health, and addiction.

The 2022-2023 Impact Awardees are:

• Dcode Dyslexia - Mary Moran:

An easy-to-use structured literacy programme for dyslexic students, their parents, and schools. DcodeDyslexia uses colour-coded phonics to help build students' ability and confidence when reading.

• Hair Together - Eileen McHugh:

A personal development programme, which uses the art of hairdressing and barbering to reach and engage vulnerable young people distant from education, and women exiting the prison services.

• Jiminy Eco Toys - Sharon Keilthy:

A toy store shaking up the plastic-focused toy industry by retailing and distributing climateneutral and minimal-waste toys for children.

• The B!G Idea - Kim Mackenzie-Doyle:

A creative education initiative programme for 15-19 year-olds, bridging the gap between creative industries and education by having students work on projects solving social issues.

• The Two Norries

- James Leonard & Timmy Long:

A sensitive, humorous and educational podcast tackling issues around addiction, crime and recovery.

The Impact Programme launched in August 2022 and will run until May 2023. Over nine months, the Awardees worked on an individual basis with the Programme Manager to design a bespoke support plan to build their organisations and personal capacity. Based on Awardee needs, the supports this year have a strong focus on; funding, human resources, governance, organisational structure and leadership development. Between August — December 2022, the 2022 Impact Awardees received over 90 interventions from SEI, and this will continue into 2023. You can read more about each of the the 2022-2023 Impact Awardees on page 41 - 45.

The Impact Programme is kindly supported by Kennedy Wilson, who launched a three year partnership with SEI in 2022.

KENNEDY WILSON







"Knowing we have this strong team in SEI behind us who are non-judgemental and whose purpose is simply to help us accomplish our aim is invaluable."

- Stephen Cluskey and Noelle Daly, Mobility Mojo, Scale Partners 2020 - 22

The Scale Partnerships programme is a two year accelerator supporting organisations who have the potential to transform a social problem in Ireland.

Our Scale Partnerships programme ran from October 2020 to October 2022. The SEI Programme Manager worked closely with each Scale Partner 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. The programme provides €50,000 direct funding over the two years, as well as support to quadruple that investment through personalised support to grow their income, and through key introductions to the SEI network. Participants received bespoke supports across key areas such as legal, communications, HR, people development, governance, leadership and finance.

Some of the key areas we supported Scale Partners with in 2022 were:

- SEI brokered a relationship with a global investment company, to assist MyMind, founded by Krystian Fikert, with their strategy. This led to MyMind making positive strategic changes around their organisational structure, financial and fundraising model, and communications plan. SEI also supported MyMind directly with their recruitment, governance, HR and operational processes as they sought to expand their team.
- jumpAgrade, founded by David Neville and Pádraic Hogan, gained strategic support from a corporate supporter of SEI's, which primarily supported their investment planning. SEI provided bespoke supports around jumpAgrade's fundraising pitching and planning, strategic networking, and assisted them to raise funds more effectively. The organisation moved to a hybrid legal structure in 2022, with the support of SEI and A&L Goodbody, SEI's long time legal partner. SEI also supported jumpAgrade to gain insight into the student experience of their product, with a series of design thinking workshops with their leadership team and students, to establish design areas for improvements. A key connection was also made by SEI to develop jumpAgrade's HR policies and processes.

• SEI supported Mobility Mojo, founded by Stephen Cluskey and Noelle Daly, with their research into the venture capital market, providing comprehensive research into leading firms. We also supported them with their recruitment and operational development. We made several strategic connections for them to help further their potential customer and investor network.

Programme Feedback

When asked which supports the social entrepreneurs found most useful, all three organisations shared that the funding directly from and brokered by SEI, the SEI team consultancy, the increase in their profile and validation as a result of place on programme, links and referrals to other opportunities in sector, and connection to peers were most useful. All three organisations strongly agreed that SEI communicated effectively with them, and that the SEI team leading the programme had their interests at heart. All Scale Partners always felt that they were connected to people who could help them to take their project forward. When asked to what extent the programme helped them with different aspects of running their organisation,

the following were most helpful: clarifying the business model and strategy, ability to describe story and get buy in from key audiences, having a clear plan to take organisation forward, thinking more innovatively and ambitiously about the org and what social impact they wanted to achieve.

To celebrate the close of the programme, and to reflect on the success and learnings of the participants, SEI hosted a dinner for our Scale Partners in November 2022. We brought together the 2020-2022 cohort, as well as previous Scale Partners Hugh Brennan (Ó Cualann Co-housing Alliance) and Alex Cooney (CyberSafeKids). Social entrepreneurs at this stage speak often of the importance of having a space to connect with their peers, share challenges and successes, and to take stock of their impact to date. SEI facilitated this open conversation in an informal and supportive setting, which allowed for an important reflection on the programme itself and gained insights into how SEI can continue to provide crucial support to social entrepreneurs as they exit out of formal programmes. You can read more about the Scale Partners on pages 47-49.







In December 2022, we were thrilled to announce the Changing Ireland Accelerator – a 12 month programme to support social entrepreneurs scaling solutions for Ireland's under-represented and marginalised communities. The programme is supported by Google.org and delivered in partnership with INCO to create the next iteration of SEI's supports at scale. As part of its €20 million European-wide commitment to s upport underserved social innovators across Europe, Google.org will be fully funding the costs of the 2023 accelerator programme with a grant of €500.000.

Throughout the 12 months, the four successful organisations will receive bespoke support in key areas of need. The Programme Manager will provide one-to-one support, coaching, consultancy and training, in areas such as leadership development, marketing and communications, governance, strategic planning, and finance. Awardees will receive direct funding of €60,000 to support them to grow their impact and to leverage that grant to raise further funding.





Highlights from across the team

Communications

2022 was a year of transition and expansion for the Communications team. With the new strategy, we refocused on meaningful marketing and building a plan to stand out as a powerful catalyst for lasting change through the power of people. This year our Director of Communications, Louise Archbold, went on maternity leave in the summer. Renée joined us as the PR & Digital Communications Executive and the team was headed by our CEO, Tim Griffiths.



"The social entrepreneurs have the dreams and SEI helps turn those dreams into reality and we at DCC, along with the many supporters of SEI, want to help SEI to create that better future for Ireland. Their tireless work. their courage, their passion does create a better future for Ireland."

- Donal Murphy, Chief Executive of DCC plc

Highlights from the Communications Team included:

- Securing 116 pieces of media coverage (up 10.5% from 2021).
- Launching a whole new website in Feb 2022.
- Gaining more than 3,400 followers across our four social media platforms.
- Securing over €380,00 worth of free advertising for the national call for applications.
- Revolutionising our internal comwms strategy and how we use Microsoft Teams.
- Providing social media and event consultations to our alumni.
- Creating a full chronological booklet of all 550+ alumni from 2004 2022.
- Leading on or supporting on 50 events in 2022. This included a return to in-person events such as the Ideas Academy, Action Lab and Impact Programme graduations, interview days, supporting on alumni events, and Spark Sessions etc.
- Co-project managing The Gathering 2022 alongside the Digital Transformation Manager.
- Project managing the 2021 Annual Report.





Operations

The Operations team had a very busy year, with a focus on governance and compliance, finance, building and strengthening the team, project management and system management. We also welcomed Ger Hurley as Operations Advisor.

Governance and compliance:

- 2022 Annual Report and Financial Statements fully comply with Charities SORP.
- Certified for Charities Institute
 Ireland Triple Lock Standard.



- Tommy Conroy, Beathú, Ideas Academy 2022

Financial management:

- Annual budget and cashflow approved by the Board.
- Regular review financial results and consideration of budget variances.
- Fundraising Advisory Committee operating to support multi-year funding.

System management: ·

- We brought in a new integrated phone system in partnership with Viatel Voice 4 Teams. They built our new hybrid working hardware, bringing in new conference phones and cameras, as well as desk phones integrated with MS Teams for ease of management.
- Throughout the year, they also contributed wholesale to the impact measurement, reporting and programmes systems.

Team development:

- We held two excellent team away days, spending time with SEI alumni at Grow It Yourself HQ in Waterford and the Together Academy in Dublin.
- We held personal leadership and team building training with Deborah Collins, helping the team to build relationships and strengthen our leadership and resilience.

Shining a

Light on Our

Community

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"Actually being accepted into the programme made me cry. It was just a beautiful moment of being seen and understood that they've got what I was about, and that they were brave enough to back me"

Sharon Keilthy

Founder of Jiminy EcoToys



Graduates from our **2022 Programmes**





Problem:

Foetal Alcohol Spectrum Disorder (FASD) is the most prevalent, yet preventable neurodevelopmental disability in Ireland. It affects almost 250,000 people living in Ireland, which has the third highest prevalence of FASD globally. FASD is caused by pre-natal exposure to alcohol and is often a result of unplanned or unknown pregnancy. FASD is life-long irreversible brain damage, for which there is no treatment or cure and is regularly mis-diagnosed as Autism, ADHD or behavioural challenges. There is currently no recognition of FASD as a disability in Ireland.

Solution:

FASD Ireland was established in September 2021 to be the 'go to' hub for everyone living with FASD, including families, carers, educators, healthcare workers and the wider community across Ireland. They have three core aims: to prevent FASD, to support people living with FASD and to raise awareness of FASD across Ireland.

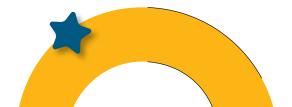
Impact:

At the end of August 2022, the FASD Ireland HQ and Training Centre was officially opened in Ennis by Minister of State for Disability, Anne Rabbitte TD. FASD Ireland was successful in receiving funding from Digital-Lift.org enabling them to deliver "FASD in the Classroom" workshops for SNA's across

Ireland. Their online workshops "FASD Awareness" have reached more than 60 parents, carers and professionals (including GP's) since launching in 2022.

SEI Journey:

At the end of the Ideas Academy in 2022 FASD was awarded €6,500, which was invested in the pilot of the national FASD Hub and the helpline which launched early 2023. This telephone helpline will provide a single point of contact for people living with FASD, carers, families and professionals (social workers, health care workers, educators).





Malú Colorín Cruz & Christina Keawwantha Fibreshed Ireland

Problem:

Ireland has a rich textile history, which was once integral to many local communities. However, the de-valuing of Irish wool, alongside the increasing availability of cheap fossil-based textiles and imported fibres, has meant that many skills and jobs related to the textile industry in Ireland have been lost. Today Ireland depends on importing massive amounts of textiles, whilst producing over 170,000 tonnes of textile waste, most of which goes to landfill.

Solution:

Fibreshed Ireland works at different levels to create connections and knowledge to foster a transition towards a local and regenerative textile economy.

They do this by creating opportunities for farmers to explore regenerative agriculture and creating connections between designers and end-users with the source of their textiles

Impact:

Throughout the Ideas Academy 2022, Malú and Christina conducted an ongoing survey among fibre growers, processors and producers. The programme's first two modules supported them to analyse and collate these responses into a needs assessment, identifying certain patterns which have allowed them to map their four-pillar strategy for the coming years.

SEI Journey:

At the end of the programme, Fibreshed Ireland were awarded €4,000 in seed funding to support them in piloting. They used the funding to build their website and to hold a sold-out symposium as part of Design Week in November 2022. They have brought on board four new voluntary team members. In December 2022, they launched the Regenerative Growers Knowledge Transfer Group, which after six monthly sessions, will result in Fibreshed's regenerative verification system for Irish fibres. They have also started their membership programme, which helps support their operations in exchange for certain benefits to their members.





On average, people seeking international protection in Ireland are waiting 27 months before a decision is made regarding their application for refugee status. The uncertainty this long wait creates, combined with the many restrictive measures associated with the Direct Provision system, and the trauma those seeking refugee already carry, leads to asylum seekers to feeling disempowered from control over their lives and futures.

Solution:

Lib Counselling & Support (Lib) offers free culturally-sensitive counselling and support programmes to asylum seekers and refugees. Lib's



programmes focus on building emotional resilience in a way which respects the culture, beliefs and life experiences of participants. Although the number of referrals for 1-1 counselling are on the increase, Lib acknowledged that talk therapy is very much a Western world concept. In order to extend Lib's reach and appeal to more individuals, Toufik created additional support that is more culturally universal: Amaris. Amaris is a 12-hour psychosocial intervention focused on supporting participants' sense of selfefficacy, agency and resilience in a group setting. Amaris was designed to be strength-based, with participants co-creating the group agreement for safety and promoting a self-reflective attitude. The project is experiential and participants develop trust towards themselves, their peers and the facilitator.

Impact:

In 2022, Lib conducted a thematic analysis study of how female asylum seekers in Cork experienced Amaris as a strength-based psychosocial intervention. The data collected from the pilot programme showed that participants had a transformative experience in regard to their perceived self-efficacy and agency. It was clear that the women felt a marked renewal of hope, empowerment and connection to self.

SEI Journey:

Having taken part in the Ideas Academy in 2020 and been awarded €5,000 seed funding to continue trialling his solution, Toufik was then invited to join the 2022 Action Lab. He received an additional €5,000 from SEI toward the further development of Lib and the Amaris programme. This funding has been put towards developing a 'train the trainer' process, so that participants who have completed Amaris can have the opportunity to facilitate Amaris sessions for others in the future.



Currently mainstream media in Ireland does not meet the interests, needs and expectations of the changing make up of Irish society. There is a lack of ethnic minorities and marginalised groups and voices in mainstream Irish media. For example, representation of employees from minority-ethnic backgrounds is still well below the working average of 12%. Furthermore Irish radio rarely include content that focus specifically on the interests or challenges faced by minority groups.

Solution:

GOCOM Radio (GOCOM) was founded to be Ireland's first ethnic minority interest, marginalised group interest and multilingual community radio. Based in Galway, GOCOM works to be



community-led and culturally competent, by focusing on positive profiling, showcasing migrant skills and disseminating all-inclusive information. The station serves as a platform through which marginalised communities can express themselves, share their interests, change negative stereotypes and narratives, and make their voices heard. GOCOM also provides training for other media organisations and works to break down the barrier of underrepresentation in Irish media ownership and control.

Impact:

GOCOM launched in August 2021, and reached up to 24,000 listeners in their first year of broadcasting. They have designed a full schedule of programmes including a breakfast show, local community matters, sports, and programmes focused on up lifting underrepresented voices. The station also has a range of music running throughout the week and is bringing in listeners from Ireland, the UK and the US. Some of the countries whose music is featured include; Mongolia, Ukraine, Poland, Brazil, and Morocco.

SEI Journey:

GOCOM were first supported by SEI in 2020 on our Ideas Academy where they were awarded €8,000 in seed funding to launch their pilot initiative. Following the success of their pilot and by highlighting the clear need for this solution GOCOM were invited to join our 2022 Action Lab. At the close out of the programme GOCOM Radio received an additional €3,000 towards team costs, enabling the founder to commit more time to building the organisation and growing their listenership.







One in five students are dyslexic, and one in 10 young people leave school every year in Ireland unable to read. The current way students learn to read in Irish schools is leaving dyslexic students behind, with nearly 45% of the dyslexic population experiencing challenges with reading. This is widening the gap in not only academy performance between dyslexic and non-dyslexic students, but also levels of self-esteem and employment opportunities.

Solution:

Dcode Dyslexia is an easy-to-use structured literacy reading programme for dyslexic students, their parents and schools. Mary's method uses

colour-coded phonics to create fun and engaging programmes for students of any age. This reading method supports dyslexic students and builds neurological pathways in the brain to improve their reading skills.

Impact:

Mary has been working in the area of teaching younger people with dyslexia for more than 20 years. Alongside working with approximately 40 children a week on an individual basis, Mary developed the Dcode Reading Programme to reach as many students as possible who are in need of support. So far, Dcode Dyslexia has provided the programme in 600 schools throughout Ireland.

In addition to this, Mary's training webinars with education centres have reached over 800 teachers and parents in 2022. Dcode's structured literacy method has seen a 98% success rate for students with dyslexia and teachers and parents have reported noticeable increases in the mood, confidence and wellbeing of the younger people as a result of improved literacy.

SEI Journey:

Over the course of the programme, Mary has begun to bring her work internationally, and has started to do training with PATHOS, the British professional agency for training Special Needs teachers in England. At time of writing, with SEI support, Mary just signed a deal with one of the biggest education book distributors in England, to distribute the books into the British and Northern Irish education system.





Antisocial activity, criminality and substance misuse is high amongst people who are growing up and living in very disadvantaged areas. In some areas of northside Dublin, there has been an increase in substance misuse and criminality with drug offence rates double what they were four years ago. Areas of social disadvantage are also impacted by high levels; of unemployment or underemployment, lower progression to third level education and poorer mental health. Many young people feel a sense of shame, stigma, and helplessness and are often not afforded the same opportunities as people from other areas.

Solution:

Hair Together is a 10 week personal development programme, which uses the art of hairdressing and barbering to reach and engage vulnerable young people distant from education, and women exiting the prison services. Hair Together aims to develop participant's confidence and competence, teaches them new skills and support them through a wraparound wellness programme.

Impact:

Since launching in 2019, Hair Together have delivered 10 programmes reaching 125 younger people and helping them to upskill and grow in confidence. In 2022, they worked with Tusla to pilot the initiative with harder to reach younger people who needed additional support. They have plans to work with organisations in 2023 to engage the younger people in communities who can benefit the most. Attendance and completion of programmes by students is more than 90%. Self-reported benefits and impact include huge increase in confidence, self-belief, motivation, direction and self-regulation.

SEI Journey:

Hair Together and Eileen were awarded a bursary as part of SEI's Spark Programme in 2021. The Impact Programme funding in 2022 allowed Eileen to hire a new progamme manager and that same year Hair Together expanded its reach working with organisations such as TUSLA, PACE and Tuath Housing.





jiminy eco hoys

Problem:

Around 6% of global CO2 emissions are caused by humanity's use of plastic. Although it exists to serve children, the toy industry is the most plastic-intensive in the world, with 90% of toys made from virgin petro-plastic - emitting so much CO2, we'd have to plant 1 billion trees to absorb it.

Solution:

Jiminy Eco-Toys is the world's first eco-activist toy store. Jiminy empowers people to choose a climate-neutral, minimal-waste, plant-based / recycled / pre-loved / borrowed toy. It teaches science-based truths about sustainable products and sustainable living that apply beyond just toys. And founder Sharon is shaking-up the toy industry by role modelling that an entire toy store is possible without the made-far-away virgin petro-

plastic, by educating and supporting toy makers and toy retailers to do better, and by spreading her vision and knowledge through the global toy industry.

Impact:

Since starting in 2018, Jiminy has sold over €2 million of carbon-neutral and minimal-waste toys, empowering over 15,000 unique customers to choose a gift that delighted both child and planet. Switching these purchases from a typical toy, to a carbon-neutral one, avoids over 100 tonnes CO2 per year - that's like protecting 4,500 mature trees - reducing the carbon footprint of the consumer and protecting the planet. Sharon's educational approach has influenced toy makers like Clara and Macy to change their use of materials

and toy retailers to stock more sustainable toys (Jiminy supplies about 40 shops wholesale). She coorganised the world's first sustainable plastic toys conference with 100 participants including LEGO, Hasbro, Mattel and the European Commission, in February 2023. Sharon was shortlisted for Image-PWC Businesswoman of the Year Award (Sustainability Champion category) in 2022 and won the Chambers Ireland Sustainable Business Impact Award 2022 (SME Category). Jiminy's toys have featured on the Late Late Toy Show, the Irish Times Top 100 Retailers List, and RTE News.

SEI Journey:

Through SEI support and expertise, Sharon has launched a consulting business for sustainability in the toy industry. Key supports such as the survey results gathered by Behaviour & Attitudes (a member of the SEI community of supporters) and the video produced for The Gathering 2022 contributed to Sharon's successful application to the Department of Climate to be a Sustainable Development Goals champion.







Young people are inheriting some of the biggest issues the world has ever faced, from the climate emergency and displaced people, to issues around poverty, equality and inclusion. However, Ireland's education system focuses heavily on rote learning in siloed subjects, with little room for divergent or lateral thinking. In other words, it could be educating our children out of thinking creatively, and developing skills such as problem solving, resilience, empathy, critical thinking and communication. Feeling pressured about the social issues facing the planet, students at the same time often feel they lack the confidence, knowledge and skills to take action.

Solution:

A multi-award-winning creative thinking intervention, bridging the gap between industry and education. Through a hybrid education programme, hundreds of purposeled organisations and professional mentors are connected to support students in thinking differently. The B!G Idea works to develop young people's confidence and key skills. Through project-based learning they understand the challenge, apply empathy and identify areas of opportunity for practical, grounded solutions, supporting real change in their lives and their communities.

Impact:

From 2021-2022, The B!G Idea has supported over 3000 students to learn new skills, in 56 schools.

in 22 counties across the country. 500 mentors from industry have engaged, passing on knowledge, experience and encouragement to students working on socially driven projects. 96% students have noted The B!G idea has had a positive impact on their lives, helping them to grow in confidence to tackle challenges they are facing.

SEI Journey:

Kim is an awardee of the Impact Programme 2022-2023 and a member of the SEI Community. The Impact Programme helped open with new networking opportunities and helped Kim and her team to expand as a full Island programme, attracting new mentors and partners to support scaling.









Addiction is a multi-faceted and deeply stigmatised illness, which can lead to fractured relationships, isolation, homelessness and significant health problems, both mental and physical. Communities and society suffer the repercussions of anti-social behaviour associated with addiction and criminal behaviour, and it can become a repetitive cycle.

Solution:

An sensitive, humorous and educational podcast tackling issues around addiction, crime and recovery. The Two Norries aim to change attitudes towards addiction and mental health issues through storytelling, supporting people and their families to seek help and support. James and Timmy's podcast

provides education and resources to the public, sharing insight into mental health, education, recovery and resilience. They also provide educational talks to companies and have recently began working with the Irish Prison Service to carry out workshops in prisons.

Impact:

The Two Norries have had significant impact through media appearances, including the Tommy Tiernan Show in 2020, Nationwide on RTÉ in October and have been nominated for Cork Person of the Year 2022. They have had over 1 million downloads of the podcast, with a number of listeners directly seeking support, accessing

education or changing their attitudes towards people in addiction and in prison because of its content. In 2022, they increased the listenership on the podcast by 158% and are in the top one percent of followed podcasts on Spotify.

SEI Journey:

James and Timmy have been supported by SEI over their time on the Impact Programme to raise the funds which have allowed both to go full time on The Two Norries, for the next five years.





Ireland is the middle of an ongoing mental health crisis, which is heightened by inequity 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 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 older people 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. MyMind also provides counselling in a range of languages, acknowledging the growing need for non-English language therapists.

Impact:

MyMind has seen substantial growth over the past years, increasing appointments from 17,000 in 2016 to over 42,500 in 2022. 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:

Since 2007, MyMind has featured regularly on SEI programmes, accessing early stage supports in 2009, progressing to the elevator programme in 2011, being an impact awardee in 2013, and finally to being a Scale Partner from 2020-2022, with access to funding and bespoke supports over the two-year period. With assistance from SEI MyMind recruited for a number of roles including Head of Operations, Finance, Communications, and Strategy to name a few. As the team grew and Krystian stepped into the role of CEO SEI also supported him with a leadership and management coach.







Exploring and deciding on a hotel is visual, intuitive and simple.

Open

Hotels should be a joyful, memorable experience. For everyone.

Educational

in an informative and intuitive manner while introducing guests to the range of hotels available to them.

Non Judgemental

We're not here to criticise or pass judgement on accessibility levels. We just want to hold





Problem:

According to the WHO, over one billion people globally live with some form of disability, but 50% of people with accessibility needs are afraid to travel or are limited in their workplaces. Research shows that inaccurate/ limited information remains one of the biggest barriers to accessible travel.

Solution:

Mobility Mojo's unique solution helps organisations evaluate, integrate and display their accessible features on their websites in a standardised way within a matter of hours. Each building achieves an accessibility score, with disabled users gaining real-time accessibility metrics, and comparison with other buildings globally. This allows disabled

users to evaluate a building's actual accessibility, and therefore work, travel and enjoy life with confidence. First beginning with hotels, Mobility Mojo have developed their technology to evaluate all workplaces.

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. 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. They now have

over 140 customers on board utilising their product. Mobility Mojo won a World Summit Award for Digital Innovation in 2021 under the category of Inclusion and Empowerment. They were the only Irish winner across 60 countries and 293 nominations. Over the two years, Mobility Mojo truly accelerated and are at a phase of incredible development.

SEI Journey:

Co-founders Stephen and Noelle met at an SEI event in 2015, before partnering to apply with Mobility Mojo in 2016 on the Elevator Awards. They joined the Scale Partners programme in 2020.







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, and is widening socioeconomic gaps. 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

to a student. Their custom technology enables jumpAgrade to track students' confidence and grades throughout their journey.

Impact:

From their 2021-2022, jumpAgrade found that 91% of students reported an increase in confidence in their chosen subject, and grades on average improved by 31%. They are 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:

jumpAgrade were announced as Social Entrepreneur Ireland Award winners for 2019 and more recently as one of our Scale Partners in 2020-2022. SEI focused on helping the cofounders to stabilise and grow their impact, as well as their investor profile. SEI provided support in messaging as well as a funding deck.

SHINING A LIGHT ON OUR COMMUNITY



Social Entrepreneurs Ireland delivers accelerated social change by harnessing the cumulative power of people who have the insight, will and might to solve Ireland's social problems. It does this by providing them with tailored support fuelled by a discerning network of dynamic and professional supporters who share the vision of SEI. This vibrant alumni community of changemakers is made of previous participants of SEI programmes together with the SEI team, Board, funders, partners and supporters (facilitators, mentors, experts) either paid, at a low cost or pro-bono.

In 2022, with the overall organisation strategy redesign, we focused on establishing a new Community team.

Team members facilitated ongoing requests for support and initiatives from both new and existing members of the community. Just a few examples of these included:

Connecting SEI alumni at different stages to offer peer support for other social entrepreneurs in the same area of social issue or facing challenges that others have previously overcome.

Facilitating and connecting social entrepreneurs with philanthropic and corporate funders from our network resulting in additional hundreds of thousands of euro invested in the SEI community directly for 2023 and future years.

Leveraging pro-bono legal support for organisations changing their legal entity status

Supporting social entrepreneurs to increase their sales by connecting them with professional consultants and coaches in this specialist area.

Connecting alumni with tech-based solutions with some of Ireland's leading technology companies to receive key technical support to advance their impact.

These were just some of the 65+ meaningful connections that were made within the community. The Community Programme, 2022, is kindly supported by Permanent TSB.







Other supports from our community

In recognition of International Women's Day 2022, the women of the SEI Board hosted a community dinner to bring together a group of 13 female leaders, social entrepreneurs and investors to acknowledge the majority number of female founders in the SEI network and discuss the unique challenges they may face when scaling their impact. The core discussion with the social entrepreneurs on the night - Auveen Bell, Iseult Ward and Tracy Keogh (the founders of Blossom Ireland, FoodCloud and Grow Remote respectively) ultimately focused in on the unique challenges as social purpose founders, such as access to capital, risk of burnout, and long-term succession and sustainability. There was lots of great ideas and energy from the guests around the table as to how to better leverage other capital, ESG strategies and awareness raising around structure.

In 2022, the eBay Foundation, engaged on a probono basis to support an ideation process for an ongoing community project.

A&L Goodbody were recognised for their partnership with SEI at the 2022 Chambers Ireland Sustainable Business Impact Awards as winners of the Social Enterprise category. These awards celebrate sustainable development and social responsibility undertaken by companies right across Ireland, and this win recognised the exceptional support and commitment A&L Goodbody has provided to SEI's alumni over more than 10 years.

Permanent TSB extended the reach of SEI's #FollowFriday on their social media platforms. #FollowFriday was launched in the second half of 2022 to raise awareness of SEI's community of changemakers, by shining a light on the impact of SEI's alumni by posting their overviews on our social media platforms.

In 2022, we were delighted to begin working with **Behaviour and Attitudes**, Ireland's largest independent market research company to research the publics' opinions and attitudes towards social entrepreneurial initiatives we have supported through our programmes. Through Omnibus surveys, we featured four previous Awardees of the 2021-2022 Impact Programme: Positive Carbon, Mother Tongues, Shapes of Grief and Peer. The amazing results showed us how these incredible social entrepreneurs work is resonating with the

public, with all initiatives considered interesting by more than 2.7 million people in Ireland and useful by more than 2.9 million – that is over two-thirds of the population! You can see more details on each of the individual initiatives and the findings on our website.

In 2022, SEI and KKR worked together to on projects for one of our Scale Partners. This resulted in a strategic report to support their negotiations as service providers with government, with a business case on their pricing model and value.

In 2022 RBC Brewin Dolphin supported participants of the Action Lab, delivering a bespoke 'pitching supports session' for the group in advance of their seed fund applications.

In August of 2022, we were delighted to announce the beginning of a three-year partnership with real estate investment company Kennedy Wilson. As Major Programme Sponsor, in conjunction with other philanthropic donors, their funding will support the Impact Programme. Each year this nine-month accelerator will support five organisations solving social problems across Ireland. The programme provides training and

SHINING A LIGHT ON OUR COMMUNITY

support to the founders and provides €20,000 each in unrestricted funding to help the organisations grow.

2022 saw the 13th year of our relationship with DCC plc, and the second in our current five year renewal. DCC not only supported the National Call, (including Chief Executive Officer Donal Murphy holding chickens in a photocall!), but also the Gathering. Once again they supported Ideas Academy alumni, The Together Academy, with their Christmas Hampers and had volunteers to help with filling the said hampers with the team at the Together Academy.

In addition to the supports above, we would like to acknowledge our community of individual supporters, mentors and advisors, many of whom provide their time and insight generously and quietly to support social entreprenuers at every stage of the journey.



SHINING A LIGHT ON OUR COMMUNITY



We were thrilled to deliver the SEI Gathering in 2022 in-person and bigger than ever in the Round Room of the Mansion House. This year's theme was inspired by Victor Hugo's quote "There's nothing like a dream to create the future". The event was focused on envisioning a better Ireland, and celebrating the people who working to make that happen.

We believe that a more inclusive, sustainable, fairer Ireland is possible and that this can be achieved through the work of social entrepreneurs and the community of support we have built around them. We encouraged guests at registration to share what positive, hopeful visions they had for Ireland.

Because it was first time we could bring together our broader community in more than two years, this year's Gathering felt particularly special. More than 320 people attended, which made for a buzzy atmosphere and one where people shared openly what inspired them to work towards their hopes for the future. Throughout the night we showcased the impact of 20 social-entrepreneur led organisations working across the island on a variety of projects and in different areas; grief, sustainability, rural

communities, adventure therapy and remote working to name but a few.

At the beginning of the night, guests could wander through the interactive 'Future Village' installation, and speak with 12 social entrepreneurs represented each of the four provinces of Ireland and the 550+ social entrepreneurs who have come through one of SEI's programmes. This part of the evening also aimed to highlight and raise awareness of social enterprise in Ireland through the #ARISE initiative supported by the Dormant Accounts Fund.

The staged event that followed was hosted by two of our Board Members, Caroline Keeling, CEO of Keelings, and Iseult Ward, CEO of FoodCloud and alumni of Social Entrepreneurs Ireland. This was followed by an engaging panel discussion with the 2022-2023 Impact Awardees, with meaningful and courageous input from some of their direct beneficiaries. Finally, we heard from mentorsocial entrepreneur pairings facilitated by Social Entrepreneurs Ireland, as well as words from our CEO Tim Griffiths and the CEO of DCC plc, Donal Murphy.

The SEI Gathering 2022 showcased incredible talent, determination and innovation, inspiring everyone with the impact these awardees are making on society. This confirmed our mission and the significance of SEI's support for social entrepreneurship.

The Gathering 2022 was kindly supported by DCC plc. This project was approved by Government with support from the Dormant Accounts Fund.





























Our funding model and supporters

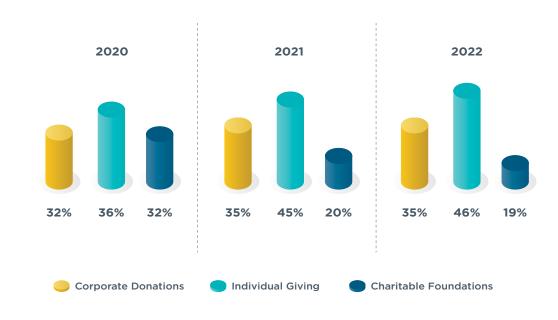
As a registered charity, SEI is funded entirely by our community of charitable foundations, corporate supporters and individual donors who believe in our mission to accelerate social change through the power of people. Our work is made possible through the vision and ambition of philanthropic and corporate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

The organisation grew its overall fundraised income by 23% from 2021 to 2022 year on year with over €200,000 from new funders including four new individuals supporters, three new corporate supporters and a one off grant from the Dormant Accounts Funds as part of their Awareness Raising in Social Enterprise initiative as well as raising a further €1m in commitments for the years 2023-2025. The organisation also received €41.000 from the Revenue Charitable Donations Scheme in 2022 in tax relief on individual donations in years previous.

In 2022, the value ratio of each component of the funding mix remained the same as the previous year but the overall funding amount raised in each competent grew:

"A&L Goodbody are proud of our long-standing partnership with Social Entrepreneurs Ireland to help accelerate social change for those who are disadvantaged and to build a better Ireland that supports all its people. We have provided pro bono and other supports to SEI and many of its Alumni for well over a decade and are delighted this was recognized at the 2022 Chambers Ireland Sustainable Business Awards" - Eithne Lynch. Head of Pro-Bono, A&L Goodbodyand Community Development

Ratio of Each Component of the Funding



SHINING A LIGHT ON OUR COMMUNITY

The continued support from the existing SEI community of supporters was critical during this year, due not only to increased demand for supports by social entrepreneurs but also due to the global economic uncertainty caused by war in Europe and forecast of recessions. In 2022, 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.

Individual Philanthropy Income **Total Fundraised Income** 2021 2022 2021 2022 **75**% **57% 37**% 20% 5% **Multi-Year Commitments** Renewal Of Support Year-on-Year New Sources Ireland

SHINING A LIGHT ON OUR COMMUNITY

Supporter Engagement

Providing our supporters with engaging and updated information on the impact of their support is a key pillar of the Development team's activity. In addition to regular update meetings and communications, we offer regular opportunities for our supporters to add additional value to our work by offering their time as reviewers, judges, mentors or advisors across the year.

The team delivered site visits for supporters across organisations such as The Together Academy, Ó Cualann Cohousing Alliance, Education for Sustainability, AsIAm, and FoodCloud.

As part of the Selection Process, in order to inform and attract a large number of reviewers and judges from our supporter community, the Development team ran a number of virtual Lunch and Learn events to share more about SEI's open programmes and showcase our alumni including Mobility Mojo, Shapes of Grief, and Spéire Nua.

As part of our supporter engagement programme for overseas supporters, our team visited supporters in the USA and the UK for the first time since early 2020 to reconnect and make in person introductions for many of our supporters with our new CEO.



Thank you to our supporters

Thank you to our network of individual supporters, corporate supporters and philanthropic foundations who provide a combination of direct funding, skills and expertise to advance the work of Social Entrepreneurs Ireland and grow the impact of the social entrepreneurs that we support. Our supporters are as passionate about backing people with ideas and accelerating social change as we are!

Individual Supporters

- Harry & Susan Hartford
- Sheelagh O'Neill
- Garry Moroney
- Bart & Eileen Murphy
- Colin & Nikki Ryan

Leadership Circle

- Evelyn Bourke & Seamus Creedon
- Vanessa Byrnes
- Faye Drouillard
- John Duffy
- Sean Gallagher
- Garrett Hayes
- Conor Hillery
- Roger Jupp
- Clare & John Kennedy
- Brian McCormick
- Barry O'Brien & Gemma Keating
- Niall O'Brien
- Susan Spence

Join the Journey

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

- Ardagh Group
- Afanite
- Gemma Barry
- Charity Careers Ireland
- Alison Cowzer
- Tim Crowlev
- Laura Dillon
- Gary Duffy
- Flder Home Share
- Catherine Flavin

- Grow Remote
- Michael Lee
- Joseph McGrath
- Colin O'Brien
- Gráinne O'Hogan
- Marjorie O'Hogan
- Darren Ryan
- Julie Sinnamon
- Lillian Spelman

We would also like to acknowledge and thank those who wish for their support to remain anonymous.

Corporate and Foundations **Supporters**



































Probono and Special **Project Partners**













Our Team



"Thank you to the SEI team, for their patience and support. We'll stay friends a long time."

James Leonard and Timmy Long

Co-founders of The Two Norries



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. Prior to SEI, Tim worked in advertising in both the UK and Ireland. He provides the strategic direction to ensure SEI delivers on our mission to accelerate social change through the power of people. In his spare time, Tim enjoys watching sports and hiking in the Dublin mountains.





Louise leads SEI's Communications team. She has a muti-disciplinary background in PR, education and politics and communications, and at SEI is responsible for developing and driving our communications strategy across all platforms and mediums. Louise is passionate about sharing and amplifying the stories of SEI and our alumni. In her spare time, Louise enjoys watching football, baking elaborate cakes, cheering on her favourite sports teams and volunteering in her community.

Gráinne O'Hogan **Director of Development, Development Team**



Gráinne leads the Development team. Over the last 12 years she has worked in the private, public and voluntary sectors specialising in the areas of fundraising, marketing, project management, and production. At SEI she has responsibility for delivering a sustainable and ambitious funding model and building the organisation's community of supporters with people who are committed to accelerated social change. Away from the office, Grainne enjoys folk singing, trying and failing to train her dog, and fair-weather cycling.

Sara Dennedy Director of Impact. **Impact Team**



Sara leads the SEI Impact team. She has worked in Government, the not for profit and commercial sectors, with a focus on fund and programme management, strategy, coaching and facilitation. In SEI, she oversees the design and direction of how SEI finds and supports the highest potential social entrepreneurs, ensuring they receive the best quality supports to grow their impact. Sara enjoys traditional and folk singing, walking in the Cooley mountains, and (very basic!) knitting.

Siobhán O'Keefe **Director of Community, Community Team**



As Director of Community, Siobhan is responsible for ensuring SEI's vibrant community is engaged and active - including current social entrepreneurs, alumni, supporters and mentors - is engaged and active. Outside of work, Siobhán enjoys child-rearing, good food, exercising and reading.

Ciara Franck **Community & Events** Manager, Community Team



Ciara has worked in event management in the charity sector for the past five and half years, both with a climate justice organisation and with SEI. She worked in the Comms team for four years, running social media, PR and marketing campaigns, working on the SEI documentary, as well as planning and managing events for the whole SEI team. As part of the Community team, Ciara works to harness the expertise of SEI's community to increase the pace of social change. In her own time, Ciara loves to cook, read and explore the Dublin mountains.

Bruno Marcorio Digital Transformation Manager, Operations Team



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, experiment more and become more agile to increase their impact efficiently. Outside of work, Bruno loves movies, dancing and travelling to new and different places.

Darren McMahon Partnerships & Grants Manager, **Development Team**



As part of SEI's Development team, Darren works closely with our corporate and foundation partners as well as exploring new opportunities in these spaces for SEI's vision of accelerated social change. Prior to joining SEI, Darren worked in non-profit management consulting focusing on fundraising strategies, strategic planning, capital grants and benchmarking. Outside of work, Darren can be found exploring his new surroundings in the southeast.

OUR TEAM

Éabha Harper-McKeever **Programmes Manager Impact Team**



Having worked and volunteered in the social sector since 2017, Éabha has experience of working closely with communities and people from many different backgrounds. Éabha leads on the earlystage programmes at SEI, supporting social entrepreneurs in building their social businesses. Éabha is passionate about the arts, and loves singing in choirs, photography and discussing films and books!

Glen Caulwell **Development Assistant, Development Team**



As Development Assistant on SEI's Development team Glen brings a background in media, customer service and community outreach, and is responsible for relationship management for Corporate Partners, events, planning and support across the Development team. Outside of work Glen can be found reading, whittling or watching movies.

Ger Hurley Operations Advisor, **Operations Team**



As Operations Advisor Ger advises SEI's Operations team who support the SEI team across a wide range of areas including finance, HR, governance and systems. Outside of work Ger enjoys travelling, going to the theatre and spending time at the beach with her loved ones.

Jo Sachs-Eldridge **Programmes Manager Impact Team**



As Programme Manager on SEI's Impact team, Jo brings her passion for positive social change, project management skills and powerful questions to the role. Jo is responsible for supporting high potential social entrepreneurs to increase their scale, impact and sustainability while focusing on their personal resilience. Outside of work, Jo can be found playing with her daughter in Leitrim, advocating for cycling, pulling weeds at community meitheals and writing.

Lucy Barlow Programmes Assistant, Impact Team



Lucy works as part of the Impact team supporting both the implementation of our national call for applications, and in the programmes throughout the year. With a background in psychology and behaviour change research, Lucy is keen to apply her knowledge to help support social entrepreneurs find solutions to some of Ireland's most pressing problems today. Outside of work, you'll find Lucy enjoying food, playing hockey or exploring new places.

Mary Anne Stokes Philanthropy Manager, **Development Team**



Mary Anne links in with the many generous individuals in Ireland and abroad who support SEI's vision. She has worked in fundraising and philanthropy for over a decade, mainly in the fields of overseas development and education. She believes in networking, joining the dots and introducing people to SEI's mission. Mary Anne enjoys looking for hidden gems in charity shops and is a life-long Eurovision fan who has been lucky enough to go to the live show twice.

Renée Mackey **PR & Digital Communications Executive, Communications Team**



As part of SEI's Communications team, Renée combines strategic thinking, creativity and technical expertise to communicate the story of SEI across all platforms and mediums. Renée has a B.A. in Communications Studies and a Professional Diploma in Digital Marketing and is passionate about all things digital and social media. Outside of work, Renée loves travelling to different cities, reading and attending gigs (you find her both on the dance floor and behind the DJ booth).

Siobhán Caballero **Operations Manager, Operations Team**



Siobhán role ensures that SEI is well governed, accountable and transparent in all areas. Her main priority is managing the SEI bookkeeping, governance, human resources and office maintenance. When not at work, Siobhan loves nothing more than enjoying the great outdoors and watch her two sons to grow and flourish.

OUR TEAM

Sophie Ainscough Programmes Manager Impact Team



Sophie has worked in the social sector since 2014 and has experience working in both the charity and social enterprise space. She joined SEI in 2020 as the Community Manager, became the Impact Programme Manager in 2021 and has recently taken on the role of Programme Manager for the Changing Ireland Accelerator. Sophie's favourite part of the job is working with passionate people and organisations and supporting them to achieve their goals. Outside of work, Sophie loves exploring new place, singing and walking her beloved dog Cooper.

Tanya Moore Senior Community Manager, Community Team



Tanya worked for many years in banking, healthcare and the not-for-profit sector in London. She returned to Ireland to use that experience to support social entrepreneurs to fulfil their potential. Tanya previously worked on the Development team managing relationships between corporate supporters. On the Community Team she manages support for the SEI Community and lead the Investor Readiness Pathway. Tanya is based in Dingle and loves good food, sea, sunshine, dance, and music. All of which can be found in Dingle ... sometimes!



Directors'

Report

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DIRECTORS AND OTHER INFORMATION

DIRECTORS

Thomas Breen (Chairperson) Caroline Keeling Brian MacCraith - Resigned 23 March 2022 Paul Rellis Julie Sinnamon Julian Yarr **lseultWard** Cliona Mullen - Appointed 28 September 2022

CHIEF EXECUTIVE OFFICER

Tim Griffiths

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 2022. 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 2022

Since the Company's foundation in 2004, it has supported more than 550 social entrepreneurs across the country, impacting the lives of millions of people.

During 2022, 81 social entrepreneurs were supported. The year provided the opportunity to run new and adapted versions of SEI programmes, deepening relationships with supporters, significantly extend the reach of SEI to new audiences and to continue to strengthen the team. We also undertook a strategic review during the summer which was an inclusive process engaging with stakeholders across our staff, our Board.

social entrepreneurs, both financial and pro bona supporters as well as some other stakeholders from the broader society in Ireland. This work will set the framework for us to evolve our support of social entrepreneurs in Ireland to maintain continued relevancy and saliency as Irish society itself, and the inherent social problems, continue to evolve.

Income for the year amounted to €2, 136,222 (including pro bona services of €572,060 and government grant income of €38,970,) and expenditure for the year was €2,090,491 (including pro bona services). The result for the year was a surplus of €45,731 (2021: €63,505).

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 2022, the value ratio of each component of the funding mix remained in line with the previous year but the overall funding amount raised in each component grew: corporate donations 35%; individual giving 46%; charitable foundations 19% (2021: 35%: 45%: 20%).

In the case of individual philanthropy, the income comes from across three regions - Ireland, the USA and UK. In 2022, the ratio of the value of this funding (including tax relief schemes) was 57%: 37%: 6% which shows a growth in total funding raised from the UK and USA on the previous year (2021: 75%: 20%: 5%).

In 2022, 48% of total fundraised income was part of multi-year commitments, another 38% was made up of renewal of support year-on-year and the remaining 14% was from new sources (2021 36/54/10).

The continued support from the existing SEI community of supporters was critical during this year, due not only to increased demand for supports by social entrepreneurs but also due to the global economic uncertainty caused by war in Europe and forecast of recessions. In 2022, several existing supporters increased their donations and donated pro bona services to SEI as part of multi-year commitments or one-off donations. New support was raised from corporates, individuals and foundations.

SEI also received project-based support for our annual showcase event from the Department of Rural and Community Development, through its Awareness Raising Initiatives for Social Enterprise which aimed to increase awareness of social enterprises and their potential in line with the Awareness Raising Strategy.

Other Income:

In 2022 SEI received funding of €38,970 from government Dormant accounts this was administered by Pobal and was used to fund part of our showcase event The Gathering. In the first half of 2021, SEI also received Government support under the Employment Wages Subsidy Scheme which was available to employers impacted by Covid-19.

Income from Investments

SEI has 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 €500 from these bonds in 2022.

2.3 Expenditure

SEl's total expenditure in 2022 was €2,090,491 (including pro bone services), an increase of €331,389 on 2021. Support costs increased during 2022 due to professional fees for the strategic review and outsourcing of some support services. Other costs such as venues, catering and travel were higher in 2022 due to main events moving from online to in person. Total staff costs increased by €19,539. Overall expenditure on support costs in 2022 was €110,740 more than the previous year.

Expenditure on Raising Funds

The primary expenditure on raising funds in 2022 was staff and resourcing costs. In 2022 the Development Team was comprised of a full-time Director of Development, full-time Development Manager, part-time Supporter Relations Manager. 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 €231,987 including donated services, in 2022.

• Expenditure on Charitable Activities

Total expenditure on charitable activities in 2022 was €1,697,072 (including pro bono services), an increase of €307,414. This includes €391,440 of donated advertising space used to attract social entrepreneurs for the Ideas Academy and the Impact Programme. Other significant differences include spend on a Community event in 2022 of €84,000, as SEI was able to return to in person events for the first time in mid 2022 following the end of Covid restrictions.

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. The Company's reserves policy was set by the Board in 2021. 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:

SEI have run two open calls for 2023. One for the Changing Ireland Accelerator which at the time of approval of the annual report is in the interview process and the National call which is for the Ideas Academy and Impact Programmes which at the time of approval of the annual report are in the application process.

2.6 Plans for the future:

The directors do not envisage making any significant changes to the activities of SEI 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 CFO 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.

Selection of new Board members

The Chairman of the board leads the selection process for new board members. This involves the gathering of a shortlist of candidates which is discussed initially with all Board members. Assessment of candidates takes into account, their skillset and experience, diversity and inclusion considerations, as well as a passion for maximising the potential of social entrepreneurs and the impact that they have on Irish society as a whole. The process usually involves an initial meeting with the Chairman, a separate meeting with the CEO and meeting(s) with two existing Directors. The cooption of any new Director is ultimately approved by the Board.

• 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. Fach Director is asked to declare any conflict of interesUloyalty 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 2022.

Policies were last reviewed by the board in February 2020.

3.2 SEI Board of Directors

Tommy Breen

Tommy Breen is the former CEO of DCC pie, 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 was Chairperson of HomeServe pie until January 2023 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 30year 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 (UCO). 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

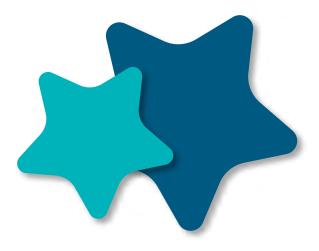
Julian is an experienced CEO, director, board advisor and accredited executive coach. He is the founder of Julian Yarr Advisory which works with international law firms and their leaders on strategy, talent and performance. He is a member of the Advisory Council of Accenture in Ireland, an Advisor to A&L Goodbody and provides performance coaching to CEOs, Managing Partners and other business leaders. Julian was Managing Partner of A&L Goodbody from 2010 until May 2022. 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.

Cliona Mullen

Cliona Mullen was a partner in KPMG for 24 years until April 2022, leading audit and advisory services to International listed companies and large private corporates. Cliona was head of KPMG Ireland's Consumer & Industrial Markets Audit Practice from 2013 to 2019 and was a Member of KPMG Ireland's Supervisory Board for over 10 years. She previously served as a member of the Board of the Coombe Women & Infants University Hospital. Cliona joined the Board of Social Entrepreneurs Ireland in September 2022.



3.3 Board Attendance 2022

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 2022 were held in person with the hybrid options.

The Annual General Meeting (AGM) was convened on the 28 September 2022 and, as the Chairperson was unable to be present, the members agreed that the AGM should be adjourned, and the meeting was subsequently reconvened on the 30th November 2022. The Directors who retired by rotation and were reelected were Caroline Keeling and Julie Sinnamon.

The Directors and Leadership team wish to acknowledge the advice and support that Brian provided during his time as Director of the Company and wish to welcome Cliona Mullen as Director, Cliona will also serve as Chair of the Audit Committee.

Directors' Attendance at Board Meetings 2022 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	4
Caroline Keeling	6	5
Paul Rellis	6	6
Julie Sinnamon	6	6
Iseult Ward	6	4
Julian Yarr	6	6
Brian MacCraith *	2	1
Cliona Mullen **	2	2

^{*}Brian MacCraith Resigned as a Director on 23 March 2022

^{**}Cliona Mullen was elected as a Director on 28 September 2022

3.4 Committees of the Board

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 (Cliona Mullen and Paul Rellis) and one external member with financial expertise (Lesa McDonagh).

The Committee met three times during 2022. 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 2021, and the annual budget for 2023.

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 Remuneration Committee met on one occasion in 2022.

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 2022.

Audit Committee Attendance	No. of Meetings during the year	No. of Meetings attended during the year
Cliona Mullen (Chair)	2	2
Paul Rellis	3	3
Lesa McDonagh	3	1

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 (2023 to 2025) 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,
- 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 2022. The Board of Directors and the CEO were disclosed on the Central Register of Beneficial Owners as the company's Senior Managing Officials, as no person who exercises control over the company has been identified.

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 anti-virus /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:

- Strategic risk: Whilst the social entrepreneurship space is becoming more crowded, SEI has undertaken a fresh strategic review to guide our direction and focus over the next 3-5 years. This will inform our future direction regarding our top-line ambition, our approach to funding, the makeup and delivery of our programmes and ultimately our impact. SEI continue to advance strategic objectives, Annual Strategic Implementation Plans are developed, in line with SEI Strategic plan. Ensuring insights and experience of SEI are embedded in how we deliver support.
- Lack of funding to support programmes:

The Company provides support to social entrepreneurs through a range of programmes including, the Ideas Academy, the Action Lab, the Impact Programme, and Changing Ireland Accelerator. 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. Development Team and Funding Advisory Committee will continue to look at the broadening philanthropic opportunities geographically and sectorally.
- 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.
- IT infrastructure and data protection: If SEI is subjected to a cyber-attack, it could impact on operations as there could be a loss of service provision at key stages in SEI operations. There would also be costs to repair /recover data that could lead to a risk in reputation and inappropriate access and the release of sensitive information. In order to mitigate this risk, SEI have a Digital Transformation Manager in place, with key focus on IT systems. All data is cloud-based, and appropriate data protection policies are in place. All staff are given regular training to ensure security awareness is top of mind. All equipment is encrypted and has antivirus systems installed.

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 2022 SEI invested in over 285 hours of training & development for the team, equivalent to 1.2% 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:

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

The SEI Employee Handbook ensures compliance with all legal and regulatory requirement as well as incorporating compensation & benefit packages including,

- 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 for all team members
- Group Defined Contribution scheme
- Additional annual leave after 5-, and 10-years' service.

The handbook will be reviewed again in 2023 to include the European Union (transparent and predictable working conditions) regulations 2022.

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 18 employees of whom 78% (14) are women. Our Board consists of 4 women and 3 men.

As an organisation, we work to advance inclusive and equitable entrepreneurship across our whole community of social entrepreneurs with our Ideas Academy leading the way in this area and working to make social entrepreneurship accessible and welcoming to all.

3.13 Sustainability

As an organisation, we are committed to continuous improvement in our actions to decrease our environmental impact.

SEI has proudly supported 53 social entrepreneurs delivering Environmental solutions since 2004. As part of our efforts to drive environmental impact, and in the context of our wider strategy work, SEI are 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:

- 1. The completion of a course in Sustainability by a member of our operations team to help evaluate current operations and informal policies
- 2. Develop formalised sustainability recommendations as a result
- 3. Implement new sustainability practices

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

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 Pension

The Company operates 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 €56,455 (2021: €46,244) from the Company and are fully paid at year end.

4.7 Related Party Transactions

Julie Sinnamon, Caroline Keeling / Keeling Family and Cliona Mullen (Directors of the board of the Company) made financial donations during the year. The total value of these donations was €46,200. Julian Yarr, a member of the board of directors of the company, was Managing Partner of A&L Goodbody up until April 2022. A&L Goodbody

donated legal and secretarial services to SEI (see Note 3.1), as well as legal services to a wide range of social entrepreneurs during 2022.

4.8 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.

4.9 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:

Thomas D, Derc-

Tommy Breen

Chairperson

Date: 30/08/2023

Choia Nunce

Cliona Mullen

Director (Chair of the Audit Committee)

Date: 30/08/2023

Section 5: Statement of Directors' Responsibilities

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

Under Company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company for the financial year end date and of the surplus/deficit of the Company for that financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and then apply them consistently:
- make judgments and accounting estimates that are reasonable and prudent;

- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business. The Directors confirm that they have complied with the above requirements in preparing the financial statements.

The Directors 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.

ON BEHALF OF THE BOARD OF DIRECTORS:

Thomas D. Brea

Tommy Breen

Chairperson

Date: 30/08/2023

Choia Nunce

Cliona Mullen

Director (Chair of the Audit Committee)

Date:: 30/08/2023

Opinion

We have audited the financial statements of Social Entrepreneurs Ireland for the year ended 31 December 2022, 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" second edition effective 1 January 2019.

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 2022 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 (IMSA), 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). The description forms part of our Auditors' report.

Signed by

Roseanna O'Hanlon

Date: 31/08/2023

for and on behalf of

Chartered Accountants and Statutory Audit

Firm 40 Mespil Road - Dublin4

Chowe Ireland

Date: 31/08/2023

	Note	Unrestricted Funds €	Restricted Funds €	Total 2022 €	Total 2021 €
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3.1	1,624,845	472,407	2,097,252	1,645,800
Other income	3.2	-	38,970	38,970	176,807
Total		1,624,845	511,377	2,136,222	1,822,607
EXPENDITURE ON:					
Raising funds	4.1	393,419	-	393,419	369,444
Charitable activities	4.2	1,185,695	511,377	1,697,072	1,389,658
Total		1,579,114	511,377	2,090,491	1,759,102
Netincome		45,731	-	45,731	63,505
RECONCILIATION OF FUNDS:					
Total funds brought forward	15	800,348	-	800,348	736,843
TOTAL FUNDS CARRIED FORWARD	15	846,079	-	846,079	800,348

All income and expenditure arise 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 24 to 34 form part of these financial statements.

FIVED ACCETS	Note	2022 €	2021 €
FIXED ASSETS Tangible assets	11	12,689	12,433
		,	,
CURRENT ASSETS			
Debtors	12	48,918	116,288
Cash at bank and in hand	13	1,275,091	843,271
TOTAL CURRENT ASSETS	_	1,324,009	959,559
CREDITORS (amounts falling due within one year)	14	(490,619)	(171,644)
NET CURRENT ASSETS	_	833,390	787,915
TOTAL NET ASSETS	_	846,079	800,348
FUNDS OF THE CHARITY			
Unrestricted funds	15	846,079	800,348
Restricted funds	15	_	
TOTAL CHARITY FUNDS	_	846,079	800,348
	_		

SIGNED ON BEHALF OF THE BOARD:

Tommy Breen

Chairperson

Date:

Choia Nunce

Cliona Mullen

Director (Chair of the Audit Committee)

Date: 30/08/2023

The notes on pages 24 to 34 form part of these financial statements.

Year ended 31 december 2021 2022 € € CASH FLOWS FROM OPERATING ACTIVITIES 45,731 63,505 Adjustments for: 25 45,731 63,505 Adjustments for: 25 4640 6,180 (Decrease) /increase in debtors 67,370 (35,147) Increase/(decrease) in creditors 318,975 (98,507) Loss on disposal of fixed asset - 255 NET CASH GENERATED FROM/(USED IN) OPERATING ACTIVITIES 436,716 (63,714) CASH FLOWS FROM INVESTING ACTIVITIES (4,896) (4,865) Purchase of tangible fixed assets - 350 NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,515) NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS 431,820 (68,229) Cash and cash equivalents at beginning of year 843,271 91,500 CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE: 2275,091 843,271 Cash at bank and in hand 1,275,091 843,271	Statement of cash flows for the		
CASH FLOWS FROM OPERATING ACTIVITIES Surplus for the financial year 45,731 63,505 Adjustments for: Depreciation of tangible assets 4,640 6,180 (Decrease) /increase in debtors 67,370 (35,147) Increase/(decrease) in creditors 318,975 (98,507) Loss on disposal of fixed asset - 255 NET CASH GENERATED FROM/(USED IN) OPERATING ACTIVITIES Purchase of tangible fixed assets 4,896 (4,896) (4,865) Proceeds on disposal of tangible fixed assets - 350 NET CASH USED IN INVESTING ACTIVITIES NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,815) NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,515) NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS 431,820 (68,229) Cash and cash equivalents at beginning of year 843,271 911,500 CASH AND CASH EQUIVALENTS AT THE END OF YEAR DEPRETATION 1,275,091 843,271	Year ended 31 december 2021	2022	2021
Adjustments for: Depreciation of tangible assets 4,640 6,180 (Decrease) / increase in debtors 67,370 (35,147) Increase/(decrease) in creditors 318,975 (98,507) Loss on disposal of fixed asset - 255 NET CASH GENERATED FROM/(USED IN) OPERATING ACTIVITIES 436,716 (63,714) CASH FLOWS FROM INVESTING ACTIVITIES Purchase of tangible fixed assets (4,896) (4,865) Proceeds on disposal of tangible fixed assets - 350 NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,515) NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,515) NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,515)	CASH ELOWS EDOM OPERATING ACTIVITIES	€	€
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Increase/(decrease) in creditors Loss on disposal of fixed asset - 255 NET CASH GENERATED FROM/(USED IN) OPERATING ACTIVITIES CASH FLOWS FROM INVESTING ACTIVITIES Purchase of tangible fixed assets Proceeds on disposal of tangible fixed assets - 350 NET CASH USED IN INVESTING ACTIVITIES NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,865) (4,896) (4,515) NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS Cash and cash equivalents at beginning of year CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:	·	4,640	6,180
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NET CASH GENERATED FROM/(USED IN) OPERATING ACTIVITIES Purchase of tangible fixed assets Proceeds on disposal of tangible fixed assets Proceeds on disposal of tangible fixed assets NET CASH USED IN INVESTING ACTIVITIES NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS Cash and cash equivalents at beginning of year CASH AND CASH EQUIVALENTS AT THE END OF YEAR CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:	·	318,975	(98,507)
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Purchase of tangible fixed assets Proceeds on disposal of tangible fixed assets NET CASH USED IN INVESTING ACTIVITIES NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS Cash and cash equivalents at beginning of year CASH AND CASH EQUIVALENTS AT THE END OF YEAR CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:	NET CASH GENERATED FROM/(USED IN) OPERATING ACTIVITIES	436,716	(63,714)
Purchase of tangible fixed assets Proceeds on disposal of tangible fixed assets NET CASH USED IN INVESTING ACTIVITIES NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS Cash and cash equivalents at beginning of year CASH AND CASH EQUIVALENTS AT THE END OF YEAR CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:			
Proceeds on disposal of tangible fixed assets - 350 NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,515) NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS 431,820 (68,229) Cash and cash equivalents at beginning of year 843,271 911,500 CASH AND CASH EQUIVALENTS AT THE END OF YEAR 1,275,091 843,271 CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:			
NET CASH USED IN INVESTING ACTIVITIES (4,896) (4,515) NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS Cash and cash equivalents at beginning of year CASH AND CASH EQUIVALENTS AT THE END OF YEAR CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:		(4,896)	(4,865)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS Cash and cash equivalents at beginning of year CASH AND CASH EQUIVALENTS AT THE END OF YEAR CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:	Proceeds on disposal of tangible fixed assets	-	350
Cash and cash equivalents at beginning of year 843,271 911,500 CASH AND CASH EQUIVALENTS AT THE END OF YEAR 1,275,091 843,271 CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:	NET CASH USED IN INVESTING ACTIVITIES	(4,896)	(4,515)
Cash and cash equivalents at beginning of year 843,271 911,500 CASH AND CASH EQUIVALENTS AT THE END OF YEAR 1,275,091 843,271 CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:			
Cash and cash equivalents at beginning of year 843,271 911,500 CASH AND CASH EQUIVALENTS AT THE END OF YEAR 1,275,091 843,271 CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:	NET INCREASE / (DECREASE) IN CASH AND CASH FOLIVALENTS	431.820	(68 229)
CASH AND CASH EQUIVALENTS AT THE END OF YEAR 1,275,091 843,271 CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:		,	,
CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:	_		
	_	1,213,071	0 13,271
	CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:		
	•	1,275,091	843,271

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 accrual's 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 general advertising, website costs, events costs, branding, salary and support costs in these areas. All costs of generating funds are recognised on an accrual's basis.

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

governance costs apportioned to Charitable Activities.

Allocation of support costs

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

Tangible fixed assets and depreciation

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

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

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 ongoing 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

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

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

The financial statements are prepared on a going concern basis.

2.2 Judgements in applying accounting policies and key sources of estimation uncertainty

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

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

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. There were no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

	Note	Unrestricted Funds €	Restricted Funds €	2022 €	2021 €
3. INCOMING RESOURCES					
3.1 DONATIONS AND LEGACIES					
Donations		1,052,785	472,407	1,525,192	1,273,041
Donated services and discounts	3.1.1	572,060	-	572,060	372,759
		1,624,845	472,407	2,097,252	1,645,800

3.1.1 Donated services

During the year, the company was in receipt of donated services valued at €572,060. The main element of this consists of:

- Advertising support from Global Media of €270,225 Sunday Times €42,768, Urban Media of €35,868, Sun Newspapers €28,250 and Media Central €14,329 . These donated advertising supports relate to specific advertising campaigns to attract social entrepreneurs for the 2022 Ideas Academy and Impact Programme and are included in Expenditure on Charitable Activities (see note 4.2.1)
- Donated legal services from A&L Goodbody totaling €130,535 and company secretarial services of €6,280
- Survey services from Behaviour and Attitudes of €14,000 and event support from Areaman of €11,427.

2.2 OTHER INCOME	Unrestricted Funds €	Restricted Funds €	2022 €	2021 €
3.2 OTHER INCOME Grant Income	-	38,970	38,970	176,807
	-	38,970	38,970	176,807

Grant income in 2022 was received from the Government dormant Accounts fund which is administered by Pobal. In 2021 grant income was entirely support from the Employment Wages Subsidy Scheme which was available to employers impacted by COVID-19.

4. Expenditure on:

4.1 Raising Funds

Total Costs

2022	2022	2022	2021
Unrestricted	Restricted	Total	Total
Funds €	Funds €	€	€
393,419	-	393,419	

4.1.1 Raising Funds

Staff Costs Other Costs **Donated Services Total Costs**

2022 Direct €	2022 Support €	2022 Total €	2021 Direct €	2021 Support€	2021 Total €
165,390 24,111 42,486	77,356 84,076 -	242,746 108,187 42,486	176,597 3,011 62,117	73,732 53,987	250,329 56,998 62,117
231,987	161,432	393,419	241,725	127,719	369,444

Support costs are analysed further in note 5.

4.2 Charitable Activities

Academies (formerly STEP)
Impact (formerly Leap)
Scale partnership (formerly Soar)
Community

2022 Unrestricted Funds €	2022 Restricted Funds €	2022 Total €	2021 Total €
473,415	176,265	649,680	502,783
416,114	130,414	546,558	289,408
113,229	80,728	193,957	268,412
182,907	123,970	306,877	329,055
1,185,695	511,377	1,697,072	1,389,658

4.2.1 Charitable Activities

	2022 Direct €	2022 Support €	2022 Total €	2021 Direct €	2021 Support €	2021 Total €
Academies (formerly STEP)	510,467	139,212	649,679	381,651	121,132	502,783
Impact (formerly Leap)	464,935	81,623	546,558	229,025	60,383	289,408
Scale partnership (formerly Soar)	123,217	70,740	193,957	214,616	53,796	268,412
Community	212,558	94,320	306,878	255,497	73,558	329,055
	1,311,177	385,895	1,697,072	1,080,789	308,869	1,389,658

Charitable Activities expenditure includes €391,440 of donated advertising which was used to attract social entrepreneurs for the Ideas Academy and the Impact Programme .Support costs are analysed in note 5.

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.

	2022 Raising Funds €	2022 Charitable Activities €	2022 Total €	2021 Total €
Staff Costs (Pay and Pensions) and Life Insurance	79,581	190,234	269,815	252,042
Staff recruitment and training costs	5,048	12,067	17,115	11,619
IT and online platforms	7,852	18,768	26,620	12,382
Marketing and Communications	6,093	14,566	20,659	26,061
Memberships and Subscriptions	798	1,908	2,706	4,123
Facilitators/Consultants and outsourced services	13,809	33,012	46,821	27,351
Travel and Accommodation	264	630	894	529
Catering	741	1,770	2,511	-
Other Event Costs	-	-	-	139
General Office Costs	5,767	13,785	19,552	12,834
Insurances	4,251	10,161	14,412	7,180
Rent and Service Charges	18,775	44,882	63,657	52,505
Utility Costs	1,729	4,132	5,861	4,061
Governance	1,770	4,230	6,000	-
Professional Fees (including strategic revie	w) 10,140	24,240	34,380	-
Depreciation charge	1,368	3,272	4,640	6,180
Audit	3,446	8,239	11,685	19,582
	161,432	385,896	547,328	436,588

6. Governance costs

	2022 Direct €	2022 Support €	2022 Total €	2021 Direct €	2021 Support €	2021 Total €
Audit costs	-	11,685	11,685	-	19,582	19,582
Company Secretarial costs*	-	5,282	5,252	-	5,500	5,500
Internal audit costs	-	6,000	6,000	-	-	-
Total Costs	_	22,967	22,967	-	25,082	25,082

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

7. Net movement in funds

t movement in funds	2022 €	2021 €
Net movement in funds is stated after charging the following:		
Depreciation	4,640	6,180
Auditors' Remuneration	11,685	19,582
Operating Lease Rentals - Building	48,700	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 (2021: 17). The aggregate amounts paid to or on behalf of staff are as follows:

Wages and salaries
Social Welfare costs
Pension costs

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

€80,001 -	- €90,000
€100.001	-€110.000

For the financial year 2022, the following employer pension contributions were made to staff whose emoluments amount to over €70.000:

€80,001 -	- €90,000
€100,001	-€110,000

Key management personnel consist of the 6 members of the executive management team for whom the total remuneration cost was €340,256 (2021: €322,644) in the year. Pension contributions were €30,249 (2021: €27,560). The CEO was paid a salary of €110,000 by the company during the year. The board of directors is voluntary and directors did not receive any remuneration for their services during the period nor did they claim any expenses in the period.

2022	2021
€	€
739,124	732,459
82,152	79,489
56,455	46,244
877,731	858,192

2022	2021
-	1
1	-

2022 €	2021 €
-	7,333
11,000	-

9. Pension costs

In prior years, SEI 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 of €56,455 (2021: €46,244) 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

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

COST	Premises €	Fixtures & fittings €	Computer equipment €	Office equipment €	Total €
At 1 January 2022	13,855	17,699	39,287	-	70,841
Additions	-	-	2,809	2,087	4,896
At 31 December 2022	13,855	17,699	42,096	2,087	75,737
DEPRECIATION					
At 1 January 2022	13,855	17,410	27,143	-	58,408
Additions	-	289	4,061	290	4,640
At 31 December 2022	13,855	17,699	31,204	290	63,048
NET BOOK VALUE					
At 31 December 2022	-	-	10,892	1,797	12,689
At 31 December 2021	-	289	12,144	-	12,433

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

12. Debtors (amounts falling due within one year)

Debtors Other debtors Prepayments

2022 €	2021 €
30,800 - 18,118	63,966 682 51,840
48,918	116,288

13. Cash and cash equivalents

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

Cash at bank and in hand Prize Bonds

2022	2021
€	€
1,025,091	593,271
250,000	250,000
1,275,091	843,271

14. Creditors (Amounts falling due within one year)

	2022 €	2021 €
Frade Creditors	598	1,038
Payroll Taxes	20,512	20,120
Accruals	104,129	95,486
Deferred income	315,000	-
Other Creditors	380	-
Accrued awardee commitments	50,000	55,000
	490,619	171,644

Deferred income includes corporate donations received in late 2022 for programmes which commenced in 2023.

15. Funds of the charity

15.1 Analysis of net funds-unrestricted

General Unrestricted funds

Opening Balance €	Receipts €	Expenditure €	Closing Balance €
800,349	1,624,845	(1,579,114)	846,079

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 €
Academies (formerly STEP)	-	176,265	(176,265)	-
Impact Programme (formerly LEAP)	-	130,414	(130,414)	-
Scale Partnership Programme (formerly SOAR)	-	80,728	(80,728)	-
Community	_	123,970	(123,970)	-
	-	511,377	(511,377)	-

15.3 Analysis of net assets

	Restricted Funds €	Unrestricted Funds €	Total Funds €
Fixed Assets	-	12,689	12,689
Current Assets	-	1,324,009	1,324,009
Current Liabilities	-	(490,619)	(490,619)
Net Assets at 31 December 2022			
	-	846,079	846,079

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16. Related party transactions

16.1 Transactions with related parties

Julie Sinnamon, Caroline Keeling / Keeling Family and Cliona Mullen (Directors of the board of the Company) made financial donations during the year. The total value of these donations was €46,200. Julian Yarr, a member of the board of directors of the company, was Managing Partner of A&L Good body up until April 2022. A&L Goodbody donated legal and secretarial services to SEI (see Note 3.1), as well as legal services to a wide range of social entrepreneurs during 2022.

17. Commitments under operating leases

At 31 December 2022 the company had future minimum lease payments under a non-cancellable property operating lease for each of the following periods:

> Not later than 1 year Later than 1 year and not later than 5 years Later than 5 years

2022	2021
€	€
48,700	48,700
57,106	105,672
105,806	154,335

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

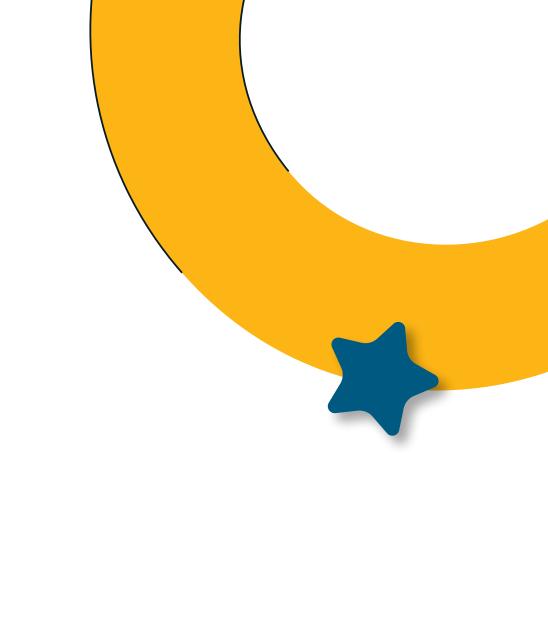
In common with many other businesses of similar size and nature, we require our auditors to assist in the preparation of the statutory financial statements.

23. Post balance sheet events

There was no significant subsequent events 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 30 August 2023.





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Registered Charity Number CHY 17524 / CRA20065379



