

Look Forward
with Confidence

Annual Report **2023**

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Introduction



After three years of rapid learning, growth and enthusiastically throwing ourselves at every challenge, the programme has given us the space to figure out our next steps. The SEI team has helped us step back from the day-to-day work of the social enterprise, see it clearly and chart a path for its future.

**Catherine Cleary
& Ashe Conrad-Jones,**
Founders of Pocket Forests



Chair of the Board's Foreword



“ We can look forward with confidence to another **20 years of changing** Ireland for the better.

Social Entrepreneurs Ireland celebrates its 20th anniversary in 2024. These last two decades have witnessed an enormous amount of change in Ireland in social, political and economic terms. They have also witnessed an explosion in the area of social entrepreneurship.

In 2004, the concept of social entrepreneurship was novel in Ireland. Since then, Social Entrepreneurs Ireland has supported the work of over 600 social entrepreneurs with missions to tackle social problems and to achieve real impacts on society through their work.

It is a huge tribute to the founding figures of Social Entrepreneurs Ireland that they had the vision to help create not only an organisation, to fund and develop social entrepreneurship, but a community and ecosystem to help those social entrepreneurs work together to transform Ireland for the better.

Social Entrepreneurs Ireland has a 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.

Social entrepreneurs are society's problem solvers, and they typically see things that others do not.

They identify problems, develop solutions and take actions to maximise social impact. Social Entrepreneurs Ireland is proud of its role in assisting these entrepreneurs in their work through a range of practical programmes, financial and non-financial supports, advice and mentorship.

This annual report presents a detailed account of the work Social Entrepreneurs Ireland undertook in 2023. Throughout the year, SEI and its social entrepreneurs continued to demonstrate positive impact on Irish societal problems, notwithstanding the many new challenges emerging on a global and local level. This would not have been possible without the generous ongoing support of our philanthropic, corporate and foundation partners- we are deeply grateful to all of them

This year, as we reflect on the work we have undertaken in our first 20 years, we also highlight a number of case studies of the journeys taken in recent years by a selection of social entrepreneurs from our community.

Our organisation has grown significantly in both scope and scale over its first 20 years and huge credit is due to both the current staff and the many other individuals that have contributed to our work over the years. High levels of skill and

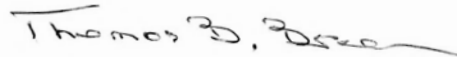
INTRODUCTION

expertise have been matched with commitment and determination to support the vital work of social entrepreneurs.

Our CEO Tim Griffiths and our team continue to deliver on our vision of 'accelerated social change through the power of people'. I would like to thank them for their dedication and commitment. Equally I would like to acknowledge the fantastic and unrelenting support that we get from a wide range of partners and the entire Social Entrepreneurs Ireland community-without them nothing would be possible.

Finally, I will be retiring as Chairman of the Board in July. It has been my honour and privilege to have been Chairman for six years, a Director for eight years and part of the Social Entrepreneurs Ireland community for fourteen years. I would like to thank all the Directors and members of the team who I have worked with over that time, for the support they have given to me and more significantly for all their efforts to make Social Entrepreneurs Ireland what it is today. Most importantly I would like to thank all the social entrepreneurs that I have met over all those years for demonstrating what selfless and inspirational leadership can achieve. I intend to continue to be part of the Social Entrepreneurs Ireland community in the years ahead.

My successor as Chairman is Julian Yarr and I can assure everyone that Social Entrepreneurs Ireland could not be in better hands. I am confident that with the combination of Julian's vast professional experience, his time as a Director of Social Entrepreneurs Ireland, his energy and his passion for social entrepreneurship, Social Entrepreneurs Ireland will thrive under his leadership.



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!”

2023 was another dynamic year for the team at Social Entrepreneurs Ireland and our wider community - all of us with the will and the might looking to improve the fabric of Irish society today.

During the course of 2022, we undertook a complete strategic review of the organisation, which culminated in our new vision of accelerated social change through the power of people.

2023 started our journey of bringing that strategic vision to life through our day to day actions and operations. That work is ongoing and is really taking shape throughout the organisation.

We are constantly evolving our action planning as we continuously evaluate and challenge ourselves to ensure that the supports that we offer are delivering an optimal level of impact.

During the year, we introduce a second call – our normal National call for early stage social entrepreneurs for our Ideas Academy and for developing stage social entrepreneurs for the Impact Programme. In addition to this, we also had a separate call for our Changing Ireland Accelerator Programme. This was a specific programme that we are running in conjunction with Google and our strategic partners Inco

for transformational stage social entrepreneurs. This was on the back of a significant €500,000 investment by Google for the Changing Ireland Accelerator Programme. We had excellent levels of interest across all three programmes and we're delighted to work with such inspirational and impressive social entrepreneurs at all levels of development.

Our annual calendar is punctuated with a combination of launch events of new programmes and closeout events for the programmes that have approached their end. These events are very special for us as they mix a sense of anticipation for the great social entrepreneurs that we are about to start working with and also a level of pride in the achievement of the social entrepreneurs that we have been already supporting, with the knowledge that they will continue to go on to even greater things.

None of our work would be possible without the commitment of our amazing community of supporters across the philanthropic, charitable foundation and corporate sectors. We continue to receive great support on both a financial and pro bono level. This is literally our lifeblood, and I can't thank our supporters enough for helping us do all the work that we do. There is a section on those supporters, elsewhere in this report.

INTRODUCTION

In 2023, we increased our investment in the Social Entrepreneurs Ireland community. This supports our strategic work, as we build on our ambition to deliver accelerated social change, by supporting social entrepreneurs both on programme, and as they become formal members of our community as alumni. This is taking the form of more flexible and bespoke supports, specific modular supports like the investor readiness pathway - a programme that we started piloting at the end of the year; and expertise workshops delivered by some of our pro bono partners.

During the course of the year, we welcomed five new members of staff and I'd like to personally thank all our staff members for your commitment, human centric approach, and passion for all the work that we do. I'm really excited about the journey that we are going on together as we gravitate towards our vision of accelerated social change through the power of people.

On a personal level, I was privileged to have been selected to attend the Strategic Perspectives on Nonprofit Management course at Harvard Business School during the summer of 2023. I was one of 150 CEO's of not-for-profit organisations selected from 15 countries across the world, that also included Social Entrepreneurs Ireland alumnus

Michael Kelly from GIY. It was a great opportunity to take part in this course and we are actively applying much of what I learned in helping us transform Social Entrepreneurs Ireland and ensure that we achieve as much in the next 20 years of our existence, as we have in our first 20 years. I'd like to thank the Irish alumni of Harvard Business School who made this possible.

I would also like to thank our Board for their unwavering and selfless support that they give to both me personally and the rest of the team at Social Entrepreneurs Ireland. As you will have read in the note from our chairman Tommy Breen, he will be standing down in July of 2024 after 14 years involvement with the organisation across many levels, the last six of which he has been as Chair. I'd like to thank Tommy personally for the support, inspiration and guidance that he's given me during our time working together and know that he will stay actively involved with our community going forward. I also look forward to working with our incoming Chair, Julian Yarr, and I am very excited about all that we will achieve ahead of us.

Heartbreakingly, all of our great work during 2023 was tinged with sadness as we lost our great friend and colleague, Anne Murphy, in April of 2023. Anne was the interim CEO before I joined the organisation and an outstanding Director of

Operations during her time at Social Entrepreneurs Ireland. We published a tribute to her in our 2022 annual report, and she continues to be missed by all her colleagues and friends.

Thank you again for all of our supporters, for their faith and trust; and to all the social entrepreneurs who continue to inspire us on a daily basis - Accelerated social change through the power of people!



Tim Griffiths, CEO



Why



We Exist

“

Being an awardee of Social Entrepreneurs Ireland (SEI) has been transformative for me and my work. The inclusion in a new peer group has provided invaluable support and training, fostering an environment where collaboration and shared learning thrive.

Susan Adams

Founder of Education
for Sustainability



Our Vision, Our Mission

Social Entrepreneurs Ireland was founded in 2004.

Since then, we have supported over **600 social entrepreneurs** in **tackling social problems** across the island of Ireland.

Our north star is accelerated social change through the power of people. We are the organisation that harnesses the cumulative power of people to create lasting social change.

We do that in two ways: firstly, we seek out people with unique insight and scalable ideas to social problems; secondly, we offer them a deeper level of support to grow their impact through our vibrant community of changemakers.

We do it for everyone with the will to solve Ireland's social problems. Everyone to us, is not only the social entrepreneurs themselves, but all those willing to back them too. Together, we convert that will into the collective might that powers social change.

That might, and the support that we give can come in many forms: funding from our

community of supporters (philanthropists, corporates, and charitable foundations; expertise, the great skill and experience that our supporters possess and so generously share; and, possibly most valuable of all, time.

As we enter our 20th year of operations in 2024, Social Entrepreneurs Ireland can reflect on how the social entrepreneurs we have supported since 2004 have changed Ireland for the better through their insight, courage, hard-work and determination.

This annual report details our activities and performance during 2023 showing how our programmes continue to grow and evolve. We also take some time in this report to reflect on the journey of some of our more established alumni and the journey they have been on with our support over the years.



How we provide support



Social Entrepreneurs Ireland provides support to social entrepreneurs in a variety of ways. This includes:

- ★ **A first class community** of like-minded, talented individuals.
- ★ **Mentorship and a supportive critical friend** to walk with them on their journey.
- ★ **Bespoke supports and focussed training**, based on the needs of each organisation and social entrepreneur.
- ★ **A mixture of direct and indirect funding**, delivered through cash, pro-bono support and assistance in the generation of additional funds.

What we believe in:



Our Strategic Priorities



Community:

Our unique catalyst for change – the effective connection of everyone with the will and the might to solve Ireland’s social problems.



Thriving Organisation:

A thriving nucleus of Social Entrepreneurs Ireland, enabling us to function in the way we need to, to help us reach our vision and our goals.

Impact 3.0:

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

Meaningful Marketing:

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

Catalytic Funding:

A plan to unleash catalytic funding for Social Entrepreneurs Ireland and in turn for social entrepreneurs to accelerate our impact.

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.

Founded in 2004, Social Entrepreneurs Ireland has a wealth of experience as **Ireland's first organisation** identifying and supporting social entrepreneurs.



Supported 600+
social entrepreneurs



4x leveraged
grants and funding



Invested over €7.5m
in grants to social
entrepreneurs



Structure is
impact focused



An additional €7m in
non-financial supports



Unique network of
social entrepreneurs



Social entrepreneurs
have a specific set of skills:

1. **Unique** insight into a social problem
2. **Ideas with the potential** to solve the problem
3. **Ability and drive** to execute the idea



We harness the cumulative **power of people** to **accelerate social change**



We amass the will to **create change** in **like-minded people**



We convert their collective **will into a mighty force** for change



And the greater the **force, the faster the change** can happen

At **Social Entrepreneurs Ireland**, we support social entrepreneurs in **three different phases of development:**

Early Stage



A three month programme assisting in the evolution from concept to enterprise, covering piloting and early stage development and providing direction for the next steps.



A programme that helps Ideas Academy participants develop their leadership skills and tackle the key challenges in their piloting and early stage roll-out.

Developing Stage



A nine-month accelerator programme that helps a select group of social entrepreneurs to bring their project to the next level. It includes significant funding as part of a wide package of support.

Transformational Stage



A 12 month Transform programme providing direct support to a small number of organisations who have demonstrated the potential capacity to generate significant social impact, to help bring them to the next level.

These programmes are described in greater detail later in this report.

WHY WE EXIST

The Spark Toolkit

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Before considering applying for our of our programmes, social entrepreneurs are encouraged to access our free Spark toolkit.

The Spark toolkit has been created by our team to offer practical advice and support to anyone, from any background, with an idea or passion to solve a social problem to enable them to spark positive change.

The toolkit draws on Social Entrepreneurs Ireland two decades of experience of walking the journey with social entrepreneurs and aims to help founders to move from idea to action. Incorporating seven sections, it takes social entrepreneurs from the ideation and research stage through to piloting and sharing their story.

The Spark toolkit is available to download free from the Social Entrepreneurs Ireland website and is an invaluable resource for social entrepreneurs starting their journey.



Our Impact

in Action



A primary takeaway from the SEI programmes involves a profound mindset shift. Rather than solely focusing on providing services, SEI has guided us toward shaping these services effectively for long-term impact.

Sorcha Killian
Hygiene Hub



Introduction

We believe that we give a deeper level of support to social entrepreneurs that enables them to have better foundations to grow their impact.

That support takes many forms. On the most basic level, we give direct funding. That funding varies in quantum, depending on the stage of supports (early, developing or transformational) and is usually deployed to facilitate the social entrepreneur making an identified and significant step forward on their journey.

However, time and again, we hear that the value and impact of our support goes far beyond funding. An integral part of our supports is meeting the social entrepreneur where they are at, so that collectively we can assess what are the next best steps for them to take, in aspiring to the next level. We then set programme and support goals together that are focused on reaching that level.

That nuanced and tailored support is delivered in many ways. We look to foster and harness the skills that exist within our supporting community,

to ensure that our social entrepreneurs are backed up with world class expertise across the broad spectrum of business skills. Examples of that are the pro bono legal support given to us by A&L Goodbody and other counsel and legal firms through a wider pro bono network; the work that KKR do for us in assessing and advising social entrepreneurs around business modeling; and the work that we have done with Bank of America and Wake-Up Capital in building the investor readiness of social entrepreneurs as they look to raise venture capital. These are but a few. There are many more and we are extremely grateful to both our corporate and individual supporters, who give of their time so willingly and to such great effect.

Yet we believe that our support goes even deeper still. At a recent retreat that we hosted for social entrepreneurs, one of our participants remarked that our approach undoubtedly has

long lasting benefits that enables them to go back and do their work better. We hold a place and a silence for them that one doesn't usually encounter in the everyday corporate world. Sometimes this is necessary in building up long term resilience. It is this, almost hidden support, that in many ways is the most powerful. We regularly hear from social entrepreneurs that we have supported, many of them from far back in our 20 year history, that their organisation and their work would not exist today, if it were not for Social Entrepreneurs Ireland.

It is this nuanced, tailored and professional approach that our donors invest in and allow Social Entrepreneurs Ireland to offer our unique and deeper level of support.

A Year of High Impact

We received 136 applications for our Ideas Academy, 106 applications for our Impact Programme and 72 applications for the Changing Ireland Accelerator. Each of these programmes evolve constantly with an annual design process taking on board learnings from previous years. The Ideas Academy 2023 commenced on 4 July, the Impact Programme commenced in 12 September, while the 12 month Changing Ireland Accelerator commenced in June.

Applications for our programmes are invited by our annual National calls and in 2023 there were two calls. The National calls involve a media launch and outreach detailing the programmes and inviting suitable applications for participation in them, within a specified time period.

The first call was launched on 21 February, covering the Changing Ireland Accelerator and concluded on 14 March. The second call for applications was launched on 18 April, covering the Ideas Academy and Impact programmes and concluded on 30 May. A total of 314 submissions were received. This was followed by a comprehensive interview phase comprising 106 interviews involving 82 external judges and 170 reviewers. From this, 39 organisations were selected for participation in programmes.

Benchmarking the applications against the 17 Sustainable Development Goals (SDGs), an impressive 15 out of the 17 goals were covered. This compares to 10 in 2022.

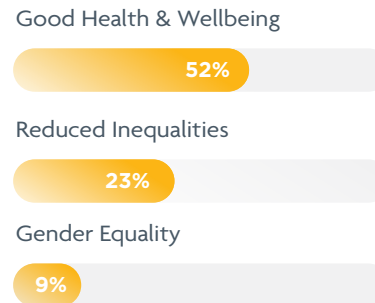
Social Entrepreneurs Ireland received a high number of applications for our **programmes in 2023.**

In terms of the **selected participants:**



- 9 out of the 17 SDGs were covered

- The most prominent of these were:



- **Approximately 81% of the programme participants are women**, aligning with a global trend that sees a higher proportion of women leading social entrepreneurship ventures than traditional business ventures.



- **Some 67% of the participants identified as White Irish.** This compares to the 2022 census where 77% identified as White Irish, demonstrating a positive increase in diversity across our applicants.



How do we select which social entrepreneurs to support?

We take great pride in the rigour of our selection process. We leverage the discerning expertise of our community, comprising over 300 entrepreneurs, social impact sector practitioners, corporations, business leaders, technical consultants and partners. By involving such a dynamic group of experts, Social Entrepreneurs Ireland 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:**

1.

Application:

Each year, social entrepreneurs 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, their proposed solution, their vision for the future, and why they believe they are the best people to drive it. Social Entrepreneurs Ireland hosts an annual national call for applications every year, for both the Ideas Academy and the Impact Programme. In 2023 this ran from 18 April to 30 May.

2.

Review process:

Each application is thoroughly evaluated and carefully considered by at least one Social Entrepreneurs Ireland 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. Once all applications are reviewed, the Social Entrepreneurs Ireland team then selects a shortlist of candidates to bring to interview.

3.

Interviews:

Social Entrepreneurs Ireland 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. Each applicant met with a panel of four judges; one from the Social Entrepreneurs Ireland team and three members of the Social Entrepreneurs Ireland community. For the Impact Programme, an additional final interview was carried out, where shortlisted candidates provide further information about their organisation.



OUR IMPACT IN ACTION

How do we select which social entrepreneurs to support?

4.

Reference check and Social Entrepreneurs Ireland Board recommendation and sign off:

Social Entrepreneurs Ireland selection process culminates in a reference check and a final sign off by Social Entrepreneurs Ireland board to ensure the highest standards are adhered to. This allows us to confidently select the most promising social entrepreneurs who have demonstrated their commitment to creating lasting social impact through their work.



Overview of Our Programmes



The Ideas Academy is a three-month early stage programme to provide social entrepreneurs with the support and direction they need to kick-start their idea and take the next steps to start tackling the problem. Participants are supported to clearly articulate, refine and progress their solution, to build skills and accelerate learning in core areas of importance to social entrepreneurs, and to move from idea to action.

In 2023, 136 applications were received for the Ideas Academy, from which 30 projects were chosen. The 2023 programme was delivered online, with an in-person community meet up mid-programme and an in-person graduation. Participants received a bursary of €500 to facilitate their time on the programme.

As part of the Ideas Academy, participants receive training and support to:

- Deepen their understanding of the problem they have identified.
- Refine and validate their solution.
- Develop an action plan to pilot their idea post-programme.

- Increase their network.
- Grow in confidence as a social entrepreneur.
- Gain an insight into the social entrepreneur journey.
- Apply for seed funding and further support from Social Entrepreneurs Ireland at the end of the programme.
- Participants can pitch for a portion of a seed fund from a total fund of €20,000 at the end of the programme to pilot their idea.

Alumni of the programme include ReFill Ireland, Little Fitness, Together Academy, Wild Parks and GORM.

Bank of America is the corporate partner of the Ideas Academy and 2023 marked the sixth anniversary of Social Entrepreneurs Ireland and Bank of America's partnership. As part of Bank of America's support of Social Entrepreneurs Ireland, its employees have dedicated over 750 hours to reviewing and judging applications over that time.

The Ideas Academy graduation ceremony took place on 25 September in Bank of America's offices. Learn Local, and Anam VR are examples of the organisations we supported on the Ideas Academy.

Learn Local

Providing cooking and nutritional education to children in schools in the Ballymun area to improve dietary habits.

Problem:

Over 445,000 people in Ireland experienced food poverty in Ireland in 2021, according to data captured by the Central Statistics Office (CSO). Food poverty is defined as: being unable to afford to eat a meal with meat/vegetarian equivalent, every second day; unable to afford a weekly roast dinner/vegetarian equivalent; missing one substantial meal in the last fortnight due to lack of money. As food poverty is an extension of overall poverty, it affects people from marginalised and disadvantaged areas more.

Contributory factors to food poverty include both low incomes and poor knowledge around accessing and preparing nutritious food. Eating non-nutritious convenience food can contribute to problems such as poor concentration, increased illness and obesity.



Eilis Davenport



Impact:

Eilis Davenport is the founder and driving force behind Learn Local. Since commencing the Ideas Academy, Eilis has refined her idea to accommodate a wider cohort of people affected by food poverty. She now feels confident that she can develop an appropriate programme, once specific needs have been identified. **“I feel that the programme was hugely beneficial to me as someone who would have very limited knowledge around social enterprise, and business in general,”** she says. **“I have gained a fantastic group of peers who are all very supportive of each other. I have learned that, yes my idea can definitely contribute to solving a problem, with the right supports, capital and resources.”**

Eilis has run a parents programme and two young people’s workshops within a youth service setting



Anam VR

A mobile app that provides accessible access to mental health resources and therapies.



and has a Primary school, Secondary school, three youth service groups, and a parents group willing to run pilots.

Eilis was awarded €2,500 of seed funding at the end of the Ideas Academy programme which will go towards buying equipment and produce for sessions, facilitation fees and the creation of an evaluation and impact report following the pilot. **“This funding and support is a game changer for the pilot projects that will be run! ... I believe that Learn Local will change children’s lives in future when it comes to their food education, culinary skills and literacy. This seed funding will go directly into the schools that need it most, and drive impactful change in the Irish curriculum,”** she comments.

Problem:

Research findings published by Maynooth University and Trinity College in 2022 indicated that 42% of Irish adults met the diagnostic criteria for at least one mental health disorder. Among this cohort, 12% were affected by Major Depressive Disorder while 7% were dealing with Generalised Anxiety Disorder.

A 2023 National Survey of 1,200 adults conducted by Aware, meanwhile, showed that 48% of respondents experienced frequent anxiety, and of those, 20% found their anxiety so debilitating that it significantly disrupted their daily lives.

Traditional therapy approaches for anxiety disorders can be expensive and unaffordable for many. The minimum fee to see an appropriate professional is around €70 per session.

There is a pressing need for a more affordable and easily accessible solution that allows individuals to manage their anxiety from the comfort of their own homes.

Solution:

AnamVR, developed by Rob Sheridan and Pierce O’Brien, is a mobile app, easily accessed on smartphones, that leverages Virtual Reality (VR) to revolutionise anxiety treatment. When paired with affordable VR headsets, the app allows users to immerse themselves in tranquil environments while acquiring effective anxiety management techniques.

The app combines elements of gamification, psychoeducation and cognitive behavioural therapy. It facilitates mood tracking, resilience building and

OUR IMPACT IN ACTION



teaches breathing techniques such as diaphragmatic breathing to alleviate anxiety symptoms and enhance emotional well-being.

AnamVR empowers individual to address anxiety symptoms from the comfort of their own homes. It offers easily digestible psychological content and employs research-based CBT techniques to bolster users' mental resilience, helping to alleviate anxiety symptoms.

Impact:

Rob and Pierce participated in Social Entrepreneurs Ireland's Ideas Academy in 2023 and found the modules highly engaging. The programme helped them enhance their strengths and identify weaknesses and they believe it has also contributed to their personal growth **"We've gained an understanding of empathy research and the crucial role of meaningful conversations and observations in this context. Additionally,**

we've come to appreciate the significance of framing our stories and have learned how to effectively communicate it to others."

Rob and Pierce were awarded €2,000 of seed funding at the end of the Ideas Academy program. These funds will be put towards the delivery of the pilot for AnamVR, including the purchasing of equipment, developing a website and building the brand with a design specialist.

Rob comments: **"I feel overall after completing the Ideas Academy that I have a better understanding of myself, my organisation and our specific needs. I am confident that we can build something great to help our target audience from ideation, to defining the issue, to social media and organisational structure and finally telling our story. Overall, my confidence in our approach has strengthened."**





Action Lab 2023 participants

Social Entrepreneurs Ireland designed The Action Lab to cater to the emerging need among social entrepreneurs in the piloting and early rollout phases of developing their organisations. Our goal over this three-month programme is to help social entrepreneurs develop as leaders while offering direction on key challenges they face as they build the foundations of their organisation.

We do this through consultation, workshopping and by maximising the expertise available within our network to help each participant progress towards achieving tangible impact.

Each organisation on the Action Lab has come through our early-stage Ideas Academy within the last three years, and all have received previous funding from Social Entrepreneurs Ireland.



Paula Byrne - The Mindful Cycle:

The Mindful Cycle is a body literacy and menstrual education program for young people. The programme provides information about the menstrual cycle in a holistic manner, sharing resources about bodies, hormonal, energetic and emotional fluctuations throughout the month and how to support themselves and each other.



Tristan Casson Rennie & Scott Casson Rennie - FASD Ireland:

Foetal Alcohol Spectrum Disorder is the largest preventable neuro-developmental disability in Ireland, affecting 600 babies annually. FASD Ireland was established with three core aims: to prevent FASD; to support people living with FASD and to raise awareness of FASD across Ireland.



Sinead Ryan - Little Fitness

Little Fitness is a fun, inclusive, educational fitness programme for children who are experiencing homelessness. The programme aims to empower participants to develop a healthier lifestyle.



Fiona O'Neill - Count On Us Recruitment

Count On Us Recruitment helps family carers in the Republic of Ireland who are looking for part time employment around their caring commitments. It's mission to have family carers in Ireland recognised and supported in the workforce through work and collaborations with other services.



Claire McElvanna - Find Your SLT

Find Your SLT aims to support children with communication needs and their families by increasing the availability of Speech & Language Therapy (SLT) appointments. The platform is designed to support the administrative and management needs of SLTs working independently, to save them valuable clinical time and remove administrative barriers.



Susan Adams - Education for Sustainability

Education for Sustainability is a non-profit social-enterprise aimed at increasing climate literacy and fostering behaviour change in Ireland. It's vision is to create a world where young people are actively engaged in taking action for sustainable development by making environmental education and sustainability a fundamental part of the national curriculum.

Action Lab



María (Malú) de Lourdes - Fibreshed:

Fibreshed Ireland is a registered affiliate of an international, grassroots organisation working towards redefining our textile cultures by developing regional fibre systems which build soil, protect the biosphere and support equitable partnerships throughout the value chain.



Lillian Spellman & Christopher Spellman - SingNSpeak:

SingNSpeak provide unique, beautifully illustrated music videos for young children with communication needs. On-screen singers guide the adult and child through each song. The platform will assess each child's communication level, recommend tailored songs to target specific communication needs, and measure the child's progress.



Impact Programme

The Impact Programme is a nine month accelerator programme that aims to help a select group of social entrepreneurs to bring their project to the next level.

Programme awardees receive initial direct funding of €20,000 in addition to support in areas such as leadership development, strategic planning, fundraising, governance, communication and resilience. Group training is available where relevant as is access to membership of the Social Entrepreneurs Ireland community. Participants also have access to a suite of resources and expert advice provided on a pro-bono basis from our community and supporters as well as from Social Entrepreneurs Ireland.

Over 100 applications were received for the Impact Programme in 2023. These applications were rigorously assessed by the Social Entrepreneurs Ireland team and 63 external reviewers. A total of 42 external judges were

involved in the first of two rounds of interviews. Forty candidates were shortlisted for the first round with 13 candidates selected for interview in the second round. Five organisations (six social entrepreneurs) were then selected for participation in the programme.

During the selection process, the assessment team sought to gain a thorough understanding of each of the social entrepreneurs, analysing and assessing the impact that their organisations are creating and seeking to understand their vision and growth plans. During the pitches and interviews, the Social Entrepreneurs Ireland team held internal decision meetings after the application reviews and after each interview to assess their suitability for the programme.

The Impact Programme is supported by Kennedy Wilson and was launched in their offices on 12 September, in a function attended by a wide variety of people from the Social Entrepreneurs Ireland community.



Education for Sustainability

Bringing climate change education into the classroom to provide young people with the knowledge, skills and tools to take action.

Problem:

Climate change is widely recognised as the biggest challenge facing the world now. Susan Adams, an environmentalist and educator in conservation and climate change, is passionate about educating young people to develop awareness and knowledge of environmental issues, leading to action to create a sustainable planet. Susan's enthusiasm is driven by her four children. As they progressed through the national curriculum she became aware of the deficit of action-based environmental education in schools.



Solution:

Education for Sustainability is a non-profit social enterprise aimed at increasing climate literacy and fostering behavioural change in Ireland. It was founded by Susan Adams in 2017 as a response to the escalating climate change problems that the world is experiencing. It's aim is to educate young people about the climate crisis so that they have the knowledge, skills and tools to take action and to enable effective change in this area.

Education for Sustainability provides a variety of educational resources such as workshops, teacher training a climate literacy course for school students from 6th class up to transition year.



Impact:

Over 200 schools have undertaken Education for Sustainability's climate literacy module, an eight week programme delivered in a double class once a week. The project covers eight different environmental topics and has an action project in its last week. A Teacher Training Programme has been developed to equip teachers with the knowledge, behaviours and skills necessary to effectively and confidently deliver climate education across the curriculum.

SEI Journey:

- Ideas Academy 2020
- Action Lab 2022-23
- Impact Programme 2023-24

Hygiene Hub

Improving hygiene and cleaning by providing products for all and advocating for change through education, research and campaigns.

Problem:

Hygiene poverty is a major problem for many people. Over 40% of the population report cutting back or having to go without hygiene or cleaning products. This results in problems such as parents being unable to change a baby's nappy as often as needed, not being able to replace a toothbrush or an entire family having to share a toothbrush, washing hair, bodies and clothes in the same washing up liquid used for dishes or not being able to wash clothes, uniforms or sports kits when needed. The founders of the Hygiene Hub - Rosie McDonagh, Ciara Dalton and Sorcha Killian - were united by the vision to eliminate hygiene poverty in Ireland and for everyone in Ireland to have equal access to hygiene and cleaning products.



Solution:

Hygiene hub's mission is to provide hygiene and cleaning products through its network of partners and to be advocates for change in this area through education, research and campaigns. In late 2019, styling themselves initially as The Hygiene Bank Dublin, the founders started collecting hygiene products from friends, family and via drop off points in local business. These products were then delivered to homeless organisations, women's refuges and food banks. Within around two years, Hygiene Bank Ireland had delivered over 30,000 kg of hygiene products all over Ireland.

Impact:

Ciara, Rosie and Sorcha have grown what was a local community group of three people who wanted to make a difference into a national charity of more than 50 volunteers across seven counties, all while working or studying full-time. Hygiene Hub has not only sourced and distributed a large volume of hygiene products, it has also raised awareness of this hidden element of poverty.

SEI Journey:

- Impact Programme 2023-24

Little Fitness

Delivering fitness and wellness education programmes to children in emergency accommodation.

Problem:

Santry woman Sinead Ryan, who has over 20 years' experience in the fitness industry, identified the need for a programme that would bring primary-age children from homeless families together to learn about their bodies, health and nutrition and to have fun with their peers. Sinead also saw the need for parents to be involved and supportive of the programme and how this could impact positively on their children's wellbeing.

Solution:

Little Fitness delivers fitness and educational programmes to children in emergency accommodation. It operates in partnership with Crosscare Family Hub, Young Ballymun, Dublin City



South Partnership, Dublin North Partnership and community creches. Children participate in an eight week programme, with a weekly one hour session, where the emphasis is on fun and enjoyment. They are supported in developing a range of skills and practicing physical activities in area such as skipping, running, balance and more.

Impact:

An independent evaluation by Dr Sarah Sheridan, Visiting Research Fellow in the School of Social Work at TCD in 2023 found that Little Fitness's programmes were highly effective in teaching fitness to children through education, themes, skills and games. Parents described a range of

specific positive impacts including: increases in child's energy, improved sleep, less screen time, increased knowledge of healthy habits, increased knowledge about their bodies and increased confidence and social skills.

SEI Journey:

- Ideas Academy East 2020
- Ideas Academy seed funding 2020
- Action lab 2023
- Impact Programme 2023-24

Pocket Forest

Planting native trees in small urban spaces to address biodiversity and climate challenges.

Problem:

More than 80% of the island of Ireland was once covered by trees. By 1925, that had declined to just 1%. Until recently forestry was considered valuable only as a supply of timber to be harvested. The vast majority of Ireland's new forests are planted with species such as Sitka spruce imported from Alaska. Just 2% of Ireland is covered with native broadleaf trees. Native trees have a host of benefits for the environment and help promote biodiversity.

Solution:

Founded by Catherine Cleary and Ashe Conrad Jones, Pocket Forest's mission is to reimagine urban spaces by growing pockets of native forests with communities, creating thriving soil, biodiversity,



Catherine Cleary and Ashe Conrad-Jones

climate resilience and natural habitat networks. Pocket Forests encourages the planting of forests of fast growing native trees with dense mixed planting in small urban spaces from as little as 6sq metres up to 100sq metres. Its approach, using the Japanese Miyawaki technique, mimics the deep layers of a natural forest and taps into the richness of resources that already exists to bring life back to tired soil. It also encourages microbes and earthworms to do the heavy work of digging.

Impact:

Pocket Forests has worked with multiple community and corporate projects since its inception in 2020. It works with fully funded

projects or tries to match sites with funders. Pocket Forests also provides corporate packages involving education programmes and practical workshops to create a pocket forest on campus.

SEI Journey:

- Impact Programme 2023-24



Together Academy

Creating training and employment opportunities in food service for people with Down Syndrome.

Problem:

When Therese Coveney, mother of April Coveney, discovered the shocking statistic that 90% of people in Ireland with Down syndrome are unemployed, she was inspired to do something to change this. The causes of such high levels of unemployment include a lack of relevant training - existing courses are often out-of-date, not relevant and overly theoretical, rather than practical and visual - as well as a lack of employment supports. Many employers are fearful about employing a person with Down syndrome. Low ambition and expectation arising from the lack of opportunity and the day service structure compound the problem.



The impact of unemployment can be significant, often resulting in mental health issues, low self-esteem, depression, weight gain and social isolation. This can all have a knock-on detrimental effect on a family unit. As parents age they need their son/daughter to achieve a certain level of independence and the lack of this can put pressure on the family as a whole.

Solution:

Working with the Down Syndrome Centre, Therese founded the Together Academy to realise her ambition of providing employment and opportunity for people with Down



syndrome and was soon joined by others who shared her vision. The Academy opened the Together Café in 2022 in Ballsbridge, Dublin which provides a supportive and inclusive workplace and training opportunity for people with Down syndrome. Together Café, allows students space to build their practical skills and confidence in a safe environment, supported by education and social enterprise staff. The café opens four days a week for coffee, pastries and lunch.

Together Academy's operating model involves an innovative end-to-end approach with a focus on creating a sustainable source of employment and



revenue to train and support young people with Down syndrome to live meaningful and productive lives. This approach includes DDETB certified training and employment-focused programmes that provide an avenue for skill acquisition and work placements. A classroom-based programme is complemented by a practical training in the café providing an opportunity for students to develop their culinary and customer-facing skills in a safe and supported environment.

Alongside this the Pathways to Employment programme (funded by Pobal) assists students to acquire work experience and employment in the community with both pre- and post-employment supports to maximise success. The strong brand/culture, active social media presence and work in the community aim to bring disability out into the open and change the narrative around what individuals with disabilities can achieve.

Impact:

The first cohort of students graduated from the Together Academy in June 2023 following a two-year training programme. Its impact is being measured through specific outputs including: 10 students placed into employment; 25+ employers committed to employing students (including The Merrion Hotel, Accenture, Artisan Foods, Avolon Aviation); 28 students commenced/completed training; and three students employed directly in the Together Café.

The impact of the programme on the wellbeing of the students (including readiness for work, confidence and social connection) is also being measured on a periodic basis with 83% of students reporting that Together Academy has helped them feel less lonely and has given them social opportunities that they wouldn't have had otherwise. Together Academy has collaborated with the Happy Out hospitality group and in 2023

the two groups won in a tendering process to operate a new inclusive café at the Dun Laoghaire Baths, staffed by an integrated team.

SEI Journey:

- Ideas Academy 2019
- Seed funding - €5,000
- Action Lab with co-founder, Cathy Smith 2020
- Community Connect 2021 - Co-founder, Cathy Smith
- Impact Programme 2023-24







The Changing Ireland Accelerator is a 12 month Transform programme providing direct support to organisations to bring them to the next level. Awardees receive €60,000 and support in areas such as leadership development, marketing and communications, governance, strategic planning and finance, as well as individual support, group training and membership of the Social Entrepreneurs Ireland community.

Seventy two applications were received for the 2023 Changing Ireland accelerator programme. These applications were assessed by members of the Social Entrepreneurs Ireland team and 44 external reviewers.

Through this process of engagement, the Social Entrepreneurs Ireland team sought to get to know the social entrepreneurs and their solutions, analysed and assessed the impact that their organisations were creating and sought to fully understand their vision and their plans to scale.

Twenty candidates were shortlisted for the first round of pitching while nine candidates made the final round of interviews, which involved

submitting a pre-interview document with more detailed information, including key financial documents. Four projects were finally selected for participation in the accelerator programme.

Twenty candidates were shortlisted for the first round of pitching while nine candidates made the final round of interviews, which involved submitting a pre-interview document with more detailed information, including key financial documents. Four projects were finally selected for participation in the accelerator programme.

Following the selection of the Awardees, the Social Entrepreneurs Ireland team spent time with each, to gain a deeper understanding of their organisation and their needs. Goals were mapped out for each organisation, identifying target outputs and outcomes. Support plans were designed and shared with the teams and feedback was received on how each could be best supported through the duration of the programme.

Google.org funded the costs of the 2023-2024 programme, with a grant of €500,000. This represents part of its European-wide pledge

of €20 million cash funding through the Google.org Social Innovation Fund to support underserved social innovators across Europe. Social Entrepreneurs Ireland received €260,000 directly to deliver the programme and €240,000 was paid to awardees through Inco.

Key Events:

- The programme was launched with a photocall at Google's offices in June 2023
- A meet and greet lunch was held in August 2023 to introduce the awardees to the team which included a lively discussion.
- The awardees agreed to meet regularly as a group to discuss issues and share their experiences.
- A group retreat was planned for April 2024.
- The Changing Ireland Accelerator will close in June 2024.
- Regular catch ups are organised throughout the programme.

Dabledo

Providing primary schools with the resources, training and support to deliver high quality and accessible arts and music education.

Problem:

Many children in Ireland face significant barriers to experiencing and realising their potential in the arts. This is especially the case for those from under-represented or minority groups. The traditional academic model undervalues the arts compared to subjects like maths, science and languages and arts subjects receive the least amount of time per month in primary schools.

Solution:

dabledo is an online platform that provides high quality arts education to every child and primary teacher in Ireland, regardless of their background or circumstances. From an initial offering in music, dabledo now also covers drama and visual arts.



Shane McKenna

Impact:

Since its launch just over 10 years ago, dabledo has supported over 240,000 children in over 1,200 schools to access the arts. Around 7,200 teachers are active on the platform and 95% of them believe that the arts are very important for quality, diversity and inclusion in the classroom with 97% stating that the arts are very important for children's confidence and self-expression.

Experience:

Founder Shane McKenna reports tremendous value from the programme to date. The group discussions have provided an open space to share learnings and knowledge. The programme supported a key human resource project for dabledo in late 2023



and has been a catalyst in progressing goals in areas such as communications strategy and the appointment of strategic advisors.

SEI Journey:

- Elevator Programme 2016
- Community Connect 2020
- Changing Ireland Accelerator 2023-24



GORM

Breaking down social, cultural barriers across society and advancing belonging for marginalised communities through social psychology and creative media.

Problem:

While Ireland has become more diverse and multicultural, it is also experiencing toxic polarisation. Under-represented communities bear the brunt of divisions and hate. While one in eight people are from so-called 'ethnically diverse' backgrounds, a recent report by the Broadcasting Authority of Ireland indicated that mainstream stories still rely on harmful stereotypes and do not include the voices of ethnically diverse communities.

Solution:

GORM seeks to address the lack of representation and lack of belonging by marginalised communities in digital spaces through a unique blend of social psychology and creative media expertise.



It achieves this through various digital media platforms, inclusive events and intercultural education.

Impact:

GORM has had a positive impact on groups including the Black, Muslim, LGBTQ+ and disabled communities through using digital storytelling to communicate their own narratives. The organisation has grown its online platforms to more than 7,000+ followers with around 80,000 monthly impressions. It has hosted 12 intergroup events, both online and in-person. It has launched a youth programme called 'The Wideshot' which is working with 30 young people from African, Arab and Traveller backgrounds.



Experience to date:

The programme has provided founder Mamobo Ogoro with the time and space to think five years ahead. It has created capacity for bigger and deeper service delivery and transformational change. Foundations have been built for scale, including better structure and policies and processes for building leadership and team capacity.

SEI Journey:

- Ideas Academy West 2021
- Seed Funding 2021
- Changing Ireland Accelerator 2023-24

Her Sport

Empowering and advocating for girls and women in sport by highlighting and showcasing their achievements, raising visibility and inspiring others.

Problem:

Despite the evident value of sport, in Ireland only 7% of girls are meeting recommended physical activity levels, 50% of women drop out of sport by the age of 20 and just 6% of sports media coverage is given to women's sport. In addition, Irish girls have among the lowest self-esteem and confidence globally. With a lack of visibility and role models of women in sport, girls and women don't feel they belong in sport. This lack of support to continue engaging in sports impacts girls and women's physical health, mental health and personal and professional development.

Solution:

Her Sport's vision is equal opportunity in sport regardless of gender and it supports the



Niamh Tallon
and Mohammed
Mahommed

achievement of this vision through education and awareness programmes using digital platforms. It provides platforms in schools, clubs and businesses, targeting both active and inactive children/teenagers, parents, coaches and teachers. Its online community creates visibility and it champions girls and women in sport, creating positive role models. It also educates its digital audience by creating content and starting conversations on taboo topics including menstruation, body image and other obstacles to participation in sport.

Impact:

Her Sport has successfully delivered workshops to over 2,500 people in schools, clubs, universities and businesses. Survey results showed that 95% of

the participants in these workshops reported feeling empowered to deal with barriers related to sports and exercise, and 86% of participants stated that they were more likely to continue participating in sport throughout their lives. Furthermore, interest in attending/watching a women's sporting event increased by over 50% and recognition of female athletes increased by 83% amongst workshop participants.

Changing Ireland Accelerator programme goals:

Scaling solutions - Refine Her Sport's scaling strategy to ensure they reach their audience and achieve social change at societal level.



OUR IMPACT IN ACTION

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Human resources and governance - Establish an advisory board to support strategic direction of Her Sport, develop leadership capability and implement good HR and people management systems to support growth

Funding - Explore new income streams for growth and sustainability.

Impact Management - Develop a framework and methodology to demonstrate how Her Sport is making a difference to people and society.

Experience to date:

Niamh and Mohammed, co-founders of Her Sport, say the programme has surpassed their expectations. They have had the opportunity to engage and interact with the Social Entrepreneurs Ireland team as well as fellow social entrepreneurs, providing them with insight and positivity. The programme has allowed them to take part in open discussions and to share knowledge and learning which are facilitated in a non-judgmental way. This has allowed them to enhance their processes around HR and become more aware of their leadership style.



Helium Arts

Reducing the social isolation of children living with long-term health condition by developing their creative skills and providing them with opportunities for developing social connections and a sense of belonging in their communities.

Problem:

Children with lifelong physical conditions, such as diabetes, epilepsy, cystic fibrosis and juvenile arthritis, face many challenges. Research by the Economic and Social Research Institute highlights that 18,000 children with such illnesses are severely impacted in their everyday lives. They often struggle with their mental health and can feel excluded and lonely because they miss out on normal activities that other children of their age can participate in.

Solution:

Helium Arts offers free, specially designed art workshops for children and young people aged 6-18, who are living with a lifelong physical health condition, supported by professional artists,



Helene Hugel

volunteers and on-site medical care. Children with lifelong medical conditions face many challenges, including loneliness, stress and anxiety. Helium aims to bring positivity to these children's lives, providing them with an opportunity to connect with each other, explore their creativity, make new friends, learn new life skills, grow in confidence and have fun.

Impact:

Since its foundation 12 years ago, Helium Arts has positively impacted almost 7,000 children all over Ireland. Its scale has grown significantly in recent years, tripling income in the last four years, growing its brand and establishing its Creative Health Hub model in Galway, Limerick and Cork. Its reach has



grown from 300 to 1,500 children a year in that time. In 2023 Helium Arts had 55 active, trained and vetted volunteers supporting them in community workshops. For every €1 spent, Helium Arts almost doubles that value in social return according to their Social Return on Investment study looking at 2019-2020.

Experience to date:

Helium Arts has enjoyed many benefits from the programme. There has been a major focus on supporting scaling and access to the wider Social Entrepreneurs Ireland team has helped in areas such as CRM implementation, fundraising, human resource management and communication. Founder Helene comments: "It's like having access to your own think tank, with not only expertise and perspectives which challenge your own but tips and tools to make solutions practical."

Awardee successes so far June 2023 - December 2023

HR wins:

- **Her Sport** hired two new team members.
- **Helium Arts** recruited two new team members.
- **Gorm** made a volunteer a full time staff member. Hiring for a programme coordinator in the new year.
- **dabledoo** took on a digital marketing contractor.

Funding:

- **Helium Arts** raised €955k on which they can get a 60% uplift through a Growth fund.
- **Gorm** secured €110k for the next two years for their Wideshot programme.

Solution wins:

- **Helium Arts** began documenting their model of support, relaunched their online community programme and began planning for their next hub.
- **Gorm** began working on how to make their solution more scalable through talks with other SEs, new agencies and identified the top down (training organisations) and bottom up (training young people) approach as the best way to make change in the media industry.
- **Her Sport** have been looking into their workshops and how to make them more scalable. They are focusing on 2nd & 5th Students & exploring e-learning as well as teacher led discussions.
- **dabledoo** have been continually improving their content, released Halloween specific content and have begun testing their visual arts solution for launch next year. They are also investigating a new platform to allow for greater scale.

Strategic wins:

- **Helium Arts** - launched their 2023 - 2024 strategy and will be launching a Dublin hub in 2024 (their 4th hub).
- **Gorm** - began work on Impact management and implemented new structures to free up Mamobo's time.
- **Her Sport** - began mapping out a strategic focus which will continue into 2024, along with new structures (including an advisory board).
- **dabledoo** - will be the only digital platform for three Arts subjects in 2024. They are looking at new position to show how the arts can support cultural understanding. They are also planning to implement an advisory board.




Community Programme

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The Social Entrepreneurs Ireland Community is made up of social entrepreneurs who have previously completed a programme with us or are currently on a programme, alongside our individual supporters, corporate supporters and field experts who collectively are helping us reach our vision of accelerated social change through the power of people. We see our community as everyone with the will to solve Ireland's social problems and we look to convert that will into the collective might necessary to power social change.

Our community supports manifests itself in different ways, that includes mentorship, specialised workshops, modulated work streams, networking and connecting opportunities.

We are also building tailored supports, in conjunction with some of our philanthropic supporters, to amplify the work and accomplishments that our social entrepreneurs have achieved with us through previous supports and to help propel them on to the next level.



Investor Readiness Pathway

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Demand for an Investor Readiness Pathway emerged from the SEI Community. Impact investors communicated that social entrepreneurs were not 'investor ready', i.e., there is a need for better preparation on business plans, financial projections, understanding of the social investment process and effective investor relations management. In addition, SEI's social entrepreneurs want support to secure social investment (e.g., a better understanding of social investment options, support on building a business plan and pitch deck, negotiation skills, building a pipeline of potential investors, etc.). In response, SEI developed an Investor Readiness Pathway which we piloted from late October 2023 - May 2024.

Social Entrepreneurs Ireland in 2024



2024 has been a very busy year for all the team at Social Entrepreneurs Ireland. As we write this we are in the middle of our selection process for our 2024 Impact Programme awardees. We have also just recently launched our 2024 Ideas Academy program with 30 bright and enthusiastic early stage social entrepreneurs.

We have welcomed Maggie Hyland as our new Director of Operations, who has hit the ground running and has already made a great impact. We are also recruiting for a new Director of Development; and for a new role - Insight, Data, Insights and Research Manager, which will help us to continually improve our offering and capture the impact that we are having across Ireland.

In 2024, led by our selection program manager Lucy Barlow, with great support from colleagues Tara Wilson and Bruno Marcorio, we have done a complete evaluation and revision of our selection process. This is ensuring that our selection process is in line with our vision of accelerated social change through the power of people and will ensure that we continue to select the highest potential social entrepreneurs to deliver on that

vision. One of the elements that we are introducing into our Impact Programme selection this year are two workshops for candidates which we hope will not only aid us in selecting social entrepreneurs for the Impact programme, but also add real value to those that get to attend the workshops.

We are also constantly looking at and evolving the content of the programmes and the supports that we give. Programme managers Eabha Harper-McKeever, Jo Sachs-Eldridge and Sophie Ainscough have all been doing great work that we are seeing evidence of in the results and outputs of our programmes and the impact that we ourselves are having on the social entrepreneurs that we support.

We continue with our investment into building up the Social Entrepreneurs Ireland community, those who are either alumni or supporters of our work. This year we combined our retreat for the Changing Ireland Accelerator Programme awardees, with a selection of social entrepreneurs who are specifically working in the education or the elderly care spaces. This is part of our selection process for an upcoming support programme that we will be running for alumni who operate in these areas.

This concept of thematic support is something that we are leaning into alongside running our programmes that are open to all areas of social problems.

Also, as part of our community supports, our long term partners and A&L Goodbody have now run two workshops for social entrepreneurs, drawing on the expertise of the pro bono legal network ALG themselves have put together. We and the social entrepreneurs that have been able to attend these workshops are truly thankful for this much needed and greatly appreciated support.

We continue to embrace technology and all the work that we do. This includes a pilot that we are running with the community management platform, DOSEN, that we have been running throughout the year. Like every other organisation we are also embracing our AI journey. We have nominated five champions throughout the organisation, two of whom are taking part in an AI training program with our partners Google. This in turn will be rolled out as we pass on our knowledge and training to the social entrepreneurs that we support.



Social



Entrepreneur



Journeys

“

I have been amazed to realise how similar all of our challenges, worries and concerns are and how if we take our head out of the day-to-day operations of the business we can problem solve, strategise and learn together as a group and from each other. This is all done with excellent facilitation and support.

Therese Coveney,
Together Academy



Social Entrepreneur Journeys

Over the last 20 years, Social Entrepreneurs Ireland has supported hundreds of social entrepreneurs **making significant social impacts in Ireland.**

We are proud to acknowledge their achievements and to continue to support their goals. Many of our alumni remain active members of our Community, contributing their expertise and experience in the support of others in their journey.

Here we take a look at the work of a small number of the social enterprises that we have supported over the years.

AslAm

.....

Creating real change in the lives of autistic people. Working on a mission of creating an Ireland in which every autistic person is accepted for who they are and can participate fully in the community.

Diagnosed as having Asperger's Syndrome as a child, Adam Harris grew up frustrated by the lack of understanding of the needs of autistic people. Over 50 per cent of autistic people have experienced stigma, for example, with many suffering from bullying, mental health issues and lack of access to employment opportunities.

As a teenager, Adam channelled his thoughts and feelings into blogs, creating the seeds of what became a powerful movement. Following his National Call application, Social Entrepreneurs Ireland worked with Adam to help develop AslAm, Ireland's national autism charity. Its vision is an Ireland in which every autistic person is accepted for who they are, can fully participate in the community and can reach their full potential.



“Until we started AslAm, there wasn't proper advocacy for people with autism. The autistic voice was missing and without that voice it is easy to have low expectations for our community,” Adam notes.

AslAm has grown rapidly since its launch in 2014. Initially an online platform for the autistic community, it now employs 28 staff, half of whom are autistic or neurodivergent and delivers autism awareness training to around 10,000 people a year across the public service, schools and business sectors. AslAm runs a Child and Family support programme and an Adult Support and Wellbeing programme as well as autism community webinars. Among its other initiatives, it has also launched an

autism ID card to help bearers indicate that they may need additional supports or understanding.

According to Adam, a key ambition of the organisation has been to fundamentally change thinking about autism away from a medical model that involves trying to fix, isolate or treat autistic people differently, to one that empowers them instead. As well as advocating for the human rights of autistic people, AslAm takes a very practical approach to its work.

“Our experience is that the only way you bring about inclusion is to work in partnership with the broader community to create solutions that make life easier for autistic people. There’s goodwill out there in the community but people need knowledge and guidance.”

While AslAm’s mission is about helping people with autism, Adam says encouraging a more inclusive approach has had other positive spin-off effects too. “Many of our projects benefits others as well, for example, people with Alzheimer’s, those with literacy issues or those for whom English isn’t their first language.”

Social Entrepreneurs Ireland has been supporting AslAm from its inception, helping the organisation develop a sustainable structure around its vision and working with it over the years to help it scale and meet its growth ambitions.

Adam participated in both Social Entrepreneurs Ireland’s start-up and scaling programmes and remains an active and enthusiastic member of Social Entrepreneurs Ireland’s alumni community, sharing his knowledge and experience with others undertaking social change.

SEI Journey:

- Elevator Award 2014
- Impact Programme 2016
- Scale Programme 2018-2020

“It is a big tribute to Social Entrepreneurs Ireland that they were willing to support a 19 year-old who had a **big idea**, but who had no business experience,” Adam says. “Social Entrepreneurs Ireland provided the **rocket fuel** that has allowed us to grow, to set up programmes in the community, to educate people about autism and to **empower autistic people.**”

Mobility Mojo

Accessibility venture with strong global growth ambitions. Making buildings more accessible and enabling people with disabilities to realise their full potential.



Stephen
Cluskey and
Noelle Daly

Stephen Cluskey and Noelle Daly are both aware from personal experience of the problems people with disabilities face accessing facilities and services and each had sought to address these issues separately before they first met at a Social Entrepreneurs Ireland bootcamp in 2015. When they decided to combine their talents in one venture, the result was Mobility Mojo, a game changing venture that has already impacted the lives of thousands of people worldwide.

Mobility Mojo provides the owners and managers of buildings with an easy to use software-based evaluation tool which quickly assesses a building's accessibility, generating a personalised report, including information on how to improve accessibility.

Using world class technology and processes, Mobility Mojo empowers people around the world not only to evaluate the accessibility of their properties but also to showcase this information so that individuals with an accessibility need can work, travel and enjoy life with confidence.

The founding partners brought complimentary skills to the business. Stephen has a passion for entrepreneurship while Noelle is passionate about standards and compliance. They both share a passion for making a difference.

The venture initially concentrated on areas like hotels and hospitality but has since extended its offering more broadly.

Stephen attributes a significant pivot to a conversation with Margot Slattery, then Global Chief Diversity & Inclusion Officer for Sodexo (now working in a similar role at ISS) who asked if Mobility Mojo would look at offering its services to those managing offices and other workplaces. "We went from impacting quite a small segment of the world to impacting most people on the planet," he recalls.

There are around 1.3 billion people globally with disabilities, of which over 60% are unemployed and Mobility Mojo's vision is one in which access is no longer a barrier to employment.

"I know from personal experience how much of a burden a disability can feel like when seeking

employment and from an organisation's point of view there are questions about where they even start with this. Our job is to remove much of that friction on both sides to empower people in organisations to employ people with accessibility needs and for those individuals to feel empowered to seek employment to realise their place in the world," Stephen says.

Stephen says the backing of Social Entrepreneurs Ireland was key to get the early stage venture off the ground. Mobility Mojo received an SEI Elevator Award in 2016 and participated in the Scale Partnership Programme from 2020-2022. "I don't think our business would exist were it not for Social Entrepreneurs Ireland. They believed in us when nobody else did and supported us at that key early stage in a very practical way."

The project has expanded significantly and now employs 11 staff. It also has a global focus which Stephen attributes to early stage investor, Patrick Hickey, whose marketing background brought a bigger vision, reflecting the reality that the issues Mobility Mojo tackles transcends borders, he says.

Mobility Mojo has signed up several global brands and top facilities management companies as customers and continues to grow its product range and customer base at a rapid pace.

Mobility Mojo's work is informed by a principle of universal design when it comes to accessibility, Stephen explains. Most disabilities are invisible, he says. Disability may be about yourself or your elderly mother or father with a bad hip or knee and it encompasses a wide spectrum including mobility, visual, hearing, neurodiversity and other challenges, he notes.

The growth potential for the business is enormous. Stephen says the venture has the capacity to impact every building in the world and sees huge potential in areas such as Government and public service offices.

SEI Journey:

- Elevator Award 2016
- Scale Programme 2020-22

"I don't think our business would exist were it not for Social Entrepreneurs Ireland. They believed in us when nobody else did and supported us at that key early stage in a very practical way."

Sailing into Wellness

Harnessing the therapeutic power of the sea. Time on the water provides space for healing for those who have experienced life challenges.



Sailing into Wellness is a not for profit social enterprise born out of the founders' passion to utilise the unique setting of the sea to help participants deal with challenging life circumstances. It has provided valuable support for participants facing mental health, addiction recovery and intellectual and physical disability issues.

The inspiration for the venture came from Colin Healy, who discovered the amazing therapeutic potential of sailing, having faced his own addiction and mental health issues and Colin researched the concept and teamed up with James Lyons, one of Ireland's most experienced sail training professionals to form Sailing into Wellness.

The pair teamed up to launch a pilot project in 2016, offering trips on the water to groups and organisations in the Cork and Dublin area - including participants in the Coolmine alcohol and addiction programme - and has expanded significantly since. Sailing into Wellness now has a number of boats one of which is the historic sailing ship *Ilen*. This vessel is the pinnacle of their programs which are delivered all around the Irish coast, to a wide range of community-based organisations.

Adventure therapy is well-developed in North America, Australia and Scandinavia but not here until recently. The idea is to take participants out of their normal environment into one that is both

exhilarating and therapeutic. Many of those who have participated report huge benefits in their overall sense of wellness. "I couldn't stop smiling, honestly it was the first time I have felt happy in months," is what one participant reported after completing a programme, for example.

Around 400 people participate in Sailing into Wellness programmes each year. Participants have the opportunity to engage in two types of programmes. Day sailing involves going on the water typically from 10am to 4pm repeated for four days while Voyage of Discovery involves staying out on the water for up to five days.

“We talk with participants and they set goals for the day and they can be quite straightforward around communication or happiness, for example. We then have an informal chat afterwards to see if they feel they are achieving those goals the impact it's having on their journey.”

“Our vision is for Sailing into Wellness to be a healthy natural solution for our communities to look after their physical and mental well-being and it is our mission to use the sea to inspire change in our communities,” James says.

Sailing into Wellness participated in Social Entrepreneurs Ireland's Impact Programme in 2017. “The funding is what attracted us initially and then as we chatted to past awardees we could see that there were much longer lasting benefits to the programme. It's more about the business programme, the mentoring programme while the network of potential funders and clients has been really wide ranging,” James says.

“If we had not got the support of Social Entrepreneurs Ireland, I think it would have been very difficult for us to build our organisation,” says Colin, adding that even the application process, which involved formalising the founder's thoughts and ideas, was a great learning experience. “If you want to know what a social enterprise is you just have to fill out a Social Entrepreneurs Ireland application form. This was a huge catalyst for us, showing us what we would need to do to build an organisation and the requirements in running a social enterprise.”

SEI Journey:

- Impact Programme 2017

“Our vision is for Sailing into Wellness to be a healthy natural solution for our communities to look after their physical and mental well-being and it is our mission to use the sea to inspire change in our communities.”



jumpAgrade



Levelling the playing field in education.

A dynamic and inclusive model that takes the grind out of extra tuition.

David Neville and Padraic Hogan didn't set out to be social entrepreneurs. Their initial plan focussed on a business opportunity to harness their technology skills to offer student grinds in a more flexible and efficient model. What they discovered during their research changed how they approached their venture.

They discovered that around 50% of the 60,000 students taking the Leaving Cert accessed grinds – with the vast majority coming from privileged backgrounds. This creates two problems. Firstly, those who could afford it gained an advantage. Secondly, this advantage pushed the points requirement higher, further disadvantaging those who couldn't access grinds. Addressing this problem is the purpose of their organisation jumpAGrade.

“We moved from looking at just a better way of delivering grinds when we saw the inequality that went with those grinds. That wasn't something we could just forget so it moved us in a different direction onto an altogether much more rewarding journey,” says Padraic.

Drilling down further, David and Padraic discovered that progression to college followed social and economic advantage. For example, over 90% of students from Dublin 2 and 4 go on to college while only 17% of students from Dublin 17 do.

jumpAgrade has worked with a variety of partners from philanthropists to education and community bodies to provide access to those who need help gaining extra supports.

Instead of replicating the traditional grinds approach, jumpAGrade operates a more flexible digital-based model where students and teachers collaborate on schedules that suit both parties. When they enrol on the platform, students complete a needs analysis, have assignments set which they upload, and receive video feedback on how they can improve their performance. There is a strong emphasis on a one-to-one and a tailored teaching approach.

“Our teachers love to see all students, regardless of ability, location or family background, get the chance to improve by working with them on a 1-to-1 level through jumpAgrade. When amazing people driven by an ambitious social purpose come together and are aligned to having a lasting impact, incredible things can happen,” Padraic notes.

Thousands of students have been supported by JumpAgrade since its launch and the results are impressive. The average grade improvement of jumpAgrade students is 22 percent and 96 per cent of students have reported that the platform has helped them achieve their goals, with a similar number reporting an increase in confidence in their chosen subject.

The founders believe that their model is one that can scale internationally, as the problems they have identified know no borders. "Because you are having a social impact doesn't mean you have to set a limit on your aspirations for scaling. Having a social purpose can fuel your growth and can have a wider impact than if you were solely driven by the bottom line," Padraic concludes.

"We moved from looking at just a better way of delivering grinds when we saw the inequality that went with those grinds... That wasn't something we could just forget."

SEI Journey:

- Impact Programme 2019
- Scale Programme 2020-22



The Shona Project

Empowering the next generation of young women. Project inspired by Tammy Darcy's elder sister is helping to make teenage girls more confident and kinder to each other.



As a child in the 1980s and 1990s, Tammy Darcy looked up to her elder sister Shona. Though only 18 months apart, Shona was a font of knowledge and support in a world Tammy, like so many girls, found difficult to navigate. When at the age of 15, Shona was struck with a cruel disease that was to blight the rest of her life, it had a profound effect on her sister too.

When Tammy decided to launch a social enterprise to tackle the problems teenage girls face, she named it after her elder sister. The Shona Project's mission is to provide valuable advice and support, inspiration and mentorship so teenage girls can become confident and empowered young women.

Research carried out on behalf of the Shona Project revealed that only 20% of teenage girls in Ireland feel they have the same opportunities as boys, 77% reported that they didn't 'feel beautiful', almost 60% agreed that they had worries or anxieties nobody knows about while 84% think negative thoughts about the world around them.

Poor interaction with STEM subjects, bullying and high levels of reported anxiety and referrals to child and adolescent mental health services are among the problems faced by girls. Meanwhile, comparable international research carried out by Dove shows that self-esteem levels among girls in Ireland are among the lowest in the world.

"We try to tackle the negative assumptions girls have about themselves before they become so embedded that they are impossible to undo. Girls with low self-esteem grow up to be women with low self-esteem and if they have internalised negative messages, it's much harder to address when they are older. We ask girls to look critically at these messages and who they serve – often that's companies who want to make money out of them rather than serving the real needs of girls," Tammy says.

Another important piece of work that the Shona Project is concerned about is creating an environment in schools of girls supporting other girls. "Once girls feel that schools are safe places where they are valued and encouraged by their peers,

it gives them the space to figure out who they are without fear of judgement or recrimination,” Tammy says.

Launched initially through a survival handbook for girls navigating their teenage years, The Shona Project is going from strength to strength. It has grown its workforce from one to four full-time staff and three contractors. Its 2023 impact report shows that it visited 65 schools, carried out 132 workshops with 7,153 students and delivered 35,000 free handbooks.

The Shona Project’s Shine Festival, meanwhile, held every October around the International Day of the Girl, is a multi-award winning annual event featuring a wide variety of inspiring speakers and role models. Some 98% of the teenage girls who attended it in 2023 stated that it had made a positive difference to their lives.

Social Entrepreneurs Ireland was an early supporter of the Shona Project and Tammy acknowledges the huge support role it continues to play.

“We first engaged with Social Entrepreneurs Ireland when the Project was just six months old. We had lots of big plans and ambitions, but we hadn’t proved ourselves. Social Entrepreneurs Ireland saw our potential straight away. Their support has been vital - not just in terms of funding - but they have been with us at every step of our journey.”

Tammy is an enthusiastic and active member of the Social Entrepreneurs Ireland Community which she says has been vital for friendship and mentorship in a challenging, if nonetheless extremely rewarding, enterprise.

Shona sadly passed away in February 2023 and Tammy reflected on her sister’s memory in a recent magazine feature: “Once or twice a week I get an email or a phone call from someone who addresses me at Shona. I like it. It makes me feel like we are sharing an experience, that people know who she is and that her life has not been wasted.”

SEI Journey:

- Impact Programme 2019
- Adapt Programme 2020

“We try to tackle the negative assumptions girls have about themselves before they become so embedded that they are impossible to undo. Girls with low self-esteem grow up to the women with low self-esteem and if they have internalised negative messages, it’s much harder to address when they are older.”





Our Team



Review of SEI team activity and initiatives

In a transformative year for Social Entrepreneurs Ireland (SEI), the Operations and Communications teams played a pivotal role in driving forward our mission through governance improvements, digital advancements, strategic team development, and building awareness of our work and that of our social entrepreneurs.

The key accomplishments and initiatives for 2023 included:

Operational Highlights 2023

Governance and Financial Oversight

- **Audit and Compliance:** Social Entrepreneurs Ireland is committed to transparency and accountability, and we strive for excellence in governance. In 2023 an Internal Audit Process was established with the first audit completed in September. We also maintained Triple Lock accreditation from the Charities Institute Ireland as we adopted the Guidelines for Charitable Organisations on Fundraising from the Public, continued to comply with the Charities Governance Code and prepared our annual report and financial statements in line with the charities SORP standard.
- **Cybersecurity:** An independent cybersecurity audit was completed during the year, the Social Entrepreneurs Ireland Microsoft secure score was further improved and Microsoft Defender was implemented.
- **2024 Budget and Operational Enhancements:** We initiated detailed planning for 2024, focusing on financial health and operational improvements to support sustainable growth. The Fundraising Advisory Committee is focussed on securing multi-year funding commitments from existing and potential new supporters.

Digital Transformation and System Improvements:

- **Learning Management Systems Integration:** We adopted platforms including Blackboard and Moodle to offer flexible learning experiences to participants in the Ideas Academy, reflecting Social Entrepreneurs Ireland's adaptability and commitment to participant success.
- **Salesforce Optimisation:** We further developed our knowledge of Salesforce capability resulting in enhanced data management and insights.

Team Development and Organisational Culture:

- **Strategic Hires and Onboarding:** We welcomed five new team members to our Development, Impact and Communications teams and completed the recruitment process for a new Director of Operations at the end of the year.
- **Enhanced Onboarding Process:** We introduced a new Onboarding Hub, facilitating smoother integration for new team members.
- **Team-Building and Strategic Planning:** We held a number of team 'all-hands days' focusing on strategic goals and integrated team wellness activities, fostering a cohesive and supportive work environment.



Communications

Successes:

- We transformed our digital marketing strategy under the guidance of Social Media Consultant Elaine Walsh McGrath.
- We secured 94 pieces of media coverage, including national coverage in The Irish Times, Silicon Republic and the Irish Examiner.
- We grew our social media following by 35.3%, bringing us to a total of 42,997 followers across Facebook, Instagram, Twitter and LinkedIn.
- We grew our newsletter subscriber list to a total audience of 3,800. Our quarterly newsletter had an average open rate of 45% in 2023.
- We provided social media and public relations training to our current awardees and alumni and facilitated social media training for the Ideas Academy Core Learning Day with 100% attendance.

Future Planning:

- **20th Anniversary Preparations:**
We began planning for Social Entrepreneurs Ireland's 20th anniversary in 2024, laying the groundwork for a year of celebration, reflection, and renewed commitment to championing and supporting social entrepreneurship.

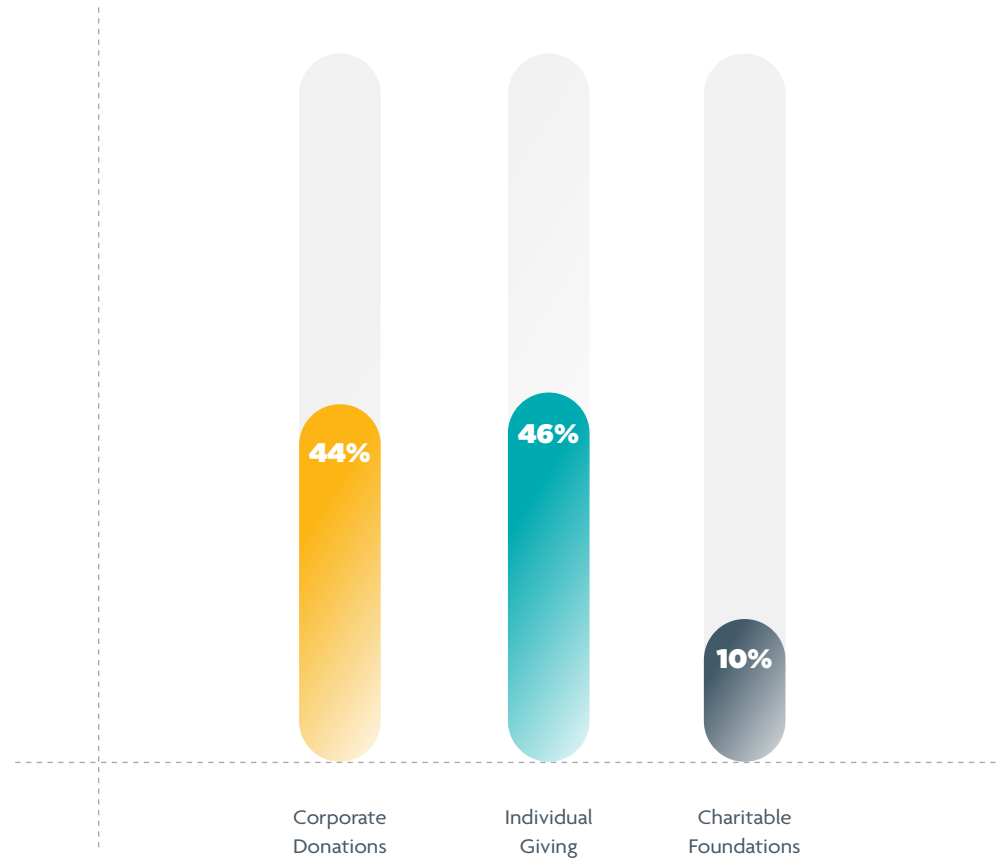


Overview of Funding and supporters

• 2023

As a registered charity, Social Entrepreneurs Ireland is funded entirely by our community of charitable foundations, corporate supporters and individual donors who believe in our vision of accelerated 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.

One new strategic donor was secured as well as raising a further €1.4m in commitments for the years 2024-2025. The organisation also received €22,373 from the Revenue Charitable Donations Scheme in 2022 from tax relief on individual donations in years previous.





Thank you to our Supporters

We could not support our social entrepreneurs without the financial, practical and pro- bono support of our individual, corporate and philanthropic supporters.

This support enabled us to find the social entrepreneurs with the highest potential to support them on every step of their journey to change Ireland.

In addition to the names that follow, some of our supporters wish to remain anonymous.

Individual Supporters

- Evelyn Bourke & Seamus Creedon
- Vanessa Byrnes
- Alison Cowzer
- Faye Drouillard
- John Duffy
- Harry & Susan Hartford
- Garrett Hayes
- Conor Hillery
- Roger Jupp
- Clare & John Kennedy
- Michael Lee & Aleya Narbey
- Brian McCormick
- Garry Moroney
- Bart & Eileen Murphy
- Barry O'Brien & Gemma Keating
- Niall O'Brien
- Sheelagh O'Neill
- Susan Spence
- Eamonn Quinn
- Colin & Nikki Ryan

Our Join the Journey Supporters

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

- Afanite
- Gemma Barry
- Tim Crowley
- Laura Dillon
- Gary Duffy
- Charity Careers Ireland
- Michael Lee
- Joseph McGrath
- Colin O'Brien
- Peter O'Brien
- Grow Remote
- Darren Ryan
- Elder Home Share
- Julie Sinnamon
- Lillian Spelman
- Ardagh Group

Corporate
and Foundations
Supporters



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Probono
and Special
Project Partners

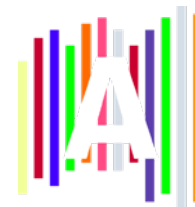
THE IRISH TIMES

B&A

bradley:
THE BRAND AGENCY



News Ireland



urbanmedia
onair online onstreet



Our Team Bio



OUR TEAM BIO

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

Ciara Franck

Community 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 Social Entrepreneurs Ireland. She worked in the Communications team for four years, doing social media, PR and marketing as well as running events for the whole SEI team. As part of the Community team, Ciara works to harness the skills, knowledge and experience of Social Entrepreneurs Ireland's community to increase the pace of social change.

Celine Hoey

Marketing & Communications
Project Manager
Communications Team



Working as part of our Communications team, Celine is playing a key role in planning and coordinating our 20th Anniversary celebrations in 2024, in addition to supporting the ongoing delivery of our Marketing and Communications Strategy. With experience in event management, content creation and project management across various sectors, Celine is delighted to get the opportunity to work with Social Entrepreneurs Ireland and join us on our mission of accelerated social change through the power of people.

Darren McMahon

Partnerships & Grants
Manager, Development Team



As part of Social Entrepreneurs Ireland's Development team, Darren works closely with our corporate and foundation partners as well as exploring new opportunities in these spaces for SEI vision of accelerated social change. Prior to joining Social Entrepreneurs Ireland, 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 BIO

Éabha Harper-McKeever

Programmes Manager
Ideas Academy, 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 early-stage programmes at Social Entrepreneurs Ireland, supporting social entrepreneurs in building their social businesses. She is passionate about the arts, and loves singing in choirs, photography and discussing films and books.

Glen Caulwell

Development Assistant



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

Ger Hurley

Operations Advisor,
Operations



As Operations Advisor, Ger advises Social Entrepreneurs 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
Programme, Impact Team



As Programme Manager on Social Entrepreneurs Ireland'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.

OUR TEAM BIO

Louise Archbold

Director of Communications



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

Maggie Hyland

Director of Operations



Maggie has worked in senior management in both the private and charities sectors and has a particular interest in charity law, governance and strategic planning. Maggie joined Social Entrepreneurs Ireland in January last and is enjoying the vibrancy of the organisation - from our team and from our community of social entrepreneurs and supporters. In her free time Maggie loves cooking and travel with her family.

Lucy Barlow

Selection Manager



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



Mary Anne links in with the many generous individuals in Ireland and abroad who support Social Entrepreneurs Ireland'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 Social Entrepreneurs Ireland'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.

OUR TEAM BIO

Renée Mackey

PR and Digital
Communications Executive



As part of Social Entrepreneurs Ireland's Communications team, Renée combines strategic thinking, creativity and technical expertise to communicate the story of Social Entrepreneurs Ireland 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).

Sara Denny

Director of Impact



Sara leads the Social Entrepreneurs Ireland 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 Social Entrepreneurs Ireland, 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 knitting.

Siobhán Caballero

Operations Manager,
Operations Team



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

Sophie Ainscough

Senior Programmes Manager
Changing Ireland Accelerator,
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 Social Entrepreneurs Ireland in 2020 as Community Manager, began managing our Impact Programme 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.

OUR TEAM BIO

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 providing financial and non-financial support to social entrepreneurs. On the Community Team she will manage support for social entrepreneurs from the Social Entrepreneurs Ireland Community plus the development of an Investor Readiness Pathway for social entrepreneurs scaling their impact.

Tara Wilson

Interim Director
of Impact



Tara is a people and organisational development professional who is happy to be on the collective adventure of social change. Her previous roles were focused on education, both as founder of an independent school and as chairperson of an educational charity. Tara is now leading the Impact Team within Social Entrepreneurs Ireland, who work with our community of social entrepreneurs from idea to scaling, and every stage in-between. She oversees the design and direction of how Social Entrepreneurs Ireland finds and supports the highest potential social entrepreneurs, ensuring they receive the best quality supports to grow their impact.



Directors' Report

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DIRECTORS AND OTHER INFORMATION

DIRECTORS

Thomas Breen (Chairperson)
Caroline Keeling
Paul Rellis
Julie Sinnamon - Resigned 17 July 2023
Julian Yarr
Iseult Ward
Cliona Mullen
Alex Cooney - Appointed 7 February 2024
Tony Hanway - Appointed 7 February 2024

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 (SEI) / “the Company”) present their report and the audited financial statements for the year ended 31 December 2023. 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.

Social Entrepreneurs Ireland harnesses the cumulative power of people to accelerate social change. We seek out people with unique insight and scalable ideas to solve social problems, and then offer them a deeper level of support to grow their impact through our vibrant community of changemakers.

This support takes many forms and is delivered across the programmes that we run for early, developing and transformational stage social entrepreneurs. This is underpinned by the ongoing supports that we offer to the alumni of our programmes through our community. The Social Entrepreneurs Ireland Community is

made up of social entrepreneurs who have previously completed a programme with us or are currently on a programme, alongside our individual supporters, corporate supporters and field experts who collectively believe in our vision of accelerated social change through the power of people.

1.2 Organisation and legal status

Social Entrepreneurs Ireland is a Public Benefit Entity which was founded in 2004 and was incorporated as a Company limited by guarantee on 31 January 2007 (Registered number: 433846). It is registered with the Charities 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 2023

Since SEI's foundation in 2004, it has supported more than 600 social entrepreneurs across the country, impacting the lives of millions of people.

During 2023, 47 social entrepreneur-led organisations were supported directly on programmes, while many alumni not currently on programmes also benefitted from our community supports. The year provided the opportunity to run new and adapted versions of Social Entrepreneurs Ireland programmes, deepening relationships with supporters to significantly extend the reach of Social Entrepreneurs Ireland to new audiences and to continue to strengthen the team.

Programmes in 2023 included:

Early stage: In 2023, 30 awardees were supported through the Ideas Academy. This three month programme is targeted at those with innovative early-stage ideas to solve a social problem. Participants are supported to clearly articulate, refine and progress their solution, to build skills and accelerate learning in the core areas that move an idea to action.

Developing stage: The Impact Programme takes participants through a nine-month series of bespoke supports to help bring a solution and organisation to the next level and become more impactful, effective, scalable and sustainable. Five social entrepreneur-led organisations completed the programme in 2023 with a further five being awarded a place in the 2023/24 intake.

Transformational stage: Changing Ireland Accelerator and Investor Readiness pathway:

The Changing Ireland Accelerator programme supported five already established social entrepreneurs with a scalable solution to a social problem affecting underrepresented people in Ireland and this programme was sponsored by Google. It operated on a different basis to other programmes with €260,000 donated to SEI to contribute to the running costs of the programme and €240,000 in grants paid directly to social entrepreneurs through INCO rather than through Social Entrepreneurs Ireland. On a like for like basis, SEI's income and expenditure would both have been €240,000 higher if grants to social entrepreneurs were paid through SEI as is the case for other sponsored programmes,

Investor Readiness Pathway: Social Entrepreneurs Ireland developed the Investor Readiness Pathway programme which prepares social entrepreneurs to raise additional funding to scale their operations. This was piloted from October 2023, leveraging expertise and pro-bono supports from within our community to prepare social entrepreneurs to take on impact investment.

Income for the year amounted to €2,009,863 (including pro bono services of €557,490) including other income of €30,290. Expenditure for the year was €2,051,318

2.2 Income

• Income from Donations

Donation income including pro bono services in 2023 was €1,979,573 down from €2,079,252 in 2022. As a registered charity, SEI is funded entirely by our community of charitable foundations, corporate supporters and individual donors. We do this by finding people with solutions to social problems and supporting them in their journey to deliver positive social change. 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 relying on the support of donors. In 2023, the value ratio of each component of the funding mix was corporate donations 45%; individual giving 45%; charitable foundations 10% (2022: 35%: 46%: 19%).

In 2023, 51% of total fundraised income was part of multi-year commitments, 38% was the renewal of support year-on-year and the remaining 11% was from new sources (2022 48%: 38%: 14%).

In the case of individual philanthropy, donations come from across three regions - Ireland, the USA and UK. In 2023, the ratio of the value of this funding (including tax relief schemes) was 85%: 11%: 4%.

The continued support from the existing Social Entrepreneurs Ireland community of supporters is critical due, not only to increased demand for supports by social entrepreneurs, but also due to the global economic uncertainty caused by the ongoing crisis in Ukraine and the conflict between

Israel and Palestine, as well as continued inflationary pressures across multiple walks of life.

• Other Income:

In 2023 Social Entrepreneurs Ireland received funding of €4,259 from Government Dormant Accounts, administered by Pobal. This was the final payment used to fund part of our 2022 showcase event, The Gathering. €4,878 was received from the VAT Compensation Scheme for charities.

• Income from Investments

Social Entrepreneurs Ireland had invested €250,000 of its cash reserves in Irish State Prize Bonds which are 100% protected by the State and can be redeemed within seven working days. All prizes are tax free, and the Company earned €800 from these bonds in 2023 (2022: €500).

2.3 Expenditure

Social Entrepreneurs Ireland's total expenditure in 2023 was €2,051,318 (including pro bono services), a decrease of €39,173 on 2022. This was primarily because the Gathering event did not take

place in 2023. A special gathering is planned for 2024 to celebrate Social Entrepreneurs Ireland's 20th anniversary. There was also an increase in recruitment costs but a decrease in salary costs due to the timing of staff on-boarding.

• Expenditure on Raising Funds

Expenditure on fundraising activity was €418,741 (2022: €393,419). This comprises of direct costs of raising funds (staff and related costs) of €243,820 (2022: €231,987) and an allocation of SEI's general support costs of €174,921 (2022 €161,432). The increase in costs from 2022 is due to having a fully recruited team in place from April 2023.

In 2023 the Development Team was comprised of a Director of Development, a Partnerships & Grants manager, a Philanthropy Manager and a Development Assistant. Part of the CEO's time is attributed to fundraising as the CEO plays an active role in this area.

• Expenditure on Charitable Activities

Total expenditure on charitable activities in 2023 was €1,632,577 (including pro bono services),

a decrease of €64,495. The decrease was due to fewer awardees as we sought to deepen the support we offered to the social entrepreneurs at early and developing stages.

• Expenditure on Support costs

Total expenditure on support costs in 2023 was €670,319 an increase of €122,991. This was mainly due to an increase in staff costs of €29,277 and recruitment costs of €50,319 as we onboarded new staff, an increase in facilitators/consultant services of €53,912 and a decrease in professional services of €19,512.

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 the distribution of its assets in the event of a winding up.

2.5 Events since the year-end:

At the time of writing, we have three programmes in progress, the Impact Programme, Changing Ireland Accelerator and the Ideas Academy. We are also running a pilot supporting Investor Readiness which started in 2023 (see transformational programmes in Section 2.1). Our National Call, through which we select our next intake of social entrepreneurs, has concluded recruiting for our early-stage programme, the Ideas Academy, and also developing stage social entrepreneurs, with our Impact Programme. We also ran a retreat in April 2024 under the theme of 'Towards Transformational Change'. The SEI team joined 13 social entrepreneurs on programme and from our community, for 2.5 days of connection, knowledge exchange and visionary thinking.

2.6 Plans for the future:

The directors do not envisage making any significant changes to the activities of Social Entrepreneurs Ireland in the foreseeable future.

Section 3:

3.1 Organisational Governance

Social Entrepreneurs Ireland (SEI) is based at 11/12 Warrington Place, Dublin 2. SEI 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 and experience 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 the donations it receives from supporters and partners.

The Board is responsible for providing leadership, setting strategy, ensuring financial and risk management, and monitoring performance. The Board ensures that the activities of the Company are consistent with its charitable aims and objectives.

The Board of Directors are volunteers and are paid no fees or other earnings by Social Entrepreneurs Ireland. The Board delegates the day-to-day operation of the Company to the Chief Executive Officer (CEO) and a team of professional staff ('SEI team'). There are clear distinctions between the roles of the Board and the CEO to whom day to day management is delegated. Matters such as policy, strategic planning, and budgets are prepared by the Leadership team for consideration and approval by the Board, which monitors the implementation of these plans.

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

• 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 co-option 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. In addition to providing induction to new board members, a refresher training session for all board members will take place in 2024.

• Conflict of Interest and Conflict of Loyalty

The Company has Conflict of Interest and Conflict of Loyalty policies in place for all Board members and staff. Each Director is asked to declare any conflict of interest/loyalty as soon as they become aware of it and refrain from taking any further part in the making of any related decisions. Policies were last reviewed by the board in February 2023.

The Board and the Leadership Team make annual declarations of conflicts of interest. The Board of Directors declared no conflicts of interest during 2023.

3.2 SEI Board of Directors

Tommy Breen

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

Entrepreneurs Ireland in 2016 and became Chairperson in 2018.

Paul Rellis

Paul is the CEO of Digiweb and Viatel Ireland, the leading Irish provider of cyber security, cloud and communication services. Paul has over 25 years' experience in the technology sector and has served as both CEO of Microsoft Ireland and COO of Microsoft Western Europe. He is also a former President of IBEC and of the American Chamber of Commerce. Paul has been a member of the Social Entrepreneurs Ireland board since 2017.

Caroline Keeling

Caroline Keeling is the CEO of Keelings, a 100% Irish-owned family business focused on growing and sourcing the best fresh produce from around the world. Caroline has a BSc (Chem) & MSc in Food Science which she obtained from University College Dublin (UCD). Caroline became Keelings MD in 2006 and CEO in 2021. Caroline is a member of IBEC's Board and National Council and on Enterprise Ireland's Scaling Advisory Panel. In addition to her board role in Social Entrepreneurs Ireland, Caroline is a board member of the charities the Ifrah Foundation and Valid

Nutrition and is also a supporter of Lust for Life mental health charity.

Julian Yarr

Julian is an experienced CEO, director, board advisor and accredited executive coach. He is the founder of Julian Yarr Advisory which counsels professional service firms, corporates and their leaders on strategy, and performance. He is a member of the Advisory Council of Accenture in Ireland, an independent director of Sorainen, the leading Baltic law firm, an independent member of the board of Advant, a leading EU law firm and provides performance coaching to CEOs, Managing Partners and other business leaders in Ireland and internationally. 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.

Tony Hanway (Elected to the board Feb 2024)

Tony Hanway has been CEO of Virgin Media Ireland and Chairman of Virgin Media Television since 2015. Before joining Virgin Media Ireland

(a Liberty Global owned Company) he spent a decade at O2/Telefonica where he held a number of board-level roles including CEO O2 Ireland, Consumer Director O2 Ireland, Consumer Director Telefonica O2 Czech Republic and Chief Commercial officer of O2 Deutschland.

From 1995 to 2005 Tony held senior positions at the internet pioneer AOL (UK) where he was an executive board member, Vice president of Customer Care and managing Director AOL: Europe Operations Ltd. Tony holds an MSc in HRM, Training and Performance Management from the University of Leicester.

Alex Cooney
(Elected to the board Feb 2024)

Alex is an experienced programme manager in the not for profit sector. She spent a number of years working in the international development sector with agencies such as UNDP in East Timor and with CAFOD, where she was responsible for the South East Asia programme. Before returning to Ireland, Alex was based in Jamaica, working for the British High Commission on a capacity building project in the prison sector.

Following her return to Ireland, in 2015 she co-founded CyberSafeIreland, now known as CyberSafeKids, and is currently its CEO. Alex is helping to build the organisation to a level where it is providing its services to thousands of children and young people so they are equipped to be online in a safe and smart way. Alex completed a QQI Level 6 component certificate in Child Psychology in 2019, a Professional Certificate in Digital Policy at UCD in 2022 and holds a master's degree in Peace Studies from Trinity College Dublin, in addition to a BA from the University of Edinburgh.



3.3 Board Attendance 2022

The names of persons who served as Directors at any time during the year are set out in this Table. Other than as indicated they served for the entire year. The table also sets out their attendance at Board meetings. All meetings in 2023 were held in person with hybrid options.

Two new board members have been elected in February 2024. (Alex Cooney and Tony Hanway).

The Annual General Meeting (AGM) was convened on the 27th of September 2023. The Directors who retired by rotation and were re-elected were Cliona Mullen, Iseult Ward and Tommy Breen.

The Directors and Leadership team wish to acknowledge the advice and support that Julie Sinnamon provided during her time as Director of the Company.

Directors' Attendance at Board Meetings 2023 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)	8	8
Caroline Keeling	8	7
Paul Rellis	8	5
Julie Sinnamon *	5	4
Iseult Ward **	8	4
Julian Yarr	8	7
Cliona Mullen	8	8

*Julie Sinnamon resigned as a director on 17th July 2023 having served since May 2019.

**Iseult Ward was on maternity leave from July 2023 to January 2024.

3.4 Committees of the Board

The Board has established the following sub-committees:

- Audit Committee,
- Remuneration Committee,
- Fundraising Advisory Committee.

- **Audit Committee**

The primary role of the Audit Committee is to keep the adequacy, scope and effectiveness of the internal control systems of Social Entrepreneurs Ireland under review. The committee also

has oversight over the annual external statutory audit process as well as the outsourced internal audit process which was implemented for the first time in 2023.

Attendance at meetings is outlined in the table below. Membership of the Audit Committee is two Board members (Cliona Mullen and Paul Rellis) and one external member with financial expertise (Lesa McDonagh). Lesa McDonagh resigned in June 2023 and the Board acknowledges the contribution made by Lesa during her time on the Committee. We are currently looking for a suitable replacement.

The committee meets at least twice a year and in 2023 met four times. The CEO attended those meetings together with other members of the leadership team as required. The committee also met with the external auditor who reported on the audit findings.

The matters considered by the committee during the year included a review of the risk register, the updated financial management controls policies and procedures, the internal audit programme, reports by the outsourced internal auditor, the external auditor and an external cyber security expert. The committee reviewed the statutory financial statements including the appropriateness of accounting policies and disclosures. The committee also reviewed the management accounts, cash flow forecasts and the annual budget prior to approval by the board. Observation of and compliance with key governance codes was also reviewed by the committee.

Audit Committee Attendance	No. of Meetings during the year while a committee member	No. of Meetings attended during the year
Cliona Mullen (Chair)	4	4
Paul Rellis	4	4
Lesa McDonagh	2	0

• **Remuneration Committee**

The role of the Remuneration Committee is to consider and approve the remuneration and set pay policy for all staff. The committee is comprised of the chair of the Board, Tommy Breen and the CEO, Tim Griffiths. The Remuneration Committee met on one occasion in 2023.

The remuneration of the CEO is considered and approved by the Board.

• **Fundraising Advisory Committee**

The Fundraising Advisory Committee was established in 2021. During 2023 the committee comprised two board Directors, Julian Yarr and Julie Sinnamon who was replaced in July 2023 by Cliona Mullen. The SEI CEO and Director of Development attend the committee's meetings. 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 2023.

Fundraising Advisor Committee Name	No. of Meetings during the year while a committee member	No. of Meetings attended during the year
Julie Sinnamon	2	2
Juluan Yarr	3	3
Cliona Mullen	1	1

Tony Hanway replaced Cliona Mullen on the fundraising committee following his appointment to the Board in April 2024.

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 comprehensive Strategic Plan developed in 2022 which guides and underlines all activity
- Annual Strategic Implementation Plans (SIPs) outlining the key annual objectives
- An annual budget and cashflow approved by the Board
- Compliance with Charities Regulator's Code of Governance
- Detailed set of policies and procedures in place
- Regular review of financial results, including consideration of budget variances
- Reports from Board Subcommittees
- Delegation of authority and 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 of 31 December 2023. 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 continues to be enhanced with multi-factor authentication, enhanced anti-virus security systems on all SEI devices and cyber security training for all staff.

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 Social Entrepreneurs Ireland'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 and the mitigating actions and controls to manage these risks are:

- **Strategic risk:** The social entrepreneurship space is becoming more crowded with more social entrepreneurs seeking support and more organisations providing support to social entrepreneurs. Key risks for SEI are the inability to identify social entrepreneurs to support and the inability to identify social entrepreneurs to support and the inability to provide the requisite supports to help social entrepreneurs address and solve the social issues they have identified. To mitigate the risks, SEI carried out a strategic review in 2022 to guide and confirm the organisations direction and focus for the next three to five years. SEI is continuously monitoring and developing its programmes to maintain relevance of its operations to provide the highest quality of support and services to social entrepreneurs at each step of their evolution to enable the social entrepreneurs to maximise their impact resulting in positive social change.
- **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. Social Entrepreneurs Ireland also provides direct financial support to Social Entrepreneurs participating in these programmes. 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 a Fundraising Strategy resulting in a broadening of the funding base both nationally and internationally. The Development Team and Funding Advisory Committee continues to monitor philanthropic opportunities to secure funding geographically and by sector.
- **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 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 against 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 on data protection and cybersecurity. All equipment is encrypted and has antivirus systems installed. In 2023 a cyber security review was conducted by an external expert who reported to the audit committee and recommendations strengthening IT security were implemented.

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 and development courses.

During 2023 SEI invested significant time towards training and development for the team.

3.11 Digital Transformation

Maintaining a strong digital infrastructure with robust data security remains a priority. This means that Social Entrepreneurs Ireland is well placed to capitalise on the opportunities presented by transformative technologies such as Artificial Intelligence (AI) and this will be a key focus for 2024.

3.12 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 and Harassment
- Security and Confidentiality
- Grievance
- Discipline
- The SEI Employee Handbook ensures compliance with all legal and regulatory requirement as well as incorporating compensation and benefit packages including,
- Paid Maternity, Paternity and Adoptive leave for employees with more than 1 years' service
- Paid sick leave for 4 weeks per annum

- Income Protection and life assurance schemes for all team members
- Group Defined Contribution scheme
- Additional annual leave after 5-, and 10-years' service
- The handbook is updated in line with any new legislation or directives.

3.13 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 83% (15) are women. Our Board consists of 4 women and 4 men.

As an organisation, SEI works 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.

3.14 Sustainability

As an organisation, we are committed to continuous improvement in our actions to decrease our environmental impact. Social Entrepreneurs Ireland has proudly supported 55 social entrepreneurs delivering environmental solutions since 2004, 14 of which were in 2022 and 2023. As part of our efforts to drive environmental impact, and in the context of our wider strategy work, Social Entrepreneurs Ireland is formalising an organisation sustainability policy.

Section 4: Further Information

4.1 Accounting records

The measures taken by the Directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the

employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The Company's accounting records are maintained at the Company's premises at the registered office at Lower Ground Floor, 11/12 Warrington Place, Dublin 2.

4.2 State of affairs after the balance sheet date

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

4.3 Taxation status

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

4.4 Political donations and lobbying

The Company did not make any political donations during the year under review. As required under the Regulation of Lobbying Act 2015, SEI records all lobbying activity and communications engaged with

the Designated Public Officials. All returns and submissions required by the Act have been completed.

4.5 Research and development

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

4.6 Statement of relevant audit information

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

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

4.7 Auditors

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

ON BEHALF OF THE BOARD OF DIRECTORS:

Tommy Breen

Chairperson

Date: 04/07/2024

Cliona Mullen

Director (Chair of the Audit Committee)

Date: 04/07/2024

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 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:

Tommy Breen

Chairperson

Date: 04/07/2024

Cliona Mullen

Director (Chair of the Audit Committee)

Date: 04/07/2024

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Social Entrepreneurs Ireland for the year ended 31 December 2023, 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 2023 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015;
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the

circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the director's use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

Opinion on the Other Matters Prescribed by the Companies Act 2014

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

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

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

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

Matters on Which We are Required to Report by Exception

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

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

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

Signed by

Roseanna O'Hanlon

Date: 04/07/2024

for and on behalf of

Crowe Ireland

Chartered Accountants and Statutory Audit
Firm 40 Mespil Road - Dublin4

Date: 04/07/2024

	Note	Unrestricted Funds €	Restricted Funds €	Total 2023 €	Total 2022 €
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3.1	1,546,861	432,712	1,979,573	2,097,252
Other income	3.2	30,290	-	30,290	38,970
Total		1,577,151	432,712	2,009,863	2,136,222
EXPENDITURE ON:					
Raising funds	4.1	418,741	-	418,741	393,419
Charitable activities	4.2	1,199,865	432,712	1,632,577	1,697,072
Total		1,618,606	432,712	2,051,318	2,090,491
Net (expenditure)/income		(41,455)	-	(41,455)	45,731
RECONCILIATION OF FUNDS:					
Total funds brought forward	15	846,079	-	846,079	800,348
TOTAL FUNDS CARRIED FORWARD	15	804,624	-	804,624	846,079

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 92 to 108 form part of these financial statements.

	Note	2023 €	2022 €
FIXED ASSETS			
Tangible assets	11	14,275	12,689
CURRENT ASSETS			
Debtors	12	70,036	48,918
Cash and cash equivalents	13	985,448	1,275,091
TOTAL CURRENT ASSETS		1,055,484	1,324,009
CREDITORS (amounts falling due within one year)	14	(265,135)	(490,619)
NET CURRENT ASSETS		790,349	833,390
TOTAL NET ASSETS		804,624	846,079
FUNDS OF THE CHARITY			
Unrestricted funds	15	804,624	846,079
Restricted funds	15	-	-
TOTAL CHARITY FUNDS		804,624	846,079

SIGNED ON BEHALF OF THE BOARD:

Tommy Breen

Chairperson

Date: 04/07/2024

Cliona Mullen

Director (Chair of the Audit Committee)

Date: 04/07/2024

The notes on pages 92 to 108 form part of these financial statements.

Statement of cash flows for the Year ended 31 December 2023

CASH FLOWS FROM OPERATING ACTIVITIES

Net (expenditure)/income for the financial year

Adjustments for:

Depreciation of tangible assets

(Increase)/decrease in debtors

(Decrease)/increase in creditors

NET CASH (USED IN)/ GENERATED FROM OPERATING ACTIVITIES

CASH FLOWS FROM INVESTING ACTIVITIES

Purchase of tangible fixed assets

NET CASH USED IN INVESTING ACTIVITIES

NET (DECREASE)/INCREASE 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:

Cash at bank and in hand

	2023 €	2022 €
Net (expenditure)/income for the financial year	(41,455)	45,731
Adjustments for:		
Depreciation of tangible assets	7,619	4,640
(Increase)/decrease in debtors	(21,118)	67,370
(Decrease)/increase in creditors	(225,484)	318,975
NET CASH (USED IN)/ GENERATED FROM OPERATING ACTIVITIES	(280,438)	436,716
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of tangible fixed assets	(9,205)	(4,896)
NET CASH USED IN INVESTING ACTIVITIES	(9,205)	(4,896)
NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS	(289,643)	431,820
Cash and cash equivalents at beginning of year	1,275,091	843,271
CASH AND CASH EQUIVALENTS AT THE END OF YEAR	985,448	1,275,091
CASH AND CASH EQUIVALENTS AT THE END OF YEAR COMPRISE:		
Cash at bank and in hand	985,448	1,275,091

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.
- 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.

- Restricted income is recognised and allocated to charitable activities 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.

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 salary costs, general advertising costs, website costs, events costs, branding, and an allocation of the organisations general support costs. All costs of generating funds are recognised on an accruals basis.

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

Allocation of support costs:

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

Tangible fixed assets and depreciation

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

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 accruals 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 separate company pension scheme. The Company has entered into an arrangement with a PRSA provider to enable staff to participate in a PRSA and the Company provides matching funds in the scheme. Employer pension contributions are charged to the Statement of Financial Activities in the year in which they become payable.

Holiday pay accrual

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

Unrestricted reserves policy

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

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

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

Going concern

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 at the balance sheet date.

3. INCOMING RESOURCES

3.1 Donations and Legacies

	Note	Unrestricted Funds €	Restricted Funds €	2023 €	2022 €
Donations		989,371	432,712	1,422,083	1,525,192
Donated services and discounts	3.1.1	557,490	-	557,490	572,060
		<u>1,546,861</u>	<u>432,712</u>	<u>1,979,573</u>	<u>2,097,252</u>

3.1.1 Donated Services

During the year, the company was in receipt of donated services valued at €557,490. The main element of this consists of:

- Advertising support from Global Media of €178,650, Wireless Ireland Limited of €76,000, Urban Media of €35,868, The Journal.ie of €12,200, Irish Times of €12,200, Media Central of €14,329, and Digitise New Media of €13,500. These donated advertising supports are included in Expenditure on Charitable Activities as they relate to specific media campaigns to raise awareness of social entrepreneurship and to recruit social entrepreneurs for the SEI programme (see note 4.2.1).
- Donated legal services from A&L Goodbody totalling €165,771 and company secretarial services of €4,943. Donated legal services are primarily provided to social entrepreneurs on SEI's programmes during the year.
- Event support from Areaman of €11,577.

3.2 Other Income

	Unrestricted Funds €	Restricted Funds €	2023 €	2022 €
Grant Income	-	-	-	38,970
Other income	30,290	-	30,290	-
	<u>30,290</u>	<u>-</u>	<u>30,290</u>	<u>38,970</u>

Grant income in 2022 was received from the Government dormant Accounts fund which is administered by Pobal.

4. Expenditure on:

4.1 Raising Funds

	2023 Unrestricted Funds €	2023 Restricted Funds €	2023 Total €	2022 Total €
Total Costs	418,741	-	418,741	393,419

4.1.1 Raising Funds

	2023 Direct €	2023 Support €	2023 Total €	2022 Direct €	2022 Support €	2022 Total €
Staff Costs	208,318	78,745	287,063	165,390	77,356	242,746
Other Costs	35,502	91,600	127,102	24,111	84,076	108,187
Donated Services	-	4,576	4,576	42,486	-	42,486
Total Costs	243,820	174,921	418,741	231,987	161,432	393,419

Support costs are analysed further in note 5.

4.2 Charitable Activities

	2023 Unrestricted Funds €	2023 Restricted Funds €	2023 Total €	2022 Total €
Academies	299,573	166,245	465,818	649,680
Impact	366,539	100,000	466,539	546,558
Scale partnership	89,248	141,467	230,715	193,957
Community	444,505	25,000	469,505	306,877
	1,199,865	432,712	1,632,577	1,697,072

4.2.1 Charitable Activities

	2023 Direct €	2023 Support €	2023 Total €	2022 Direct €	2022 Support €	2022 Total €
Academies	316,173	149,645	465,818	510,467	139,212	649,679
Impact	363,720	102,820	466,540	464,935	81,623	546,558
Scale partnership	137,940	92,774	230,714	123,217	70,740	193,957
Community	319,346	150,159	469,505	212,558	94,320	306,878
	1,137,179	495,398	1,632,577	1,311,177	385,895	1,697,072

Charitable Activities expenditure includes the value of donated services as set out in note 3.11.

Support costs are analysed further 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.

	2023 Raising Funds €	2023 Charitable Activities €	2023 Total €	2022 Total €
Staff Costs (Pay and Pensions) and Life Insurance	81,766	217,326	299,092	269,815
Staff recruitment and training costs	18,435	48,999	67,434	17,115
IT and online platforms	1,214	27,190	28,404	26,620
Marketing and Communications	10,758	28,593	39,351	20,659
Memberships and Subscriptions	2,188	5,817	8,005	2,706
Facilitators/Consultants and outsourced services	26,441	77,790	104,231	46,821
Travel and Accommodation	746	1,982	2,728	894
Catering	-	1,766	1,766	2,511
Other Event Costs	29	554	583	-
General Office Costs	3,768	10,555	14,323	19,552
Insurances	2,310	6,139	8,449	14,412
Rent and Service Charges	15,216	40,442	55,658	63,657
Utility Costs	790	2,100	2,890	5,861
Governance	1,676	3,267	4,943	6,000
Professional Fees (including strategic review)	4,626	10,242	14,868	34,380
Depreciation charge	2,083	5,536	7,619	4,640
Audit	2,875	7,100	9,975	11,685
	174,921	495,398	670,319	547,328

6. Governance costs

	2023 Direct €	2023 Support €	2023 Total €	2022 Direct €	2022 Support €	2022 Total €
Audit costs	-	9,975	9,975	-	11,685	11,685
Company Secretarial costs	-	4,943	4,943	-	5,282	5,282
Internal audit costs	-	-	-	-	6,000	6,000
Total Costs	-	14,918	14,918	-	22,967	22,967

7. Net movement in funds

	2023 €	2022 €
Net movement in funds is stated after charging the following:		
Depreciation	7,619	4,640
Auditors' Remuneration	9,975	11,685
Operating Lease Rentals - Building	-	48,700

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:

	2023 €	2022 €
Wages and salaries	767,220	739,124
Social Welfare costs	85,199	82,152
Pension costs	50,063	56,455
	<u>902,482</u>	<u>877,731</u>

The number of staff whose emoluments, excluding employer pension contributions, amounting to over €70,000 in the year were as follows:

€100,001 - €110,000

2023	2022
<u>1</u>	<u>1</u>

For the financial year 2023, the following employer pension contributions were made to staff whose emoluments amount to over €70,000:

€100,001 -€110,000

2023	2022
<u>11,000</u>	<u>11,000</u>

Key management personnel consist of the 8 members of the executive management team for whom the total remuneration cost was €374,807 (2022: €340,256) in the year. Pension contributions were €25,226 (2022: €30,249). 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.

9. Pension costs

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 €50,063 (2022: €56,455) 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.

	Premises €	Fixtures & fittings €	Computer equipment €	Office equipment €	Total €
COST					
At 1 January 2023	13,855	17,699	42,096	2,087	75,737
Additions	-	-	7,646	1,559	9,205
At 31 December 2023	13,855	17,699	49,742	3,646	84,942
DEPRECIATION					
At 1 January 2023	13,855	17,699	31,204	290	63,048
Charge for the year	-	-	6,663	956	7,619
At 31 December 2023	13,855	17,699	37,867	1,246	70,667
NET BOOK VALUE					
At 31 December 2023	-	-	11,875	2,400	14,275
At 31 December 2022	-	-	10,892	1,797	12,689

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

12. Debtors (amounts falling due within one year)

	2023 €	2022 €
Debtors	39,801	30,800
Prepayments	30,235	18,118
	<u>70,036</u>	<u>48,918</u>

13. Cash and cash equivalents

	2023 €	2022 €
Cash at bank and in hand	735,448	1,025,091
Prize Bonds	250,000	250,000
	<u>985,448</u>	<u>1,275,091</u>

14. Creditors (Amounts falling due within one year)

	2023 €	2022 €
Trade Creditors	4,300	598
Payroll Taxes	26,455	20,512
Accruals	61,224	104,129
Deferred income	131,251	315,000
Other Creditors	-	380
Accrued awardee commitments	41,905	50,000
	265,135	490,619

Deferred income includes corporate donations received before the balance sheet dates for programmes which commenced after the balance sheet dates.

15. Funds of the charity

15.1 Analysis of net funds - Unrestricted

	Opening Balance €	Receipts €	Expenditure €	Closing Balance €
General Unrestricted funds	846,079	1,577,151	(1,618,606)	804,624

Unrestricted funds are funds that have been received by Social Entrepreneurs Ireland 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 €
Ideas Academy	-	166,245	(166,245)	-
Impact Programme	-	100,000	(100,000)	-
Scale Partnership Programme	-	141,467	(141,467)	-
Community	-	25,000	(25,000)	-
	-	432,712	(432,712)	-

15.3 Analysis of net assets

	Restricted Funds €	Unrestricted Funds €	Total Funds €
Fixed Assets	-	14,275	14,275
Current Assets	-	1,055,484	1,055,486
Current Liabilities	-	(265,135)	(265,135)
Net Assets at 31 December 2023	-	804,624	804,626

16. Related party transactions

16.1 Transactions with related parties

Julie Sinnamon (former director) and Caroline Keeling / Keeling Family (director) made donations during the year. The total value of these donations was €10,600. 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 pro bono legal and secretarial services to SEI (see Note 3.1), as well as legal services to a wide range of social entrepreneurs during 2023.

17. Commitments under operating leases

At 31 December 2023 the company had future minimum lease payments under a non-cancellable property operating lease for each of the following periods:

	2023 €	2022 €
Not later than 1 year	48,700	48,700
Later than 1 year and not later than 5 years	8,406	57,106
Later than 5 years	-	-
	57,106	105,806

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 4 July 2024.



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Registered Charity Number
CHY 17524 / CRA20065379



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