

SeeBeyondBorders



SeeBeyondBorders Ireland

ANNUAL REPORT

for the year ended 30 June 2024



Irish Minister for Education Norma Foley being presented a traditional Cambodian Kroma by Kralanh District Governor, Naret Sok



Micheál, a Connect to Cambodia participant, working with changemakers and SBB staff in a school in Battambang

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TRUSTEES AND OTHER INFORMATION

Key Information

Trustees

Catherine Byrne, Chair
Maeve Corish, Vice Chair
Tom Costello
Gemma Daly
Máire Ní Bhróithe
(appointed 1 August 2024)
Kimsor Oeng
(appointed 1 August 2024)

Marie Moreau
(retired 29 February 2024)
Aideen O'Byrne
(retired 13 March 2024)
Helen Williams
(retired 13 March 2024)

Company Secretary

Tom Costello

Company Number

666381

Charity Registration Number

20206034

Revenue CHY Number

22778

Registered Office and Business Address

31 Woodlands
Portmarnock
County Dublin
D13 YN34

Independent Auditors

Azets Audit Services Ireland Limited
3rd Floor, 40 Mespil Road
Dublin 4
D04 C2N4

Website

www.seebeyondborders.ie

Bankers

Permanent TSB
Malahide
County Dublin

Our Trustees

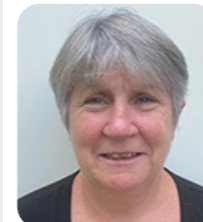
Catherine Byrne, Chair



Catherine Byrne was appointed Chair of SeeBeyondBorders Ireland on 1 July 2023. Catherine brings expertise and experience from a career in philanthropy, development and education. She is a former primary teacher in Howth and Rutland National Schools, and also held the roles of Equality Officer at the European Trade Union Confederation for Education, Deputy General Secretary of the INTO, and Senior Policy Advisor to Atlantic Philanthropies. Catherine has also served on the boards of DICE, Oxfam, Abbey Theatre, The Ark - Children's Cultural Centre, and VSO.

Skills and Knowledge: Education, Development, Policy Formation, Organisational Development, Leadership.

Maeve Corish



Maeve Corish joined the Board on 12 November 2020 as a founding trustee and served as Chair from January 2021 to June 2023. She is a former principal of Donabate Portrane Educate Together National School (DPETNS). DPETNS is a vibrant, progressive primary school with a strong emphasis on global citizenship and a focus on the Sustainable Development Goals. Maeve has been to Cambodia several times.

Skills and Knowledge: Education, The Voice of the Child, Development Education and Educational Leadership.

Tom Costello



Tom Costello joined the Board on 12 November 2020 as a founding trustee. Tom was a member of the Charities Regulatory Authority from 2014 to 2022. He spent 14 years with The Atlantic Philanthropies, prior to which he was part of the teaching faculty at the Irish Management Institute. He has served on boards including the Government Advisory Council on Children and Young People and as Chair of the Children's Rights Alliance.

Skills and Knowledge: Governance, Social Policy, Funding, Strategic Planning.

Gemma Daly



Gemma Daly joined the Board on 21 April 2022. Gemma spent twenty years with EY providing external audit services to a variety of Irish and European public and multinational companies including two years based in the USA. She has held a number of Board positions in the non-profit sector and is a Fellow of Chartered Accountants Ireland.

Skills and Knowledge: Accountancy, Governance, Audits.

Kimsor Oeng



Kimsor Oeng joined the Board on 1 August 2024. Kimsor currently serves as Deputy Director of the Office of Minister, Ministry of Tourism, Cambodia, advising the ministry on embedding regenerative design in its community-based operations and talent development. He was awarded an Irish Aid Fellowship in 2023, studying in University College Cork.

Skills and Knowledge: International Relations, Agri-food Sustainability, Regenerative Development and Design, Inner Development.

Máire Ní Bhróithe



Máire Ní Bhróithe joined the Board on 1 August 2024. She is a former principal of Ratoath College, Co Meath and Castlecomer Community School, Co Kilkenny. Máire worked as an Education and Leadership Officer in Louth/Meath Education and Training Board and subsequently became the Deputy National Director of the Centre for School Leadership in Ireland. She currently works as an education consultant in the areas of leadership and coaching /mentoring. Máire has been to Cambodia several times and has recently advised on the design of SeeBeyondBorders' new leadership project in Siem Reap Province.

Skills and Knowledge: Educational Leadership, Coaching, Mentoring and Mediation.

CHAIR'S STATEMENT

It is with great pleasure that I present the 2024 Annual Report on behalf of the trustees of SeeBeyondBorders (SBB) Ireland. In this report, we capture the highlights, achievements and challenges of the past year for SBB's activities in Ireland and Cambodia. 2024 will be remembered as a year in which important strides were made in securing SBB's long term local and international sustainability, guided by the Cambodian team, ably led by Irish Aid Fellow Alumni, Managing Director Pheung Pov.

In the short period since establishing as an Irish development charity in 2021, we have witnessed exponential growth, reflecting strong solidarity between Ireland and Cambodia, and have continued to meet and develop our ambitions and goals, as you will see in this Annual Report. We are proud of our achievements, especially in fundraising support for Cambodia, and look forward to growing that impact into the future.

The work of our Board of trustees is vital in maintaining high standards of governance in SBB Ireland. We maintained those standards during the year through successfully meeting our compliance requirements under the Charities Regulator's Governance Code and we were delighted to be shortlisted once again in the Carmichael Good Governance Awards.

In the past year, support for education on the ground in Cambodia continued to grow solidly in Ireland. We are energised by the Irish Government's growing interest

in Cambodia's educational needs and especially by Irish Aid's launch of the [Higher Education Enabling Fund for a Cambodia-Ireland](#) programme in May 2024. We are also delighted to see such a high level of interest and enthusiasm from Irish educators, who again this summer travelled to share and exchange their practice with teachers in Cambodian schools through our Connect programme.

A personal highlight was the chance to welcome our Cambodian colleagues and distinguished visitors to Ireland in April, including Governor Wath Meth of Srei Snam District, and Governor Naret Sok of Kralanh District. These Districts, both in Siem Reap Province, are partnering with SBB in our flagship Transform Education programme, and it is wonderful to have the support of local leadership in delivering that. The Cambodian delegation was also welcomed by the Minister for Education, Norma Foley, and the Minister for Children, Roderic O'Gorman, and attended the DICE (Development and Intercultural Education project) 20th anniversary celebration, where they met Secretary General of Irish Aid, Michael Gaffey.

During the year, we said goodbye to our former colleague, Olive Cummins, who guided us as CEO through our formative years, and we welcomed Brian Vandamme and Deirdre Heverin as staff leads to take the work forward. I would especially like to acknowledge the contribution of Olive and our outgoing trustees Marie Moreau, Aideen O'Byrne and Helen Williams, and I am delighted to welcome new trustees

Máire Ní Bhróithe and Kimsor Oeng on board. They bring vital additional experience and talent as we look to the future.

On the ground in Cambodia, we know what SBB does works. Our programmes consistently lift student test scores by an average of 40%, and our [Raising the Bar](#) report (2024) provided evidence that improved teacher effectiveness increases the likelihood that students will achieve better results. Our growing evidence base reaffirms that with improved teaching and learning practices, success at school can be a realistic aspiration for all.

We also know there is much more to be done. The results of OECD's 2024 Programme for International Student Assessments (PISA) underlined the stark education challenges Cambodia faces. The country came last out of 81 countries tested. Poor educational outcomes are a major barrier to Cambodia achieving its development goals and a real impediment to the empowerment of people to build better futures. Improving education outcomes for Cambodian children is as important now as it has ever been and drives SBB Ireland's mission to support our Cambodian colleagues as much as possible.

Looking ahead, as we continue to see the fruits of the significant upscaling of our programmes in Cambodian schools, and deepening engagement with our partners on the ground, we plan to expand and widen our support base here in Ireland through fundraising and solidarity

building. We also aim to ensure closer alignment between our efforts and Ireland's strong international development policy, reflected in Irish Aid's **A Better World** policy.

As we reflect on the past year, I would like to thank our dedicated volunteers, staff and trustees in Ireland for their sterling work and extraordinary commitment to our mission. We are indebted to Pov's team in Cambodia and to our international colleagues for their guidance and support. We have also benefited greatly from close collaboration with our sister development charities in SBB Australia and SBB UK and are grateful to the teams there.

Finally, I would like to thank our wonderful education partners, donors, and every person, organisation or group who supports the work of SeeBeyondBorders in any way, big or small. Whether through the sharing of expertise, providing financial support, or spreading the word about SBB and Cambodia, your support makes a difference and helps plant the seed for a better future for Cambodian children.

I look forward to visiting Cambodia later in 2024, connecting once again with my SBB colleagues and witnessing the great work being done on the ground.

ការអប់រំគឺជាអនាគត

Catherine Byrne

September 2024



ORGANISATION AND STRATEGY

The trustees of SeeBeyondBorders Ireland Company Limited by Guarantee present their annual report together with the audited financial statements of SeeBeyondBorders Ireland Company Limited by Guarantee (the company : the charity) for the year ended 30 June 2024.

Purpose

Our purpose is to promote the advancement of education of children who are in conditions of poverty, need, hardship or distress in Cambodia, through evidence-based education programmes, research and policy input. SeeBeyondBorders Ireland Company Limited by Guarantee (SBB Ireland) was established in 2020.

On the ground in Cambodia, the charity supports the continuous professional development of teachers by providing; mentors, training workshops and funding educational technology resources in classrooms, to improve the quality of teaching and children's learning outcomes. In Ireland, we promote our purpose through our fundraising, by facilitating professional exchange and development between educators in both countries, and by advocating for Irish state and civil society support to benefit education transformation in Cambodia.

International evidence affirms the importance of early intervention to improve outcomes for children. Cambodia's early primary education is in a crisis state, with less than 3% of 15-year-olds reaching minimum proficiency levels in literacy and maths. Out of all 81 countries that participated in the most recent Programme for International Student Assessments, Cambodia ranked 81st.

SeeBeyondBorders Ireland (SBB Ireland) is part of the international SeeBeyondBorders network, supporting the work on the ground in Siem Reap and Battambang Provinces, where programmes and leadership are located. The broader network includes SeeBeyondBorders Australia (SBB Australia) and SeeBeyondBorders UK (SBB UK). Historically, for practical and legal purposes, operations in Cambodia were formally constituted as a branch of SBB Australia. From 1 January 2025, as part of transitioning to being a locally led development organisation, SeeBeyondBorders Cambodia (SBB Cambodia) will be constituted as a full local non-governmental organisation (LNGO) under Cambodian law, playing a leadership role in the international network, supported by the network partners around the globe.

Mission and Vision



SeeBeyondBorders Ireland's *mission* is to enable quality teaching and learning at school in Cambodia.



Our vision is Cambodian children empowered by education.

We are committed to building support for this vision in Ireland through active engagement as an international development charity. We seek to enlist and engage teacher and education professionals, the research and policy community, and like-minded development agencies and organisations in the vision. We believe that education levels are a key driver of both social and economic development and essential to Cambodia reaching its ambition to achieve its development goals. We also believe that it is a fundamental right of every child to have access to a quality education regardless of where they were born.

Our Values

As we work to achieve our vision, we seek to align everything we do with our core values.



Respect

We listen to, and hear you.



Integrity

We are trustworthy.



Competency

We are skilled and experienced.



Courage

We are committed and resolute.



Changemaker

We support you to create a better future.

Our values are the foundation of our strategy and are fundamental to how we operate and interact with each other. We try to bring life to the values in the work we support, and through our policies and procedures.



OUR STRATEGIC GOALS

In July 2022 we developed a Strategic Plan for 2022 – 2025 which is aligned with our mission to enable quality teaching and learning at school. In May 2023, we refreshed our plan, to better reflect and guide the scope of our work. The refreshed plan identifies three strategic goals that provided the focus for our objectives over the period, and for our actions in the past year (2023-24).



GOAL 1: Raise the funds that are essential to the work of SeeBeyondBorders on the ground in Cambodia

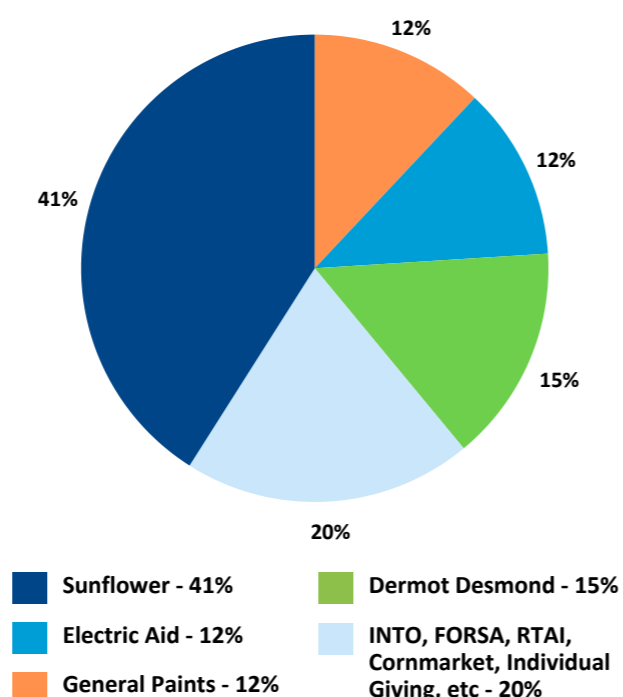
Through the work of our Fundraising Sub-Committee, which supports the board in this area, we delivered our annual fundraising plan and yearly budget. Overall, we achieved annual revenue of €357,924, compared to €221,587 in the previous year – a growth of 61%. Of the total raised, we provided €190,866 in funding for operations on the ground in Cambodia throughout the year.

In March 2024, SBB Ireland reviewed and refreshed its Fundraising Policy, which informed the design of a Fundraising Plan for the 2024-25 financial year. We anticipate contributions to Cambodia will continue to increase in the years ahead as our organisation moves from being a start-up to an established organisation.

Funding Impact into the Future

The support we receive from donors and members of the public enables us to help effect systemic change in Cambodian education, and we are grateful to all who help make that happen. In the year under review, we received vital support from philanthropic bodies including corporate foundations, and forged partnerships with prominent educational and civil society supporters. The support of the public through events and individual giving has also raised much needed funds and raised awareness of our work.

SBB Ireland Donor Breakdown 2023/2024



Philanthropic Funding

Our attraction of significant philanthropic funding over multi-year periods has been crucial in building a strong foundation from which to grow SBB Ireland, and to provide project funding on the ground in Cambodia. This financial year, the Sunflower Foundation, a family trust and registered charity, have enabled us to significantly build our capacity, and to sustainably support operations and impact in Cambodia into the future. Ireland's largest public service trade union, Fórsa, also began to support our work this year, through multi-year support from their Developing World Fund.

Sunflower Foundation, along with ElectricAid, and the General Paints Group/O'Connor Family, also fund key projects Cambodia's Siem Reap and Battambang Provinces, including the establishment and operation

Our philanthropic and partner funders include:

- The Sunflower Charitable Foundation, through Community Foundation Ireland
- Cornmarket
- Dermot Desmond
- ElectricAid
- General Paints Group / The O'Connor Family
- Irish National Teachers' Organisation (INTO)
- Retired Teachers' Association of Ireland (RTAI)
- Teachers' Union of Ireland (TUI)
- Fórsa

of Teacher Development Centres, the delivery of Educational Technology programming, and work to foster strong Communities of Practice among educators. Multi-year funding from organisations like these, as well as individuals like Dermot Desmond, ensures that SBB Ireland continues to build an Irish footprint in support of inclusive education in Cambodia.

Partnerships and Individual Public Giving

Our niche focus on education and development education is reflected in the strong partnership funding we have achieved and sustained with civil society bodies, and especially through annual funding for key activities from the Irish National Teachers' Organisation (INTO), the Retired Teachers' Association of Ireland (RTAI), and the Teachers' Union of Ireland (TUI), through their Global Development Fund.

Support through individual public giving and events comprises both individuals who sign up for regular or once-off donations, and also fundraising events supported by the public. Dozens of individuals provided support on a monthly and one-off basis in the year under review, providing much needed funding, primarily unrestricted in nature, towards our operations in Ireland and Cambodia. We sent regular newsletters to our supporters during the year, illustrating how their generosity was creating positive change to children's learning outcomes in Cambodia.

"SeeBeyondBorders Ireland is instrumental to the success of programmes on the ground in Cambodia. Together we are creating real change for Cambodian teachers and children." Colm Byrne, CEO, International Operations.



GOAL 2: Contribute to transformation of teaching and learning in Cambodian Primary Schools

The past year saw links between Cambodia and Ireland grow, with bi-lateral learning exchange visits by educators, and support of Cambodia from the Irish Government increasing, all towards enhancing education in Cambodia.

Connecting Expertise and Know-How

In August 2023, five Irish teachers participated in Connect to Cambodia 2023, learning from and sharing experiences with SBB Cambodia staff and local teachers during a three-week study and collaboration visit to Cambodia. Participants remained engaged with the work of SeeBeyondBorders upon returning to Ireland, and four of the 2023 teachers are also participating in Connect to Cambodia in late summer 2024. In total, 11 teachers are participating in Connect to Cambodia 2024, the

largest amount to date. Learn more about the Connect programme [here](#).

Through our Connect to Ireland programme, we held a two-week study and collaboration visit to Ireland in April 2024 for four SBB Cambodia staff, and the Governors of Kralanh and Srei Snam Districts in Siem Reap Province – two regions where SeeBeyondBorders started operating since the start of the year. Feedback from visit participants indicated that *Connect to Ireland* acts as a great motivator for Cambodian participants, opens up new perspectives and mindsets about what is possible in education, and provides SeeBeyondBorders with real power when engaging with local leaders and government in Cambodia. A report on *Connect to Ireland 2024* can be accessed [here](#).



Members of the Connect to Ireland visit, welcomed into Dublin Airport by SBB Ireland Board members and supporters

Research

We continued to support research led by the National College of Ireland in collaboration with SBB Cambodia and with both the Department of Policy of the Cambodian Ministry of Education and Phnom Penh Teacher Education College (PTEC) in Cambodia. This research project, “The Professional Identity of Khmer Teachers” (PIKT), funded through the Irish Research Council and supported by Irish Aid, asks the overarching question – “What makes a good teacher?” – and will produce practical learning support materials for dissemination. A final round of data collection was conducted by the project lead, Professor Leo Casey, on a visit to Cambodia in March 2024, with design revisions of teacher identity workshops and resources completed, and a seminar held to discuss findings. A final report on the project will be published in late 2024, followed by an Irish seminar on Challenges of Education in Cambodia, along with a formal launch of the report and its findings. Learn more about PIKT and this unique collaboration [here](#).

Best Practice

In 2023, we signed up to the Comhlámh Code of Good Practice for Volunteer Sending Agencies, in reflection of our increased exchange activities through Connect visits between Cambodia and Ireland. The Code is centred around values of Solidarity, Social Justice, Ecological Sustainability, Respect, and Integrity. Subsequently, we embarked on a process of meeting all principles of the Code, which challenges organisations to reflect on their policies and approaches, and submitted our self-audit to Comhlámh in autumn 2023. The Comhlámh audit feedback was returned in March 2024, and noted positive steps in development, especially considering SBB Ireland is a young charity. Following this, SBB Ireland is taking steps to strengthen diversity and inclusion policies

in 2024, to align with all principles of the Code and ensure best practice.

Solidarity Schools

Solidarity Schools is an initiative of SBB Ireland that seeks to promote understanding among students and school communities on the island of Ireland of the UN Sustainable Development Goals (SDGs) through a Cambodian lens. Through structured lessons featuring Cambodian stories, it seeks to highlight the challenges and opportunities of life in Cambodia, and dreams and aspirations of ordinary Cambodians.

Throughout the year, we engaged with 18 Solidarity Schools on the island of Ireland, receiving positive engagement from teachers and school principals. Each of the schools were provided with a suite of development lessons available online with accompanying videos and resources. In May 2024, we began a process of reviewing lesson plans and resources, with the aim to deliver updated materials in late 2024.

Building Partnerships

Sharing what we know about the strengths and challenges within the Irish education system with educators in Cambodia is a key element of our approach to improving Cambodian children’s learning outcomes. We continued to enhance our strategic partnership with the Irish National Teachers’ Organisation (INTO) this year, including a visit from the Cambodian Connect to Ireland participants to the INTO Dublin headquarters, where they met with INTO President, Carmel Browne, as well as Retired Teachers’ Association of Ireland (RTAI) General Secretary, John O’Brien.

During the year, we built on our strong links with other third level education institutions, including;

National College of Ireland (NCI), TU Dublin, Dublin City University (DCU), Mary Immaculate College (MIC), Marino Institute of Education, and Maynooth University. SBB Cambodia Engagement Coordinator, Limon Bunn, became the first woman from Northern Cambodia to secure an Irish Aid Fellowship, completing her Masters in International Development at Maynooth University. Limon delivered two lectures in TU Dublin, introducing students to Cambodia and ethical communications. In addition, with another NGO, PEPY Empowering Youth, we produced four lessons to be used across TU Dublin, aiming to increase students’ literacy in the Sustainable Development Goals through a Cambodian lens.

In April 2024, we partnered with TU Dublin in their launch of the Cambodia Education Partnership, linking education leaders in Cambodia and Dublin. The event coincided with the Connect to Ireland visit, with Taing Im Lok, General Manager Shared Services at SBB Cambodia, joining a panel discussion on Communities of Practice for Sustainability. The event also saw Professor Tom Collins, former Chair of TU Dublin, deliver the keynote address. Communities of Practice are a new cornerstone of SeeBeyondBorders’ approach, and their design has been informed in part by the approach to teaching and learning in Irish schools. The event provided a valuable opportunity to deepen that work.

In May 2023, SBB Ireland was admitted to Dóchas, the membership body for Ireland’s development sector, becoming the first member with an exclusive focus on Asia/Cambodia. Dóchas membership has provided us with an opportunity to build links and share experiences with colleagues and other Irish international aid and development organisations. We joined regular Dóchas Small Member Group meetings, and attended the Dóchas AGM and Conference in May 2024.

Irish Aid and Government Support

Both in Cambodia and Ireland, SeeBeyondBorders has enjoyed good relationships with the Department of Foreign Affairs, Irish Aid, and the Irish Embassy to Cambodia based in Hanoi, Vietnam. We have had constructive engagement with the Ambassador of Ireland to Vietnam, Cambodia and Laos, Deirdre Ní Fhallúin, as well as engagement with Irish Aid leadership and government representatives, including Minister for Education, Norma Foley, and Minister for Children, Equality, Disability, Integration and Youth, Roderic O’Gorman.

In the year under review, the Irish Embassy’s support of Cambodian inclusion in the Irish Aid Fellowship Programme has been invaluable. The Fellowship Programme was availed of by three Cambodian Fellows in September 2023, including a SBB Cambodia staff member and a board trustee. In Autumn 2024, six Irish Aid Fellows will begin their studies in Ireland, including SBB Cambodia’s Taing Im Lok, who will also be studying International Development in Maynooth University.

In May 2024, reflecting growing collaboration between Ireland and Cambodia, the Irish Embassy opened applications for a Cambodian Higher Education Enabling Fund, which aims to deepen links between third-level institutions in Cambodia and Ireland. This, along with an increase in Irish Aid Fellows from Cambodia, provides positive signs of increased Irish Government support for Cambodia into the future.

SeeBeyondBorders was consulted by Irish Aid in discussions preparatory to the completion of the new Mission Strategy for the Mekong Sub-region, which is expected to be published in 2024. We anticipate deepened collaboration and partnership with Irish Aid going forward.



Connect to Ireland participants visit Donabate Portrane Educate Together National Solidarity School



Members of the SBB Cambodia team meeting with Irish Ambassador to Cambodia, Deirdre Ní Fhallúin in Phnom Penh



GOAL 3: Operate as an effective, well-governed development charity in Ireland

During the year we continued to deepen and widen our governance standards, using the Charities Governance Code as our central focus.

Governance Policies

SBB Ireland reported full compliance with the Charities Governance Code on 30 April 2024. We finished the year with a suite of policies, across the six principles of the Code - advancing charitable purpose, behaving with integrity, leading people, exercising control, working effectively, and being accountable and transparent. We reviewed and updated a number of existing organisational policies and procedures this year, including Conflict of Interest, Trustee Code of Conduct and Trustee Induction. SBB Ireland systematically reviews policies, tracked through a dedicated policy log, at each board meeting. We completed all regulatory filings to the Companies Registration Office on time.

As a small, new international development charity, we were pleased to have our work in governance recognised by being shortlisted, for the second year in a row, in our category of the Carmichael Good Governance Awards in autumn 2023.

Building the Board

Catherine Byrne was appointed SBB Ireland Chair and chaired her first Board meeting in July 2023, taking over from the outgoing Chair, Maeve Corish, who remains a trustee and was appointed Vice Chair. Three Board vacancies occurred in early 2024, with the departure of Marie Moreau, Aideen Byrne and Helen Williams. Following consideration by the Talent Sub-committee and Board, a trustee recruitment round was undertaken, resulting in the appointment of Máire Ní Bhróithe, and Kimsor Oeng, from 1 August 2024. They bring experience across education, development, charities management, and public affairs.

Together with existing trustees, these changes deepen diversity in terms of nationality, gender, skills and age, and prepare us for our next phase of significant growth. In October 2024, the Board will hold its annual board effectiveness review workshop, with a focus on improving effectiveness based on a board appraisal survey tool sourced from the Charities Regulator.

Building the Team

SBB Ireland CEO, Olive Cummins, departed in November 2023, having helped guide SBB Ireland's rapid development over the previous two years. The Board completed an organisational review in response to the charity's continued growth, to best support SBB Ireland's work. Following completion of the review, assisted by an external HR specialist, the Board moved towards hiring specific skill sets while promoting maximum teamwork. We appointed a staff team of two skilled Leads in April 2024, with one managing Operations and Education, and the other managing Stakeholder Relationships and Engagement.

Strengthening Risk Management

The main features of the charity's controls and risk management systems are a three-year strategic plan, and annual plans approved by the Board, who compare planned to actual performance, and forecasts on a regular basis. These are monitored by the Board, assisted by a finance team with appropriate experience and qualifications, and through financial controls and processes which form part of a comprehensive suite of governance policies in place.

The charity has a risk register, which identifies the principal risks, their likelihood and impact, and the steps necessary to manage them effectively. It covers risk under five categories - governance and compliance,

operational, financial, external (including environmental and reputational) and fraud risks. At end of the year, the Register comprised 18 identified risks of which three were principal (red) risks and the remainder were low or medium (green/amber) level risks.

These risks are reviewed periodically by the Finance, Audit, Risk and Governance Committee and any additional risks that are recognised are incorporated into the risk register and given an appropriate risk scoring. High impact risks identified are discussed and mitigating strategies agreed. The trustees review the register annually to ensure that all risks are identified and risk management processes are implemented in order to mitigate and manage the risk.

The Board is satisfied that systems and processes are in place to monitor, manage, and mitigate the Charity's exposure to its principal risks. The principal risks converge on the need to upgrade systems and processes in key areas as the charity grows from a small volunteer driven charity into a more professional phase. The principal risks are:

- Loss of focus and impact due to rapid growth and organisational change
- Inadequate Information Security
- Inadequate HR Policies and Practices.



Connect to Ireland participants at an event in TU Dublin, to celebrate the launch of its partnership with SeeBeyondBorders



Members of both SBB Ireland and SBB Cambodia, during a visit to the INTO headquarters in Dublin

Principal Risk Areas

Loss of focus and impact due to rapid growth and organisational change

Risk and Impact

Failing to successfully manage the rapid growth and organisational changes for the charity could have an adverse impact on the future growth of the charity and its ability to achieve its strategic goals.

Actions to mitigate

- Three-year Strategic Plan and annual workplan which is monitored and reviewed regularly.
- International CEO and staff regularly attend board and sub-committee meetings.
- Chairs of the SeeBeyondBorders network organisations meet on a regular basis.
- Approved a scheme of delegation and reserved functions in place.
- Organisation chart and roles/job descriptions reviewed periodically.

Information Security Risk – cyber security and the resilience of IT systems and infrastructure

Risk and Impact

The operations of the charity are dependent on the quality of its IT systems to safeguard information and data and to maintain business continuity. Failure to plan and execute controls would expose the charity to fraudulent activity with particular focus on unauthorised access to internal systems.

Actions to mitigate

- Policies and controls in place to secure and protect data.
- Disaster recovery and business continuity plans in place. Insurance cover reviewed periodically.
- Reserves policy in place to maintain strong reserves for emergency.
- Awareness and alertness to cyber fraud is achieved by regular reminders and communication.
- Prevention advice and measures from experts, insurers and financial service providers is implemented.
- Data breaches promptly reported in line with the GDPR policy.

Inadequate HR Policies and Practices

Risk and Impact

The success of the charity is built upon an effective management team committed to achieving its goals. Failure to implement sufficient policies and practices in HR may result in poor hiring decisions, staff turnover or low morale, employment disputes or health and safety issues.

Actions to mitigate

- Processes and procedures are in place to attract, develop and retain the skill levels required.
- Quality of recruitment process reviewed periodically.
- Staff induction and on-going training programme.
- Performance Management process.

Principal risks will continue to be monitored through the risk register regularly in the coming financial year. As we grow and develop, we are deepening our mitigation strategies, for example, our HR policies and security procedures.



PROGRAMMES IN CAMBODIA

SBB Ireland adopts and follows its strategic goals to work towards its mission – to support access to quality teaching and learning at school in Cambodia. In the year under review, we supported this mission by providing €190,866 of funds for transformative programmes delivered by SBB Cambodia, and also by building partnerships and connecting expertise with Cambodia and Ireland, to help transform teaching and learning for Cambodian children. By ensuring we are well equipped with strong governance standards, SBB Ireland can continue to sustainably grow that support of education transformation in Cambodia into the future.

SBB Cambodia runs interconnected programmes in Northwest Cambodia, currently across two Provinces – Battambang and Siem Reap. In excess of 4,660 children in 35 schools have benefited directly from the work of SeeBeyondBorders’ programmes in Cambodia this year.

SBB Cambodia’s strategy is to strengthen project effectiveness through quality evidence based programmes. It is recognised as an expert in implementing quality teaching and learning in primary education. In addition, it is focused on capacity strengthening in the community and wider education sector in collaboration with the Ministry of Education, Youth and Sport. This will support the creation of sustainable systemic change within the public-school network.



"I feel very confident and inspired by the value of lessons from SeeBeyondBorders. I hope we can support other educators in the district, to also improve their capacity and increase learning outcomes for students."

Pay Chhorn,
Director, District Office of Education,
Srei Snam

Siem Reap Province: Transform Education Programme

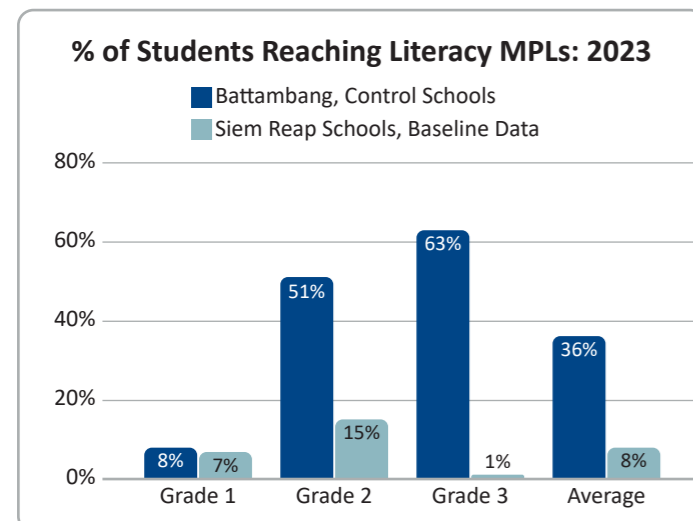
This year, SBB Cambodia expanded its work to launch its new Transform Education programme in Kralanh and Srei Snam Districts in Siem Reap Province. This three-year programme aims to inspire and empower teachers and school leaders to drive the improvement of teaching and learning in Cambodia through Communities of Practice.

The need for interventions is evident in Siem Reap Province, with baseline student assessments conducted by SBB Cambodia. In Battambang 36% of students in non-SeeBeyondBorders schools achieved Minimum Proficiency Levels for literacy compared to just 8% in the new schools which SeeBeyondBorders has now begun working with. The mean years of schooling in Siem Reap is 3.7 years. This makes a strong case for SeeBeyondBorders to work in Siem Reap to implement the Transform Education programme in schools there.

The Transform Education programme comprises five specialist projects designed to empower teachers and leaders. Each interconnected project focuses on a key aspect of effective teaching and leadership, and together, they provide a comprehensive framework for improving educational quality anchored in the collaborative power of Communities of Practice. The five projects of the Transform Education programme are:

Literacy Teacher Mentoring Project

Scheduled to begin in November 2024, the Literacy project will focus on improving teachers' professional knowledge and skills in literacy teaching. Adapted from the SeeBeyondBorders Literacy project implemented in Ek Phnom District in Battambang, it introduces various universally proven approaches and methodologies that have been adapted and tested in the context of teaching Khmer literacy. As teachers become confident with different methodologies, they select and apply those that work best for them and their students, enhancing literacy competency among students.



Teacher Professional Identity Project

Implemented from January 2024, the Teacher Professional Identity project is grounded in the evidence that Cambodian teachers are aspirational for themselves and their students, so the potential for an identity shift is hugely significant. When teachers have the confidence to go beyond the traditional view of teaching and learning, they can develop a dynamic, inquiry-based perception of 'what makes a good teacher'. Mindsets expand, and thinking skills develop to provide the rich soil in which to establish and grow the important technical elements.

Teacher Development Centre Project

Implemented from January 2024, SeeBeyondBorders has established Teacher Development Centres, re-purposing and resourcing existing school rooms. These facilities are managed and maintained locally to safeguard their sustainability. They host; capacity building workshops and training, reflective learning sessions, advocacy events, community gatherings and research collaborations among regional, national, and international educators. By facilitating these activities, the Teacher Development Centres have immense potential to drive transformative improvements in the quality of teaching and learning in schools and ultimately elevate the overall standard of education within the community.

Centres have been opened both in the Kralanh and Srei Snam Districts during the year, with workshops and community meetings taking place there. The Teacher Development Centre in Srei Snam District is fully complete, with further updates and work scheduled for the Kralanh Teacher Development Centre in 2024-25.

Leadership in Learning Project

Implemented from January 2024, the Leadership in Learning project facilitates school leaders to have opportunities to observe and interact with national and international education sector leaders and to participate in experiences designed to expand their understanding of successful leadership. School leaders, teachers and community members will actively work together to achieve common goals as quality teaching and learning become the priority in school development plans.

Four leadership workshops and three reflective sessions were held with 32 school leaders this year, using a

Community of Practice approach. Along with this support and capacity-building visits to schools were conducted, where school leaders were assisted in putting their leadership learning into practice.

Maths Teacher Mentoring Project

Also starting from January 2024, the Maths Teacher Mentoring project is designed to build on that success, enabling teachers to adopt alternative methods for teaching maths and use them in their classrooms. Ongoing mentoring equips teachers to better respond to their students' needs, and as they build their skills, they have more enthusiasm and enjoyment for teaching maths. As students' learning outcomes improve, the percentage of students who achieve higher levels of competence in maths will increase. Over time, this will potentially lead to increased retention rates, especially in rural and remote communities.



Teachers and school leaders gather together for a workshop as part of the Transform Education programme in Srei Snam district



"Through the Educational Changemaker course I have gained valuable technical skills in teaching numeracy and literacy that are not available elsewhere and I plan to use this knowledge to benefit my community and those around me."

Phalla Phen,
Changemaker, Cohort 2

Battambang Province: Quality Teaching Programme

SBB Cambodia has been implementing programmes in Ek Phnom District in Battambang Province for over ten years. This programme is focused on developing confident and competent communities of teachers, who are committed to quality teaching, ongoing professional development and developing best practice teaching methodologies. To ensure success and help improve their skills, teachers need more than just workshops. They need ongoing support to ensure that they are putting their learning into practice.

Under the Quality Teaching programme, there are three core projects including Literacy, Educational Technology, and Educational Changemaker projects.

Literacy Project

The project's overall goal is to support teachers in learning effective teaching methodologies and strategies to enable their students to reach minimum proficiency levels in literacy. Launched in 2017, the Literacy project was implemented in Ek Phnom, supporting 29 teachers to improve their literacy teaching through workshops and classroom mentoring, enabling teachers to use a multiple-strategies-approach to literacy education, significantly improving learning outcomes for 1,704 children. Teachers are provided with high-quality teaching resources to support learning, such as big books, alphabet posters, student resources, modelled reading books, and detailed lesson plans every week.

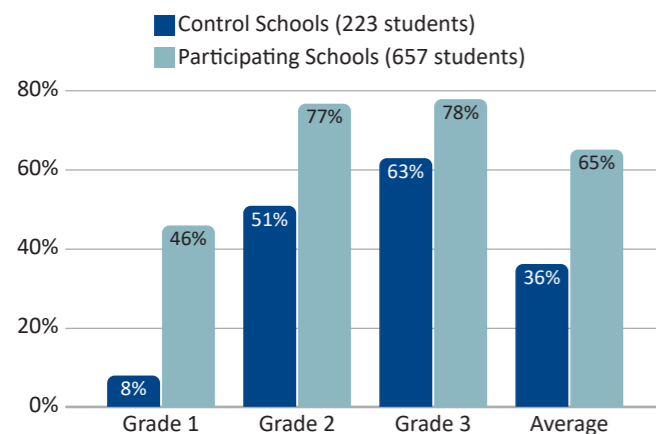
This project came to an end in December 2023, with extensive project evaluation carried out until March 2024. When comparing literacy assessment results from control schools to those from schools participating in the Literacy project, the disparity between the percentage of students who achieved Minimum Proficiency Levels is evidence of the impact of SeeBeyondBorders' engagement. In Ek Phnom, the percentage of students in participating schools who achieved Minimum Proficiency Levels for literacy was 1.8 times higher than in control schools.

Educational Technology Project

The Educational Technology ("EdTech") project is focused on effectively embedding technology in classrooms, allowing teachers to create more engaging and interactive learning experiences for students. This has also addressed gaps in student learning by using tailored formative assessment tools and training, resulting in 97% of students reporting that they enjoy being taught using educational technology in their classrooms.

During 2024, the EdTech project has trained and supported 52 Cambodian primary school teachers and 24 teacher mentors from 11 schools in Ek Phnom District, Battambang Province, enhancing education for 1,556 children. Within this, 23 literacy teachers have enhanced their skills in utilising technology to engage students in learning and improve their learning outcomes. This year, 29 maths teachers and 24 mentors have embarked on their first year of using EdTech for maths teaching and

% of Students Reaching Literacy MPLs: 2023



mentoring. Teachers learnt basic technology skills and became confident in engaging students effectively in the classroom. Ongoing support visits helped them embed these skills.

Furthermore, a new Moodle platform was developed by the EdTech Project Manager, and launched in May 2024. This platform will serve as a central hub for all digital teaching, mentoring, and continuous professional development resources. The new platform will also support the expansion of EdTech into Siem Reap Province and longer-term sustainability.

Educational Changemaker Project

Based in Battambang Province, this is a two-year course for graduates that enables Cambodian women to develop a toolkit to become future educational leaders. Changemakers, passionate about making a difference in education within a supportive community, have the opportunity to pursue this, within an environment that recognises the intrinsic value of women in leadership. As part of the Educational Changemaker project, participants spend time in primary schools in Ek Phnom District, each with a supervising teacher for support. While in classrooms, the Changemakers observe teaching methodologies and effective classroom management.

In March 2023, Cohort 2 of the Educational Changemaker project began, welcoming ten new aspiring leaders to the project. Over two years, they will complete a Master's Degree in Education, attend workshops to develop leadership skills and teaching methodologies, and meet with a variety of inspirational Cambodian women.

Upon completion of the two-year course, Cohort 2 are expected to graduate in January 2025, equipped with the skills and knowledge required to develop a successful career in the education sector.

The Professional Identity for Khmer Teachers ("PIKT") Research Project

PIKT is an international collaborative research project conducted over two years by four partners. The National College of Ireland, the Cambodian Ministry of Education, Youth & Sport, Phnom Penh Teacher Education College, and SeeBeyondBorders are together aiming to address the question of teacher effectiveness in the context of early grade school education in Cambodia. This study investigates how teachers in Cambodia — specifically in Battambang Province — can be enabled to improve their teaching practice and engage in a path of professional development. It focuses on the tasks and challenges of building teacher professional identity, how teachers see themselves and how this may change over time.

First beginning in 2022, through classroom observations and interviews with teachers, data is gathered, to help measure teacher effectiveness and opportunities for improvement of teaching practice in Cambodia. At each stage analysis of data informs the learning design for workshops, with the second Teacher Professional Identity workshop taking place in Battambang in March 2024. With all the data now gathered, the research team are now focused on effectively collating and preparing to present this data during the next year.



GOVERNANCE AND MANAGEMENT

Reference and Administrative Details

The charity is registered as a charitable company in Ireland, limited by guarantee, not having a share capital under part 18 of the Companies Act 2014. The company is a registered charity (RCN. 20206034) and was granted charitable status (CHY No. 22778) under section 207 of the Taxes Consolidation Act, 1997). It is governed by its Constitution dated 12 March 2020. Membership is limited to the serving board of trustees. In the event of the charity being wound up, the liability in respect of the guarantee is limited to €1 per member of the charity.

An annual audit is completed each year by Independent Auditors. Our annual report is produced and is displayed on the SBB Ireland website. Copies of the Annual Report, including the financial statements and our Strategic Plan, are available on our website or on request from our registered office.

As a charitable company, there are no 'beneficial owners' of the entity and therefore, the senior managing officials, comprising the trustees, were entered into the Register of Beneficial Owners.

The responsibility for overseeing and implementing day to day activities falls to the trustees, as well as SBB Ireland's Operations and Education Lead, Deirdre Heverin, and Stakeholder and Engagement Lead, Brian Vandamme.

The Board has agreed a scheme of delegation and reserved functions. Reserved functions include, for example; strategic planning, staff recruitment and remuneration, delegated functions focus on day to day management, keeping records and systems, reports and returns.

The Board and Recruitment

The trustees who served during the year are listed on page 4. Board members are appointed for a three-year term and are eligible for reappointment for a further two terms (for a maximum tenure of nine years). A recommendation of a three-year term, with a maximum of three consecutive terms to be served, has been agreed by the board of trustees. The board appoints a Chair, Vice Chair and Secretary from its membership. The board met on 12 occasions during the year with strong engagement by members.

The board of trustees is committed to operating best practice standards of governance, accountability and transparency. We use our commitment to compliance with the Charities Governance Code as a barometer of our effectiveness, enabling us to monitor in detail our targets and achievements under each of the six Code Principles.

An agenda is prepared in advance of each board meeting which covers reporting on all aspects of the charity's activities since the last meeting, review of ongoing events and future plans. Any decisions that are reserved for the board are made at the meeting, recorded in the minutes and acted on subsequent to the board meeting.

The Talent Sub-committee identifies candidates to fill board vacancies as and when they arise. Candidates are interviewed by the sub-committee and approved by the board. In 2024, the committee led the search for the appointment of two new trustees. The Board approved the appointment of Máire Ní Bhróithe and Kimsor Oeng as trustees.

The balance of skills, background and diversity of the trustees contributes to the effective leadership of the charity and the development of the strategy. Currently, the trustee's specialist skills and knowledge include; education, strategy development, governance, finance and the charity sector. The Board's composition is central to ensuring all trustees contribute to discussions. The board regularly reviews plans for processes to build the board in terms of recruitment, succession and transparency, as part of the implementation of commitments under the Governance Code.

Trustee Induction and Development

Induction is the responsibility of the Chair of the Board. The Board reviewed and updated its Induction Policy this year. Induction includes a meeting covering the

role and aims of the charity, governance structures, core activities, history and successes. Also covered is an introduction as to how the board functions, as well as the role and responsibilities of becoming a member of the board.

A new trustee receives an induction pack that includes the Constitution, Strategic Plan, minutes and the board pack from previous board meetings, organisational financial procedures and policies and audited financial statements from the previous year.

New trustees are also provided with the Code of Conduct for Board Members on joining the board. The Code of Conduct is signed annually by all trustees. Board members are aware of their responsibilities and their requirement to declare any potential conflict of interest which may affect their ability to undertake their duties to the charity.

Trustees are encouraged to develop their skills through professional development and continuous upskilling in key areas of regulation, governance, and best practice relevant to the Charities Governance Code.

We held our annual General Meeting on 13 March 2024, where the auditor was reappointed and the Annual Report and audited Financial Statements were adopted.

Trustee Induction and Development

The Board has established three standing sub-committees covering Finance, Audit, Risk and Governance (FARG), Talent, and Fundraising. All sub-committees of the Board have written terms of reference setting out their authorities and duties.

The board members of each committee as at the date hereof, and the date of their first appointment to the committee, are set out below.

Loss of focus and impact due to rapid growth and organisational change

	AGM 2024	Board	Talent	Finance, Audit, Risk & Governance	Fundraising
		(maximum 12)	(maximum 3)	(maximum 8)	(maximum 4)
Catherine Byrne (Chair)	✓	12/12	3/3		
Maeve Corish (Vice Chair)	✓	12/12	1/3		4/4
Tom Costello	✓	12/12	2/3	8/8	
Aideen O'Byrne*	✓	7/8		3/6	
Marie Moreau*		6/8			
Helen Williams*		8/8	1/3		
Gemma Daly	✓	11/12		8/8	
Máire Ní Bhróithe**					
Kimsor Oeng**					

*retired during the year

**appointed 1 August 2024

	Finance, Audit, Risk & Governance	Talent	Fundraising
	Date of first appointment		
Catherine Byrne (Chair)		1/7/2023	
Maeve Corish		22/10/2021	3/3/2022
Tom Costello	13/3/2023	22/10/2021	
Gemma Daly	14/7/2022		

The Finance, Audit, Risk and Governance Committee (FARG)

The FARG Committee has responsibility to advise the Board on control, risk management, budgeting and monitoring of cash-flow, financial reporting requirements, value for money, procurement, external audit, and governance. The FARG Committee is in place to ensure that the statutory and regulatory objectives are carried out. The Committee is supported by the volunteer Accountant, Geraldine Barnwell, and Deirdre Heverin, Operations and Education Lead. As required under law, the committee has an appropriate blend of governance, financial and industry expertise, to enable it to fulfil its duties. Gemma Daly BA.AF., F.C.A, is the Committee Chair. The sub-committee met eight times during the financial year.

The Talent Sub-committee

The Talent Sub-committee advises the Board on trustee recruitment and succession, including identification of suitable trustee candidates. The sub-committee also advises on the selection and performance management of the staff. The Board Chair is ex-officio Chair of the sub-committee. The committee met three times this year.

The Fundraising Sub-committee

The Fundraising Sub-committee assists the board in raising funds and is led by Brian Vandamme, Stakeholder and Engagement Lead. Its functions include development and implementation of a fundraising strategy and programme, including maintenance of a list of existing and potential donors, funders and sponsors. The sub-committee met six times during the year.



SBB Cambodia's General Manager Shared Services, Taing Im Lok, presenting the impact of the Educational Technology project to key donor ElectricAid

FINANCIAL REVIEW

Key Financial Performance Indicators

The Statement of Financial Activities and Balance Sheet are set out on pages 31 to 33. With thanks to our partners, individual donors, our staff and volunteers, during the year the charity earned income of €357,924 (2023: €245,286) an increase of €112,638. We raised significant donations from individuals (€50,000), donations from corporate and non-corporate organisations (€260,300) and from individuals including our monthly standing order donation scheme (€30,393). Events including the Dublin City Marathon and two fundraisers, organised by two donors, undertaken for the charity raised €7,013. We also received an award of €10,218 under COALESCE funding through the Irish Research Council/Irish Aid to undertake research in Cambodia.

Expenditure for the year was €255,332 (2023: €236,911) of which 71% related to the financing of projects and activities in Cambodia and 4% for a research project in Cambodia. The remaining 25% of expenditure related mainly to personnel and operating costs in Ireland. A more detailed analysis of our expenditure is set out in Note 4 to the financial statements.

We generated a surplus for the year of €102,592 (2023: €8,375) after providing for depreciation of €266 (2023: €266). The charity's funds at the reporting date were €155,456 (2023: €52,864) of which €54,474 (2023: €23,126) are restricted. The trustees are satisfied with the level of reserves retained at the year end.

The Charity does not hold any financial investments. Any funding surplus to current requirements is held in Irish bank accounts and is readily accessible.

At the reporting date, the charity has assets, comprising tangible assets, accrued income and cash reserves, of €175,261 (2023: €228,631) and liabilities of €19,805 (2023: €175,767). The net assets of the charity are €155,456 (2023: €52,864). The charity has cash on hand of €159,171 (2023: €213,241) and no external debt. Subsequent to the year end the charity donated €126,669 to SeeBeyondBorders Cambodia to fund education programmes.

The board agrees a budget annually which is reviewed on a monthly basis by management and at each meeting of the board, and variances between budget and actual are discussed.

Reserves Policy

On 30 June 2024 the charity held total unrestricted reserves of €104,162. The sole movement in those reserves in the year was the operating surplus of €74,424 reported in the Statement of Financial Activities. The charity holds reserves to mitigate the impact of fluctuations in the timing of its fundraising income and other unexpected events or costs and the purpose of the reserves is to enable the charity to continue to deliver its mission and objectives despite those fluctuations. It is the charity's policy to maintain reserves at a level which equates to approximately six months operational expenditure plus €20,000. This provides sufficient funds to cover management, administration and support costs. The reserve is maintained in a readily realisable form. The reserves threshold is monitored on a regular basis and reviewed annually.

Post Financial Position Events

On 22 August 2024 the charity donated a further €126,669 to SeeBeyondBorders Cambodia. There have been no other significant events affecting the charity since the year end which would require adjustment to, or disclosure in this report.

Going Concern

The charity meets its day-to-day capital requirements through donations received. The trustees have assessed the current financial position, obligations due and funds necessary to maintain operations. On 5 September 2024, the charity was holding an unrestricted bank balance of €70,645 which is considered adequate to cover the local ongoing costs of the charity for the next 12 months. Thus, the trustees have a reasonable expectation that the charity will continue in operation for the foreseeable future and have adopted the going concern concept in the preparation of the financial statements.

Accounting Records

The trustees have taken measures to ensure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with respect to the keeping of accounting records, the implementation of necessary policies and procedures to record transactions, and the engagement of competent accounting personnel with appropriate expertise and the maintenance of a computerised accounting system. The accounting records of the company are located at the registered office.

Political Contributions

The charity did not make any political donations in the current year (2023: €Nil).

Sustainability

We are committed to working in the most environmentally sustainable manner. We provide our information and materials digitally where possible and promote remote collaboration applications such as Zoom and Google Share Drive to reduce travel and carbon emissions.

Future Developments

We look forward to continuing growth in activities in Ireland and Cambodia resulting from the positive signals about the future support for Cambodia education from Irish Aid and continuing substantial support of our core funding from the Sunflower Charitable Foundation.

Services provided by SeeBeyondBorders Cambodia

The trustees have not measured the fair value of the other services provided by SBB Cambodia which include Fundraising support, Information Technology support and Marketing support as the information to support such a fair value exercise is not readily available.

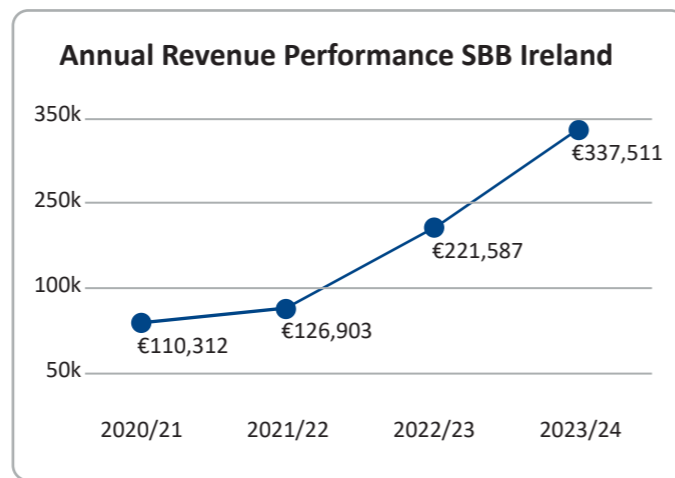
Auditors

Pursuant to Section 383 of the Companies Act 2014, the company has appointed Azets Audit Services Ireland Limited as auditor.

Statement of disclosure to auditor

Each person who is a trustee at the time this report is approved, confirms:

- So far as the trustee is aware, there is no relevant audit information of which the charity’s auditor are unaware;
- the trustee has taken all steps that he or she ought to have taken as a trustee to make himself or herself aware of any relevant audit information and to establish that the company’s statutory auditors are aware of that information; and
- this confirmation is given and should be interpreted in accordance with section 330 of Companies Act 2014.



We were delighted the Irish Embassy visited the SBB Office in Siem Reap in 2023

TRUSTEES RESPONSIBILITIES STATEMENT

The trustees are responsible for preparing the trustees’ report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the trustees to prepare financial statements for each financial year. The trustees have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland”, issued by the Financial Reporting Council, as modified by the Statement of Recommended Practice Accounting and Reporting by Charities (Charities SORP). Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity at the financial year end date and of the income or deficit of the charity for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the charity financial statements and then apply them consistently;
- observe the methods and principles of the FRS102 as modified by the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Trustees Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the board

Tom Costello
Trustee

Gemma Daly
Trustee

6 September 2024

Independent Auditor's Report to the Members of SeeBeyondBorders Ireland Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of SeeBeyondBorders Ireland CLG ('the company') for the financial year ended 30 June 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and Charities SORP FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charitable company's affairs as at 30 June 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with Charities SORP FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and 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 Trustees' 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 charitable 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 Trustees with respect to going concern are described in the relevant sections of this report.

Other Information

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

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.

Independent Auditor's Report to the Members of SeeBeyondBorders Ireland Company Limited by Guarantee

Opinions on 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 Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- in our opinion, the Trustees' Report has been prepared in accordance with the Companies Act 2014.

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Trustees' Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of trustees' 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 trustees for the financial statements

As explained more fully in the Trustees' Responsibilities Statement, the trustees 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees 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 management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

**Independent Auditor's Report
to the Members of SeeBeyondBorders Ireland Company Limited by Guarantee**

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The purpose of our audit work and to whom we owe our responsibilities

Our 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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any 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.

DocuSigned by:
Keith Doyle
A6DAA001FDA542B

Keith Doyle
for and on behalf of
Azets Audit Services Ireland Limited
Statutory Audit Firm
3rd Floor
40 Mespil Road
Dublin 4

Date: 06 September 2024 | 09:26 BST

**SeeBeyondBorders Ireland Company Limited by Guarantee
Statement of Financial Activities (including the Income and Expenditure Account)**
for the financial year ended 30 June 2024

	Note	Restricted funds 2024 €	Unrestricted funds 2024 €	Total funds 2024 €	Total funds 2023 €
Income from:					
Donations		132,108	215,598	347,706	219,740
Other - donation for research in Cambodia		10,218	-	10,218	25,546
Total income	3	<u>142,326</u>	<u>215,598</u>	<u>357,924</u>	<u>245,286</u>
Expenditure on:					
Charitable activities		100,325	110,372	210,697	194,094
Raising funds		341	33,942	34,283	17,145
Donation for research in Cambodia		10,218	-	10,218	25,546
Other – bank charge / exchange loss		94	40	134	126
Total expenditure	4	<u>110,978</u>	<u>144,354</u>	<u>255,332</u>	<u>236,911</u>
Net income		<u>31,348</u>	<u>71,244</u>	<u>102,592</u>	<u>8,375</u>
Other recognised gains/losses:		-	-	-	-
Net movement in funds		<u>31,348</u>	<u>71,244</u>	<u>102,592</u>	<u>8,375</u>
Reconciliation of funds:					
Total funds brought forward		23,126	29,738	52,864	44,489
Net movement in funds		31,348	71,244	102,592	8,375
Total funds carried forward	11	<u><u>54,474</u></u>	<u><u>100,982</u></u>	<u><u>155,456</u></u>	<u><u>52,864</u></u>

The Statement of Financial Activities includes all gains and losses recognised in the financial years.

All activities relate to continuing operations.

The notes on pages 36 to 45 form part of these financial statements.

SeeBeyondBorders Ireland Company Limited by Guarantee
Balance Sheet

as at 30 June 2024

	Note	Restricted funds 2024 €	Unrestricted funds 2024 €	Total funds 2024 €	Total funds 2023 €
Non-Current Assets					
Property, plant and equipment	8	-	845	845	421
Current Assets					
Receivables	9	12,654	2,591	15,245	14,969
Cash and cash equivalents	12	53,367	105,804	159,171	213,241
		66,021	108,395	174,416	228,210
Payables:					
Amounts falling due within one year	10	(1,547)	(8,258)	(9,805)	(5,767)
Deferred Income	10	(10,000)	-	(10,000)	(170,000)
Net Current Assets		54,474	100,137	154,611	52,443
Total Assets less Current Liabilities		54,474	100,982	155,456	52,864
Charity funds					
At 1 July	11	23,126	29,738	52,864	23,126
Movement in the year	11	31,348	71,244	102,592	29,738
Total funds	11	54,474	100,982	155,456	52,864

SeeBeyondBorders Ireland Company Limited by Guarantee
Balance Sheet

as at 30 June 2024

The company's financial statements have been prepared in accordance with the Financial Reporting Standard 102; the Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS 102") as modified by the Charities SORP.

The notes on pages 36 to 45 form part of these financial statements

The financial statements were approved and authorised for issue by the trustees on 6 September 2024 and signed on behalf by:



Tom Costello
Trustee



Gemma Daly
Trustee

SeeBeyondBorders Ireland Company Limited by Guarantee
Statement of Changes in Funds

as at 30 June 2024

	Reserves (restricted)	Reserves (unrestricted)	Total
	€	€	€
At 30 June 2022	10,920	33,569	44,489
Income for the financial year	12,206	(3,831)	8,375
At 30 June 2023	23,126	29,738	52,864
Income for the financial year	31,348	71,244	102,592
At 30 June 2024	54,474	100,982	155,456

SeeBeyondBorders Ireland Company Limited by Guarantee

Cash Flow Statement

for the financial year ended 30 June 2024

	2024 €	2023 €
Cash flows from operating activities		
Income for the financial year	102,592	8,375
Adjustments for:		
Depreciation	8 266	266
	102,858	8,641
Movements in working capital:		
Movement in receivables	(276)	(8,535)
Movement in payables	4,038	1,003
Movement in deferred income	(160,000)	170,000
Cash (used in)/generated from operations	(53,380)	171,109
Cash flows from investing activities		
Payments to acquire property, plant and equipment	(690)	-
Net (decrease)/increase in cash and cash equivalents	(54,070)	171,109
Cash and cash equivalents at beginning of financial year	213,241	42,132
Cash and cash equivalents at end of financial year	12 159,171	213,241

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with accounting standards issued by the Financial Reporting Council, including FRS102 "the Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" (second edition – October 2019) and the Companies Act 2014.

The Financial Statements are prepared under the historical cost convention and comply with the financial reporting requirements of the Financial Reporting Council (and promulgated by Chartered Accountants Ireland) as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" (second edition – October 2019) and the Companies Act 2014.

SeeBeyondBorders Ireland Company Limited by Guarantee meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are presented in Euro (€).

1.2 Going Concern

In assessing whether the going concern assumption is appropriate, the trustees have taken into account all the available information up to the period of 12 months from the date of this report and approval of the financial statements. After making all necessary enquiries, the trustees have a reasonable expectation the charity has adequate resources to continue in operation existence for the foreseeable future. Therefore these financial statements have been prepared on a going concern basis.

1.3 Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the objectives of the charity and have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for specific purposes. Costs relating to such funds are charged against the specific fund.

Designated funds comprise unrestricted funds which have been set aside by the trustees for particular purposes

1.4 Income and expenditure policy

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably. Income from Government and other grants, whether 'capital' or 'revenue' grants are recognised in the Statement of Financial Activities when the company has entitlement to the funds, any performance conditions attached have been met, it is probable that the income will be received and the amount can be reliably measured. Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service and is deferred if those conditions remain to be fulfilled at the year end.

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the charity of the item is probable and that economic benefit can be measured reliably.

1.4 Income and expenditure policy (continued)

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

In accordance with the Charities SORP ("FRS 102"), the general donated services are not recognised in the financial statements. The Trustees have not measured the fair value of the other services provided by SBB Cambodia which include Fundraising support, Information Technology support and Marketing supports as the information to support such a fair value exercise has not been provided to the charity by SBB Cambodia as it is not readily available.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent.

Expenditure on charitable activities includes funds sent to SeeBeyondBorders in Cambodia to further the purposes of the charity.

Costs of raising funds are costs incurred in attracting donation income. These costs comprise the cost of time spent, materials purchased, and events held to fundraise.

Support costs are those costs incurred on functions that assist the work of the charity but do not directly relate to charitable or fundraising activities. Support costs include back-office costs and legal and governance costs which support the running of the charity. These costs are allocated between the cost of raising funds and expenditure on charitable activities on a proportional basis.

All expenditure is inclusive of irrecoverable VAT.

1.5 Employee Benefits

Short-term benefits:

Short-term benefits such as holiday pay are recognised as an expense in the period, and benefits that are accrued at the reporting date are included in the Payables amounts in the Statement of Financial Position.

1.6 Property, plant and equipment and depreciation

Property, plant, and equipment are stated at cost or at valuation, less accumulated depreciation, and impairment losses. The charge to depreciation is calculated to write off the original cost or valuation of property, plant, and equipment, less their estimated residual value, over their expected useful lives as follows:

Computer equipment - 3 years straight line

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of the property, plant and equipment, the depreciation is revised prospectively to reflect the new estimates.

1.6 Property, plant and equipment and depreciation (continued)

A review for impairment of a fixed asset is carried out if events or changes in circumstance indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

1.7 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be reliably measured or estimated reliably. Creditors and provisions are normally measured after allowing for any trade discounts.

Funds already received from donors that do not meet the criteria for recognition as income are shown in deferred income.

1.8 Receivables

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Estimates and judgements made in the process of preparing the charity financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstance. The trustees make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related financial statements.

The trustees believe that there are no estimates or assumptions that had, or are likely to have within the next financial year, a significant risk of causing a material adjustment to the carrying amounts of the assets and liabilities.

3. INCOME FROM CHARITABLE ACTIVITIES

	Restricted funds	Unrestricted funds	Total funds
	2024	2024	2024
	€	€	€
Donations from:			
Major individual donors	-	50,000	50,000
Corporate and non-corporate organisations	113,500	146,800	260,300
Individuals	18,608	11,785	30,393
Events – Dublin City Marathon	-	3,511	3,511
Individual Fundraisers	-	3,502	3,502
	<u>132,108</u>	<u>215,598</u>	<u>347,706</u>
Other - donation for research in Cambodia	10,218	-	10,218
	<u>142,326</u>	<u>215,598</u>	<u>357,924</u>
	2023	2023	2023
	€	€	€
Major individual donors	-	50,000	50,000
Corporate and non-corporate organisations	65,334	46,761	112,095
Individuals	18,379	19,025	37,404
Events – Sponsored Walk	-	10,820	10,820
Dublin City Marathon	-	8,301	8,301
Coffee Morning	-	1,120	1,120
	<u>83,713</u>	<u>136,027</u>	<u>219,470</u>
Other - donation for research in Cambodia	25,546	-	25,546
	<u>109,259</u>	<u>136,027</u>	<u>245,286</u>

SeeBeyondBorders Ireland clg received an award of €10,218 (2023: €25,546) under *COALESCE* funding through the Irish Research Council/Irish Aid to undertake research led by the National College of Ireland in collaboration with SBB Cambodia and with both the Department of Policy and PTEC in Cambodia. The charity subsequently transferred the funding to SBB Cambodia for this purpose.

All income derives from continuing activities in the Republic of Ireland.

4. ANALYSIS OF EXPENDITURE

	Restricted funds 2024 €	Unrestricted Funds 2024 €	Total funds 2024 €	Total funds 2023 €
Expenditure on Charitable Activities:				
Donations to SeeBeyondBorders Cambodia	98,925	81,723	180,648	154,290
Irish Connect Visit to Cambodia	1,400	-	1,400	-
Cambodian Connect Visit to Ireland	-	2,616	2,616	15,211
Support Costs	-	26,033	26,033	24,593
Total expenditure on Charitable Activities	<u>100,325</u>	<u>110,372</u>	<u>210,697</u>	<u>194,094</u>
Cost of raising funds:				
Fundraising costs	341	7,909	8,250	4,942
Support costs	-	26,033	26,033	12,203
Total Cost of Raising Funds	<u>341</u>	<u>33,942</u>	<u>34,283</u>	<u>17,145</u>
Donation for research in Cambodia (Note 3)	10,218	-	10,218	25,546
Bank charges	94	40	134	126
Total Expenditure	<u><u>110,978</u></u>	<u><u>144,354</u></u>	<u><u>255,332</u></u>	<u><u>236,911</u></u>

Donations are made to SeeBeyondBorders operations in Cambodia to fund education programmes in Cambodia. Support costs (salaries, insurance, bank fees etc) have been directly allocated between charitable activities and fundraising costs where possible and the remainder (€52,066) split 50:50.

5. OPERATING INCOME

	2024 €	2023 €
Operating income is stated after charging:		
Depreciation of property, plant and equipment		
- Owned (Note 8)	266	266
	<u>266</u>	<u>266</u>

The auditors' remuneration, inclusive of VAT, amounts to an audit fee for the audit of the financial statements for the year ended 30 June 2024 of €3,000 (2023: €2,345). No other fees were paid to the auditor.

6. STAFF COSTS

The average monthly number of persons employed by the charity during the year was as follows:

	2024 Number	2023 Number
Support Staff	0.5	0.5
	<u>0.5</u>	<u>0.5</u>

Staff costs were as follows:

	2024 €	2023 €
Wages and salaries	19,495	24,818
Employers PRSI	2,175	2,743
	<u>21,670</u>	<u>27,561</u>

The trustees were not remunerated for their role in the charity. The Chief Executive Officer, who left the charity in November 2023, was paid by the charity. The Operations and Education Lead and the Fundraising and Stakeholder Lead, both of whom were employed in April 2024, are paid by the charity. The key management personnel of the charity during the financial year comprised the trustees and the Chief Executive Officer.

No employee of the charity received benefits (including employers' PRSI) of more than €70,000 for the year.

Volunteers

Our regular volunteers are our 6 charity trustees, the members of the Fundraising Committee and our Finance Manager. Occasionally our work is supported by other volunteers who work with us on specific activities. The value of services provided by volunteers has not been included in the financial statements.

7. TAXATION

As a result of the company's charitable status, no charge to corporation tax arises.

The charity has recently become eligible under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies under Section 848A Taxes Consolidation Act, 1997" to claim income tax refunds arising from donations exceeding €250 per annum from this year forward.

8. PROPERTY, PLANT AND EQUIPMENT

	Computer equipment	Total
	€	€
Cost		
At 1 July 2023	798	798
Additions	690	690
At 30 June 2024	<u>1,488</u>	<u>1,488</u>
Depreciation		
At 1 July 2023	377	377
Charge for the financial year	266	266
At 30 June 2024	<u>643</u>	<u>643</u>
Carrying amount		
At 30 June 2024	<u>845</u>	<u>845</u>
At 30 June 2023	<u>421</u>	<u>421</u>

9. RECEIVABLES

	2024	2023
	€	€
Accrued income	15,245	14,969
	<u>15,245</u>	<u>14,969</u>

10. PAYABLES
Amounts falling due within one year

	2024	2023
	€	€
Due to SeeBeyondBorders Cambodia	121	121
Provision for other liabilities	9,684	5,646
	<u>9,805</u>	<u>5,767</u>

Deferred Income

	2024	2023
	€	€
Balance at 1 July	170,000	-
Recognised as income during the year	(170,000)	-
Deferred during the year	10,000	170,000
Balance at 30 June	<u>10,000</u>	<u>170,000</u>

Deferred income relates to donor income received but has not yet met the income recognition criteria under the Charities SORP. Deferred income is released when it meets the income recognition criteria under the Charities SORP. The charity secured donation income of €420,000 in May 2023 in support of its activities for the financial years 2024, 2025 and 2026. The first tranche of this was received in May 2023 and related to activities for the financial year ended 30 June 2024 and was deferred on the balance sheet as at 30 June 2024.

11. STATEMENT OF FUNDS

	Restricted funds €	Unrestricted funds €	Total funds €
Balance at 1 July 2023	23,126	29,738	52,864
Income	142,326	215,598	357,924
Expenditure	(110,978)	(144,354)	(255,332)
Balance at 30 June 2024	<u>54,474</u>	<u>100,982</u>	<u>155,456</u>
Balance at 1 July 2022	10,920	33,569	44,489
Income	109,259	136,027	245,286
Expenditure	(97,053)	(139,858)	(236,911)
Balance at 30 June 2023	<u>23,126</u>	<u>29,738</u>	<u>52,864</u>

12. ANALYSIS OF CHANGES IN NET CASH RESERVES

	At 1 July 2023 €	Cash Flows €	At 30 June 2024 €
Cash and cash equivalents	<u>213,241</u>	<u>(54,070)</u>	<u>159,171</u>

Of the cash reserves held at the reporting date €53,367 (2023: €9,219) are restricted cash reserves.

13. COMPANY STATUS

The charity is a company limited by guarantee, incorporated in the Republic of Ireland, with a registered office at 31 Woodlands, Portmarnock, County Dublin and consequently does not have a share capital. The company's registered number is 666381. Each of the members is liable to contribute an amount not exceeding €1 towards the assets of the company in the event of liquidation. The members of the company are the trustees named on page 4.

14. FINANCIAL COMMITMENTS

The charity has no financial commitments at the reporting date.

15. CAPITAL COMMITMENTS

The charity had no capital commitments at the reporting date.

16. TRUSTEE AND RELATED PARTY TRANSACTIONS

There were no related party transactions in the year (2023: €Nil).

The trustees serve on the board in a voluntary capacity and received no fees or remuneration as required by the provisions of the Charities Act, 2009. During the year no trustee received any remuneration or benefits-in-kind.

During the accounting period the charity did not have a company credit card and is currently in the process of obtaining one. As a result, a small number of company expenses were paid by two trustees who were, in accordance with the procurement and expense policy of the company, reimbursed. Details of the expenses which were reimbursed to both Trustees are set out below:

During the accounting period one trustee was reimbursed for expenses incurred on behalf of the charity in respect of (i) the Connect Visit of Cambodian personnel to Ireland, (€725), (ii) travel costs of SBB Cambodia staff member studying in Ireland (€1,613), and trustees' and employees' entry fees for a conference (€250).

17. EVENTS AFTER END OF REPORTING PERIOD

On 22 August 2024 the charity donated €126,669 to SeeBeyondBorders Cambodia. There have been no other significant events affecting the charity since the year end.

18. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of trustees on 6 September 2024.





Ratana, Sambor and IrishAid Fellowship student Limon, during a visit to Dublin as part of the Connect to Ireland trip





SeeBeyondBorders Ireland

(+353) 86 375 6554
31 Woodlands,
Portmarnock,
County Dublin,
Ireland

 ireland@seebeyondborders.ie

 seebeyondborders


 seebeyondborders


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SeeBeyondBorders Cambodia

(+855) 76 66 66 011
Street 30 Meter, Teaksen
Tbong Village, Sangkat Kork
Chork, Siem Reap,
Cambodia

 www.seebeyondborders.ie

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Professor Leo Casey and Dr. Seng Set, during a Teacher Professional Identity workshop as part of the PIKT Research Project

SeeBeyond|Borders

Ní neart go cur le chéile