

Registration number 366991

Skillshare International (Ireland)
(A Company Limited by Guarantee and not having a Share Capital)

Directors' Report and Financial Statements

for the year ended 31st March 2008

Skillshare International (Ireland)
(A Company Limited by Guarantee and not having a Share Capital)

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Skillshare International (Ireland)
(A Company Limited by Guarantee and not having a Share Capital)

Directors and other information

Directors	Clifford Geffory Allum Rachel Glennane Joan McGarry Matthew Hickmott Abdullahi Osman El Tom
Secretary	Francis Flood
Company number	366991
Charity Number	CHY14871
Registered office	Dominick Court 40 Dominick Street Lower Dublin 1
Auditors	Smith Hayden Fox Registered Auditors 14 North Street Business Park Swords, Co. Dublin
Business address	Dominick Court 40 Dominick Street Lower Dublin 1
Bankers	Bank of Ireland Lower Baggot Street Dublin 2
Solicitors	Maples & Caulder 5th Floor 75 St Stephens Green Dublin 2

Skillshare International (Ireland)
(A Company Limited by Guarantee and not having a Share Capital)

Directors' report
for the year ended 31st March 2008

The directors present their report and the audited financial statements for the year ended 31st March 2008.

Principal activity and business review

The principal activity of Skillshare International Ireland is to work to reduce poverty, injustice and inequality and to further economic and social development in partnership with people and communities throughout the world. We do this by sharing and developing skills and ideas, facilitating organisational and social change and building awareness of development issues.

Results and dividends

The results for the year are set out on page 10.

Directors of the Company

The present membership of the board is listed on the 'Directors and other information' page

Books of Account

The directors are responsible for ensuring that proper books and accounting records are kept by the company as required by Section 202 of the Companies Act, 1990.

The directors believe that they have complied with this requirement by providing adequate resources to maintain proper books and accounting records. The books and records are kept at the company's registered office.

Directors' responsibilities

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Auditing Practices Board in the UK and Ireland.

Irish company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

The directors are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and with Irish statute comprising the Companies Acts 1963 to 2006 and all Regulations to be construed as one with those Acts. They are responsible for ensuring that the company otherwise complies with the provisions of those Acts relating to financial statements in so far as they are applicable to the company.

They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Directors' report
for the year ended 31st March 2008

..... continued

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Auditors

The auditors, Smith Hayden Fox, have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.

This report was approved by the Board on 27th August 2008 and signed on its behalf by

Joan McGarry
Director

Rachel Glennane
Director

Skillshare International (Ireland)

Chair's report for the year ended 31st March 2008

INTRODUCTION

Welcome to the fifth end of year report of Skillshare International Ireland. I am pleased to report that the year has seen significant developments in our programme. This includes the emergence of our overseas programme with an increasing number of partners in Southern Africa and important developments of our programme in Ireland.

The Board continued to be active throughout the year. The Board members are; Abdullahi Osman El Tom, Cliff Allum, Joan McGarry, Matt Hickmott and myself, Rachel Glennane. The Board met on five occasions over the past twelve months. Meetings took place in, June, September, and December 2007 and in March 2008. We also held the Annual General Meeting of Skillshare International Ireland in June 2007.

PROGRAMME ACTIVITY

The focus of the Skillshare International Ireland programme is in health, education and economic empowerment sectors. We work in the thematic areas of Gender, HIV/AIDS, Human Rights and Peace Building. Our geographical focus is in Southern Africa, specifically Botswana, Lesotho, Mozambique and Swaziland.

Projects

I am particularly pleased to report that Skillshare International Ireland was successful in supporting two new projects proposals in the last year. The two projects are in the areas of Gender and small scale fisheries, the latter being in Mozambique.

Swaziland Action Group Against Abuse (SWAGAA)

The project aims to support survivors of abuse by enabling them to develop sustainable livelihoods and strengthening their voices at the familial, community, and national levels in raising awareness of the problem and advocating for the development of relevant policies in the area of gender based violence (GBV). In addition, the project seeks to enable survivors to play active roles in implementing SWAGAA programmes as well as develop the capacity of SWAGAA to respond effectively to their needs as an individual. The project also seeks to advocate for change at the community and national levels, thereby highlighting the magnitude of the problem in Swazi society.

National Institute for the development of small scale fisheries (IDPPE)

This project aims to reduce poverty and to support disadvantaged and marginalised communities in Mozambique through increasing the productivity of the small scale fisheries sub sector. The project will provide institutional support and capacity building for the National Institute for the development of small scale fisheries (IDPPE), and fishing groups. The project sets out to improve their internal organisation, strengthening their financial management, planning and developing their analytical and policy framework capacities thus enhancing their assistance to the small scale fisheries sub sector in Mozambique. This in turn will improve productivity of the sector and contribute to poverty reduction

The two new projects started in June 2007 and will run for a period of three years and constitute an important addition to our programme in Southern Africa with our other projects.

Skillshare International (Ireland)

Chair's report for the year ended 31st March 2008

The HIV/AIDS Project

The HIV/AIDS Project is a regional intervention working in Botswana, Lesotho, Mozambique and Swaziland. Our project partners are the four networks of People living with HIV/AIDS (PLWHA) in the four countries - BONEPWA, LENEPWA, KHINDLIMUKA and SWANNEPWA. The overall goal of the project is to increase the capacity of people living with HIV and AIDS and the affected people to participate and involve themselves actively in community development projects so as to live positively by strengthening individual capacity and their institutions.

The project also seeks to develop the knowledge and skills of PLWHA's providing adequate training in small business management skills and facilitating the establishment of Community Revolving Savings Fund (CRSF) to help PLWHA's to gain access to sustainable financial resources to help them start their own businesses both at local and national levels, specifically targeting widows, widowers and people with disabilities that are living with HIV/AIDS.

The PLWHA Project provides support to selected 80 Support Groups of people living with HIV and AIDS for the duration of the project.

The Human Rights Project

The Human Rights Project is part of Skillshare International Ireland's overall programme aimed at "building the capacity of civil society partner organisations to improve access of disadvantaged groups to basic rights and health and education services."

Our project partner in this instance is DITSHWANELO - The Botswana Centre for Human Rights. The project aims to develop a strategy and resources which will be effective in creating a positive appreciation and realisation of internationally accepted human rights particularly in relation to groups in society, such as women, children - especially orphans (whom other children assume to be AIDS orphans), those who are HIV positive, ethnic minorities, foreigners, the disabled, the elderly and homosexuals.

The project is based on the conclusion from DITSHWANELO's 13 years' experience of human rights in Botswana that it is essential that public education be undertaken through close partnership with other civil society organisations. Most importantly, it reflects the appreciation that human rights need to be mainstreamed.

The project includes initial desk research, development of primary research, creation of a network of organisations working towards a shared goal and of a strategy for change, implementation of the agreed strategy, and evaluation of the effectiveness of the activities during the first 12-24 months of implementation.

Both the HIV/AIDS and Human Rights projects are for a three year period and are now in their second year with important successes and outcomes for all involved already achieved.

Personnel support

Skillshare International Ireland supported a number of development workers and health trainers during the past twelve months primarily in the health and education sectors. The development workers/health trainers worked in support of a range of organisations. These included government organisations, local non-government organisations and community based organisations.

International relations

Working in partnership is central to the way that Skillshare International Ireland carries out its development objectives. Skillshare's country and regional offices in country are the first point of contact for our partner organisations. We continue to develop relationships within the international organisation. Our Director, Fran Flood has been on field visits to a number of the Skillshare country offices as well as to our partner organisations.

Following his attendance at the Skillshare International Leadership Team meeting in Kenya in November 2007, Fran met with a number of partners in the region. In July/August he was in Botswana, Lesotho, Mozambique, Swaziland, Namibia and South Africa on field visits meeting with several of our partner organisations, development workers and Country and Regional office staff. The opportunity was also taken to meet with personnel from the Irish Embassies in Mozambique, Lesotho and South Africa.

Skillshare International (Ireland)

Chair's report for the year ended 31st March 2008

As a representative of the Skillshare International Ireland Board, I visited Mozambique and South Africa and met with many of our partner organisations and witnessed their work with local communities in areas of education, human rights and HIV/AIDS. I also met with Regional and Country Skillshare staff and with Irish Aid staff. I was also involved in a Skillshare International working group on governance within the organisation, which held a number of working meetings during the year and resulted in agreed proposals to introduce changes to the structure of the Board of Skillshare International and the strengthening of governance throughout the organisation.

Our Income Generation Manager, Bruce Clark visited South Africa and Swaziland as part of his orientation and met with our regional and country office staff as well as several of our partners and development workers.

Our Director continues to work closely with colleagues throughout the international organisation. He is a member of the Skillshare International Leadership Team which has a central role in the strategic development of the international organisation.

Development Awareness

This element of the Skillshare International Ireland programme is critically informed by our partner organisation and country offices. The decision to incorporate Skillshare International Ireland provides us with the opportunity to make our distinct contribution to development work in Ireland. Meetings with a number of development network structures as well as with various development agencies and potential partners have taken place.

Skillshare International Ireland is active in a number of development awareness structures and networks. We are involved in a number of important development structures including the Irish Development Education Association (IDEA), the Debt and Development Coalition, the Comhlámh Volunteering Options Working Group (VOWG), the DTALK training Advisory Group and Dóchas.

We continue to work with a number of Irish medical health institutions and many other stakeholders to establish the feasibility of delivering a special development studies module to third level education institutions.

Future plans

Since our inception, the aim of Skillshare International Ireland has been to work at a programmatic/strategic level in partnership with community groups and organisations. I am pleased to report that, with the success of the projects outlined above, we continue to make progress in this work. We are currently recruiting development workers to work with each of the partners in the two projects - i.e. SWAGAA and IDPPE. We are currently awaiting a response from Irish Aid in relation to a healthcare application that we have submitted.

Notwithstanding the considerations outlined above, we have an ambitious programme of activities planned for the coming twelve months which include:

- * To continue to engage in the Irish governments White Paper on Overseas Development Aid.
- * To develop and manage the Skillshare International Ireland programme as part of the overall programme of Skillshare International
- * To work with our partner organisations and country offices through a range of strategic interventions to support them to realise their vision
- * To work to develop and integrate the development worker programme with appropriate interventions
- * To act as a strategic link between country offices/partner organisations and Irish institutions in country
- * To explore new models of volunteering and develop a strategy for our involvement in development awareness.
- * To work in support of and cooperation with reputable development awareness structures in Ireland and explore the potential of supporting other similar organisations
- * To facilitate linkages between Skillshare International partner organisations and Irish NGO's
- * Engage with Comhlámh, Dóchas and other overseas NGOs in the development of policies in furtherance of Skillshare International Ireland objectives
- * Develop the Skillshare supporter's base by establishing an active group of people in Ireland.

Skillshare International (Ireland)

**Chair's report
for the year ended 31st March 2008**

- * Continue to strengthen the governance structures within the overall organisation of Skillshare International
- * Implement our Income Generation strategy

Finance

Skillshare International Ireland continues to be funded principally by Irish Aid and Skillshare International. In 2007, we appointed an Income Generation Manager, Bruce Clark, to broaden and diversify our income sources.

I would like to acknowledge a number of other donors that have been supporting our programme over the past year, including the Tribal Group Foundation, ElectricAid and RTE Staff One World Fund.

In conclusion, I would like to thank the members of our Board for working so hard over the past twelve months; Abdullahi Osman El Tom, Cliff Allum, Joan McGarry and Matt Hickmott. I would also like to thank our staff team, our Director Fran Flood and Bruce Clark our Income Generation Manager for their hard work.

Rachel Glennane,
Chair of the Board of Directors.

**Independent auditors' report to the members of
Skillshare International (Ireland)
(A Company Limited by Guarantee and not having a Share Capital)**

We have audited the financial statements of Skillshare International (Ireland) for the year ended 31st March 2008 which comprise the statement of financial activities, the balance sheet, the cash flow statement and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As described in the statement of directors' responsibilities the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and Irish Accounting Standards published by the Auditing Practices Board in the UK and Ireland.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and Auditing Standards promulgated by the Auditing Practices Board (UK and Ireland) and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland and are properly prepared in accordance with the Companies Acts 1963 to 2006. We also report to you whether in our opinion: proper books of account have been kept by the company; and whether the information given in the Directors' Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the company's balance sheet and its statement of financial activities account are in agreement with the books of account.

We also report, to the members if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not disclosed and, where practicable, include such information in our report.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Independent auditors' report to the members of Skillshare International (Ireland) (continued)
(A Company Limited by Guarantee and not having a Share Capital)

Opinion

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31st March 2008 and of its profit and cash flows for the year then ended ; and
- have been properly prepared in accordance with the Companies Acts 1963 to 2006.

We have obtained all the information and explanations, which we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the company. The financial statements are in agreement with the books of account

In our opinion the information given in the directors' report is consistent with the financial statements.

Smith Hayden Fox
Registered Auditors

14 North Street Business Park
Swords, Co. Dublin

Date: 27th August 2008

Skillshare International (Ireland)
(A Company Limited by Guarantee and not having a Share Capital)

Statement of Financial Activities
for the year ended 31 March 2008

	Notes	Unrestricted funds €	Restricted funds €	Total 2008 €	Total 2007 €
Incoming resources					
Grants	2	39,518	684,399	723,917	427,571
Fundraising and donations	3	795	56,077	56,872	16,734
Contribution from parent company		95,500	-	95,500	85,760
Other income		10,602	-	10,602	1,522
TOTAL INCOMING RESOURCES		<u>146,415</u>	<u>740,476</u>	<u>886,891</u>	<u>531,587</u>
Resources expended					
<u>Cost of generating funds</u>					
Fund raising and public relations		5,666	-	5,666	-
<u>Charitable expenditure</u>					
Direct charitable expenditure	4	115	540,027	540,142	189,493
Management and administration	5	167,106	-	167,106	96,421
TOTAL RESOURCES EXPENDED		<u>(172,887)</u>	<u>(540,027)</u>	<u>(712,914)</u>	<u>(285,914)</u>
Net incoming resources for the year		(26,472)	200,449	173,977	245,673
Total funds in surplus at 1st April 2007		23,388	234,904	258,292	3,957
Transfer to Special Reserves		-	-	-	-
Total funds in surplus at 31st March 2008		<u>(3,084)</u>	<u>435,353</u>	<u>432,269</u>	<u>249,630</u>

There are no recognised gains or deficits other than the net resource movement shown above.

On behalf of the board

Joan McGarry
Director

Rachel Glennane
Director

Skillshare International (Ireland)
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Balance sheet
as at 31st March 2008

	Notes	2008		2007	
		€	€	€	€
Fixed assets					
Tangible assets	9		304		1,223
Current assets					
Debtors	10	24,640		15,907	
Cash at bank and in hand		489,220		353,792	
		<u>513,860</u>		<u>369,699</u>	
Creditors: amounts falling due within one year	11	<u>(81,895)</u>		<u>(110,874)</u>	
Net current assets			<u>431,965</u>		<u>258,825</u>
Net assets			<u><u>432,269</u></u>		<u><u>260,048</u></u>
Capital and reserves					
Other reserves	12		388,103		245,322
Revenue reserves account	12		44,166		14,726
Members' funds			<u><u>432,269</u></u>		<u><u>260,048</u></u>

On behalf of the board

Joan McGarry
Director

Rachel Glennane
Director **27th August 2008**

Skillshare International (Ireland)
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Cash flow statement
for the year ended 31st March 2008

Notes	2008 €	2007 €
Reconciliation of operating surplus to net cash inflow from operating activities		
Surplus for the year	173,977	245,673
Depreciation	919	1,548
(Increase) in debtors	(8,733)	21,593
(Decrease) in creditors	(28,979)	36,210
Movement from Reserves	(1,756)	(752)
Net cash inflow from operating activities	<u>135,428</u>	<u>304,272</u>
Cash flow statement		
Net cash inflow from operating activities	135,428	304,272
Capital expenditure	-	(907)
Increase in cash in the year	<u>135,428</u>	<u>303,365</u>
Reconciliation of net cash flow to movement in cash resources		
Increase in cash in the year	135,428	303,365
Net funds at 1st April 2007	<u>353,792</u>	<u>50,427</u>
Net funds at 31st March 2008	<u>489,220</u>	<u>353,792</u>

Skillshare International (Ireland)
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st March 2008

..... continued

2. Grants	2008	2007
	€	€
Unrestricted funds:		
Irish Aid - per capita grant	15,282	13,450
Irish Aid - organisation grant	24,236	12,621
	<u>39,518</u>	<u>26,071</u>
Restricted funds:		
Irish Aid - development workers	137,541	121,050
Irish Aid - projects grant	546,858	280,450
	<u>684,399</u>	<u>401,500</u>
Total grants	<u>723,917</u>	<u>427,571</u>

Irish Aid was formerly known as Development Co-operation Ireland

3. Fundraising and donations	2008	2007
	€	€
Donations from individuals	795	400
Donations from organisations	56,077	16,334
	<u>56,872</u>	<u>16,734</u>

As a condition of some Irish Aid project funding agreements, 25% of total costs have to be raised from other sources. In cases where these matching funds have been received by the company, they have been reflected in these accounts. In cases where a partner organisation has raised the necessary matching resources itself, in accordance with the project funding agreement with Irish Aid, they are not reflected in these accounts.

Skillshare International (Ireland)
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Notes to the financial statements
for the year ended 31st March 2008

..... continued

4. Direct charitable expenditure	2008	2007
	€	€
Unrestricted:		
Payments to development workers - Non-Irish Aid funded	-	6,204
Subscriptions	115	360
	<u>115</u>	<u>6,564</u>
Restricted:		
Payments to development workers - Irish Aid funded	90,291	121,050
Project expenditure - Irish Aid funded	449,736	61,879
	<u>540,027</u>	<u>182,929</u>
 Total direct charitable expenditure	 <u>540,142</u>	 <u>189,493</u>
 5. Management and administration	 2008	 2007
	€	€
Unrestricted:		
Staff costs	116,517	62,065
Staff training	2,783	73
Board of Trustee expenses	3,865	3,752
Office expenses	7,584	5,913
Rent	14,962	7,664
Motor and travel	13,824	8,443
Legal and professional	510	299
Audit and accountancy fees	5,500	5,961
Bank charges	642	703
Depreciation	919	1,548
	<u>167,106</u>	<u>96,421</u>

Skillshare International (Ireland)
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Notes to the financial statements
for the year ended 31st March 2008

..... continued

6. Employees

Number of employees

The average monthly numbers of employees
(including the directors) during the year were:

	2008	2007
Management and administration	<u>2</u>	<u>1</u>

Employment costs

	2008	2007
	€	€
Wages and salaries	96,980	51,887
Social welfare costs	9,839	5,032
Other pension costs	<u>9,698</u>	<u>5,146</u>
	<u>116,517</u>	<u>62,065</u>

7. Taxation

There is no taxation charge in respect of the company as Skillshare International (Ireland) has been granted charitable exemption status by The Revenue Commissioners.

8. Pension costs

Pension contributions are paid in respect of a defined contribution pension scheme. Pension costs amounted to €9,698 (2007 €5,146).

Skillshare International (Ireland)
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Notes to the financial statements
for the year ended 31st March 2008

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9. Tangible fixed assets	Fixtures, fittings and equipment €	Total €
Cost		
At 1st April 2007	6,032	6,032
At 31st March 2008	<u>6,032</u>	<u>6,032</u>
Depreciation		
At 1st April 2007	4,809	4,809
Charge for the year	919	919
At 31st March 2008	<u>5,728</u>	<u>5,728</u>
Net book values		
At 31st March 2008	<u>304</u>	<u>304</u>
At 31st March 2007	<u>1,223</u>	<u>1,223</u>

10. Debtors	2008 €	2007 €
Grants Receivable	20,029	12,621
Amounts owed by group undertakings	3,286	3,286
Prepayments and accrued income	1,325	-
	<u>24,640</u>	<u>15,907</u>

All amounts included in debtors are due for payment within one year.

11. Creditors: amounts falling due within one year	2008 €	2007 €
Other creditors		
Amounts owed to group undertaking	75,810	103,709
Other creditors	35	90
Accruals and deferred income	6,050	7,075
	<u>81,895</u>	<u>110,874</u>

Skillshare International (Ireland)
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Notes to the financial statements
for the year ended 31st March 2008

..... continued

12. Funds	Accumulated fund €	Restricted Funds €	Special Reserve €	Total €
At 1st April 2007	14,726	234,904	10,418	260,048
Surplus for the year	173,977			173,977
Transfer from Special Reserves	8,662		(10,418)	(1,756)
Transfer to Restricted Funds	(153,199)	153,199		-
At 31st March 2008	<u>44,166</u>	<u>388,103</u>	<u>-</u>	<u>432,269</u>

The Restricted Reserve consists of the following:

- (a) A portion of various project grants which was unspent at the accounting date.
- (b) Irish Aid grants unspent at the year end.

13. Ultimate parent undertaking

Skillshare International (Ireland) is a subsidiary of Skillshare International, a charity registered in the United Kingdom.

14. Company Limited by Guarantee

The company holds a licence under Section 24 of the Companies Act, 1963, exempting it from including the word "Limited" in its name. The company is one limited by guarantee not having a share capital.

The liability of each member, in the event of the company being wound up is €1. This guarantee continues for one year after membership ceases.

The company, as a charity, is exempt from the reporting and disclosure requirements of the Companies (Amendment) Act, 1986.

15. Accounting Periods

The current accounts are for a full year. The comparative accounts are for a full year.

Skillshare International (Ireland)
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st March 2008

..... continued

16. Approval of financial statements

The financial statements were approved by the Board on 27 August 2008 and signed on its behalf by

Joan McGarry
Director

Rachel Glennane
Director