Report concerning:

**Financial Statements 2013 of** 

**International Step by Step Association** 

Amsterdam

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To the board of directors of International Step by Step Association Amsterdam

Bodegraven, May 22nd 2014

Dear Ms. Ghent,

#### INDEPENDENT AUDITOR'S REPORT

We have audited the accompanying financial statements 2013 of the International Step by Step Association, Amsterdam, which comprise the balance sheet as at 31 December 2013, the profit and loss account for the year then ended and the notes, comprising a summary of the accounting policies and other explanatory information.

### Management's responsibility

Management is responsible for the preparation and fair presentation of these financial statements in accordance with general accepted accounting policies in the Netherlands. Furthermore management is responsible for such internal control as it determines is neccesary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

#### Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing.

This requires that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements.

The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

Opinion with respect to the financial statements
In our opinion, the financial statements give a true and fair view of the financial
position of International Step by Step Association as at 31 December 2013
and of its result for the year 2013 then ended in accordance with general accepted accounting
policies in the Netherlands.

Yours sincerely,
SynCount Accountants & Belastingadviseurs B.V.

drs. S. Koeleman RA

# BALANCE AT 31 DECEMBER 2013 International Step by Step Association

		2013		2012
•		€		€
ASSETS				
TANGIBLE FIXED ASSETS		20.641		0
THE TOTAL TIMES ASSETS		20.041		U
FINANCIAL FIXED ASSETS		0		2.082
CURRENT ASSETS				
Receivables				
Grants receivable	1.096.558		1.374.178	
Other receivables	8.907		31.815	
Debtors	7.286		125	
		1.112.751		1.406.118
Liquid funds		318.779		161.634
		1.452.171		1.569.834

## **BALANCE AT 31 DECEMBER 2013**

## International Step by Step Association

(after allocation of net result)

2013 2012 €

**EQUITY AND LIABILITIES** 

**EQUITY** 

Association capital 110.622 160.744

**SHORT TERM LIABILITIES** 

Deferred revenue 1.272.346 1.328.445

Accrued expenses 69.203 80.645 1.341.549 1.409.090

1.452.171 1.569.834

# STATEMENT OF INCOME AND EXPENSES FOR THE FINANCIAL YEAR 2013 International Step by Step Association

		2013		2012
		€		€
Grants	749.622		780.317	
Membership fees	23.605		20.471	
Sales and other income	46.911		124.180	
Total Income		820.138		924.968
Board expenses	15.686		25.229	
Office	114.640		42.270	
Administrative Staff	52.000		24.922	
ISSA Hungary	115.634		126.688	
VAT	10.929		0	
Programs	533.929		652.313	
Fundraising and partnership building	1.805		17.205	
Income generation	26.445		68.559	
Total expenses	_	871.068		957.186
Net operating income		-50.930		-32.218
Interest income		704		2.054
Exchange differences	_	104	_	-729
Result	=	-50.122	=	-30.893

## **EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS**International Step by Step Association

#### General

#### **Activities**

International Step by Step Association (ISSA) is an association with its registered office in Amsterdam. The association was incorporated on 26 March 1999. The financial year coincides with the calendar year.

The association is registered with the Chamber of Commerce in Amsterdam under file number 34.11.31.37.

The goal and objectives of ISSA are exclusively charitable and educational and include, but are not limited to, fostering an open society in which the entire community works together to help each child reach his or her full potential.

### **Accounting policies**

#### General

The financial statements are prepared on the basis of the historical costs convention. Unless stated otherwise all assets and liabilities are presented at their nominal value. Membership fee is recognized in the year to which membership relates.

Restricted grants are recognized to the extent that costs are made. Unrestricted grants are recognized in the year to which grants relate. Costs are included in the year in which they are incurred and will be accrued if foreseeable.

This report is based on Euro's.

#### **Tangible fixed assets**

The tangible fixed assets are valued at the historical cost less a straight line depreciation charge for the year. The depreciation is based on the expected economic lifetime and is calculated according to a fixed percentage of the historical cost minus expected resale value. Fixed assets purchased during the year are depreciated proportionally for the remaining period of the year. The depreciation period for the furniture and fixtures is 5 year. The depreciation period for hard- and software is 3 year.

## **Current assets**

The current assets are expected to mature within one year.

#### Foreign currencies

Transactions arising in foreign currencies are translated into Euro's at the exchange rate prevailing at the date of transaction. At year-end, assets and liabilities denominated in foreign currencies are translated into Euro's at the exchange rate prevailing at balance sheet date. Valuation differences on currency accounts are recognized as costs or income included in the statement of income and expenses.

#### Result

The result is based on the difference between income and corresponding costs and other expenses attributable to the year. The costs and expenses are determined on the basis of general accepted accounting policies.

## NOTES TO THE BALANCE AT 31 DECEMBER 2013 International Step by Step Association

## **ASSETS**

## **FIXED ASSETS**

## Financial fixed assets

<u>Participation</u>	2013	2012
	€	€
ISSA Hungary Services Public Benefit Company		
Valuation as at 1 January	2.082	3.770
Result	-2.082	-1.688
Valuation as at 31 December	0	2.082

ISSA Hungary Services Public Benefit Company in Budapest is a 100% participation. The company has been closed in 2013.

## Tangible fixed assets

Valuation as at 1 January	0	0
investment	20.816	0
Depreciation	-175	0
Valuation as at 31 December	20.641	0

## **CURRENT ASSETS**

## Receivables

Grants receivable		
UNICEF	55.777	16.284
Open Society Institute Grant year 2013/2014	553.052	1.357.894
Open Society Institute Grant year 2014/2015	487.729	. 0
	1.096.558	1.374.178
<u>Other receivables</u>		
VAT reimbursement	0	2.609
Other receivables	8.907	29.206
	8.907	31.815
, and the second se		
<u>Debtors</u>		
Membership fees receivable	7.286	125

Liquid funds	2013	2012
	€	€
ABN AMRO EUR 54,33,35,100	10 404	C2 040
ABN AMRO USD 54.33.36.549	10.494	62.948
ABN AMRO EUR 59.48.65.727	69.101	1.318
ABN AMRO EUR 61.05.87.099	140.581	48.903
HSBC Republic 134.74011.4	00.002	17.865
H3BC Republic 134.74011,4	98.603	30.600
·	318.779	161.634
EQUITY AND LIABILITIES		
EQUIT AND LIABILITIES		
ASSOCIATION CAPITAL		
Valuation as at 1 January	160.744	191.637
Result for the period	-50.122	-30.893
Valuation as at 31 December	110.622	160.744
		<u>=</u>
SHORT TERM LIABILITIES		
<u>Deferred revenue</u>		
UNICEF	41.000	0
Open Society Institute Grant year 2013/2014	41.080	0
•		1.312.161
Open Society Institute Grant year 2014/2015 UNESCO	487.729	0
ONESCO	1 272 246	16.284
	1.272.346	1.328.445
Accrued expenses	•	
Accounts payable	63.553	80.520
VAT payable	3.371	0.520
Wage Tax	2.279	0
Other liabilities	2.279	125
	69.203	80.645
	=	80.043

# COMMITMENTS AND RIGHTS NOT SHOWN ON THE BALANCE SHEET International Step by Step Association

## **Rental Obligations**

## Office

International Step by Step Association has rental obligations for the new office in Leiden for the total amount of €93,192 up to 31 May 2018

Which can be specified as follows:	€
Less than 1 year	21.100
Between 1 year and five years	72.092
More than 5 years	0

NOTES TO THE STATEMENT OF INCOME AND EXPENSES		
FOR THE FINANCIAL YEAR 2013		
International Step by Step Association	2013	2012
INCOME	€	€
Grants		
Open Society Institute	568.624	663.413
UNICEF	32.642	27.346
Utopa	40.000	0
Unesco	14.914	0
Reyerson University	46.074	0
Roma Education Fund REF 01	0	19.318
Roma Education Fund REF 02	0	59.858
OSI Grant to member NGO's	47.368	0
CIP Centre for Interactive Pedagogy Serbia	0	10.382
	749.622	780.317
Membership fees		
Council Members	23.605	20.471
	23.605	20.471
Sales and other income		
Events	0	24.227
Income from consulting	0	24.237
Income from reimbursements	31.213	38.962
Children's books	1.659	30.059
VAT Reimbursement	12.565	4.634
Others	0 1.474	2.609
	1.4/4	23.679
	46.911	124.180
EXPENSES		
Administration		
Board expenses		
Board expenses	15.686	25.229
	15.686	25.229

Office         €         6           Professional fees         50.847         34.643           Closing ISSA Hungary and moving costs         39.378         4.05           Premises         8.153         4.05           ICT Maintenance Support         3.014         3.07           Stationary & Office supply         5.86         7.0           Insurance         7.645         3.0           Bankcharges         2.03         3.0           Bankcharges         44.02         4.01           Staff travel costs         6.76         7.0           For Cost Supenses         1.210         9.0           Protect Expenses         1.210         9.0           Professional development         6.76         19.0           In 2013 €36,636 was spent on program costs through ISSA Hungary, €78,998 or britishratives curver in 2013 ISSA Hungary was closed)         15.634         126.68           VAT         10.932         1.0		2013	2012
Professional fees         50.847         33.378         30.00           Premises         8.153         4.052           ICT Maintenance Support         3.014         2.013         2.00           Stationary & Office supply         5.86         0.0		€	€
Closing ISSA Hungary and moving costs         39.378         0.05           Premises         8.153         4.052           ICT Maintenance Support         3.014         0           Telecommunication & Mail         2.613         2.76           Stationary & Office supply         586         0           Insurance         7.646         0           Bankcharges         2.403         3.036           Early Staff travel Costs         6.766         6           Staff travel Costs         6.766         6           Protocol Expenses         1.210         0           Professional development         9         0           Insurance         1.5634         126.68           SSA Hungary         1.5634         126.68           Insurance         1.5634         126.68           Professional development         10.929         0           Insurance         1.5634         126.68			
Premises         8.153         4.05           ICT Maintenance Support         3.014         0           Telecommunication & Mail         2.613         2.70           Stationary & Office supply         586         0           Insurance         7.646         0           Bankcharges         2.403         3.305           Administrative Staff         44.024         24.018           Staff travel costs         6.766         0           Professional development         0         90           Professional development         115.63         126.68           Professional development         115.634         126.68           In 2013 €36,636 was spent on program costs through ISSA Hungary & 115.634         126.68           If 115.634         126.68         115.634         126.68           VAT         10.929         0           VAT         10.929         10           Program         182.518         216.578           Frogram Staff, Consultants, Committee         182.518         216.579           Goal 1 Access/Equity         6.924         15.797           Goal 2 Quality         6.924         15.797           Goal 3 Civil Society Participation         16.735         4			34.643
State   Sta			_
Telecommunication & Mail         2.613         270           Stationary & Office supply         586         0           Insurance         7.646         0           Bankcharges         2403         3.30           Bankcharges         111.640         24.70           Administrative Staff           Staff salaries and benefits         44.02         24.018           Staff travel costs         6.766         7           Protocol Expenses         1.210         90           Professional development         9         90           Professional development         115.634         126.688           In 2013 €36,636 was spent on program costs through ISSA Hungary, €78,998 and F78,198         126.698           VAT         10.929         0           Program           Program Staff, Consultants, Committee         182.518         216.570           Goal 1 Access/Equity         152.907         45.340           Goal 2 Quality         69.224         125.70           Goal 3 Civil Society Participation         69.23         125.70           Goal 3 Civil Society Participation         69.24         45.04           Goal 4 Strengthen Network Capacity         69.24         45.04			4.052
Stationary & Office supply         586         0           Insurance         7.646         0           Bankcharges         2.403         3.305           114.602         24.202         3.305           Administrative Staff         44.024         24.018           Staff salaries and benefits         6.766         0           Protocol Expenses         1.210         0           Professional development         0         904           Professional development         115.634         126.688           Insularity         10.929         0           Insularity         10.929         0           Insularity         10.929         1           Insularity	·		=
Insurance         7.646         0           Bankcharges         2.403         3.305           114.640         42.270           Administrative Staff           Staff salaries and benefits         44.024         24.018           Staff travel costs         6.766         0           Protocol Expenses         1.210         0           Professional development         0         90           Professional development         115.634         126.688           In 2013 €36,636 was spent on program costs through ISSA Hungary, €78,998 charteristrative coststin 2013 ISSA Hungary was closed)         115.634         126.688           VAT         10.929         0         0           Programs         182.518         216.570         1           Goal 1 Access/Equity         152.90         1         1           Goal 2 Access/Equity         152.90         2         1           Goal 3 Civil Society Participation         16.735         44.904         3         3         3         4         4         4         4         4         4         4         4         4         4         4         4         4         4         4         4         4         4         4			
Bankcharges         2.403         3.305           Administrative Staff         114.640         42.270           Staff salaries and benefits         44.024         24.018           Staff travel costs         6.766         0.0           Protocol Expenses         1.210         0           Professional development         0         904           ESSA Hungary         115.634         126.688           Lin 2013 €36,636 was spent on program costs through ISSA Hungary, €78,998 on administrative costs (in 2013 ISSA Hungary was closed)         10.929         0           Programs         10.929         0         0           Forgram Staff, Consultants, Committee         182.518         216.570         1           Goal 1 Access/Equity         152.907         145.304         2	•		0
Administrative Staff         114,640         42,270           Staff salaries and benefits         44,024         24,018           Staff travel costs         6,766         0           Protocol Expenses         1,00         904           Professional development         52,000         24,922           ISSA Hungary         115,634         126,688           In 2013 €36,636 was spent on program costs through ISSA Hungary, €78,998 on administrative costs (in 2013 ISSA Hungary was closed)         10,929         0           VAT         10,929         0           Program Staff, Consultants, Committee         182,518         216,570           Goal 1 Access/Equity         152,907         145,340           Goal 2 Quality         69,224         125,707           Goal 3 Civil Society Participation         16,735         44,908           Goal 4 Strengthen Network Capacity         63,603         87,254           OSI Grants to members chanelled via ISSA         48,942         32,534           Fundraising & Partnership Building         1         533,929         562,313           Evelopment         1         1         1,515         1,515			_
Administrative Staff           Staff salaries and benefits         44.024         24.018           Staff travel costs         6.766         0           Protocol Expenses         1.210         0           Professional development         52.000         24.922           ISSA Hungary         115.634         126.688           In 2013 €36,636 was spent on program costs through ISSA Hungary, €78.998 on stricture vertice vertice 2013 ISSA Hungary was closed)         10.929         0           VAT         10.929         0         0           Program         182.518         216.570         0           Goal 1 Access/Equity         152.907         145.340         0	Bankcharges		
Staff salaries and benefits         44.024         24.018           Staff travel costs         6.766         0           Protocol Expenses         1.210         0           Professional development         0         904           ESSA Hungary         115.634         126.688           In 2013 €36,636 was spent on program costs through ISSA Hungary, ₹78,998 on strative costs (in 2013 ISSA Hungary was closed)         10.929         0           VAT         10.929         0         0           Programs         182.518         216.570         1           Goal 1 Access/Equity         152.907         145.340         1<		<u>114.640</u>	42.270
Staff salaries and benefits         44.024         24.018           Staff travel costs         6.766         0           Protocol Expenses         1.210         0           Professional development         0         904           ESSA Hungary         115.634         126.688           In 2013 €36,636 was spent on program costs through ISSA Hungary, ₹78,998 on strative costs (in 2013 ISSA Hungary was closed)         10.929         0           VAT         10.929         0         0           Programs         182.518         216.570         1           Goal 1 Access/Equity         152.907         145.340         1<	A desirate attended to Chaff		
Staff travel costs       6.766       0         Protocol Expenses       1.210       0         Professional development       0       904         ESSA Hungary       115.634       126.688         In 2013 €36,636 was spent on program costs through ISSA Hungary, €78,998 or bright in 2013 ISSA Hungary was closed)       10.929       0         VAT       10.929       0         Programs       182.518       216.570         Goal 1 Access/Equity       152.907       145.340         Goal 2 Quality       69.224       125.707         Goal 3 Civil Society Participation       16.735       44.908         Goal 4 Strengthen Network Capacity       63.603       87.254         Sol Grants to members chanelled via ISSA       48.942       32.534         Fundraising & Partnership Building       1.715       4.715         Evelopment       0       1.715       4.715         Staff       1.805       15.490       15.490			
Protocol Expenses         1.210         0           Professional development         0         904           ISSA Hungary         115.634         216.688           ISSA Hungary         115.634         126.688           (in 2013 €36,636 was spent on program costs through ISSA Hungary, €78,998 on alministrative costs/strip 2013 ISSA Hungary was closed)         10.929         0           VAT         10.929         0           Programs         182.518         216.570           Goal 1 Access/Equity         152.907         145.340           Goal 2 Quality         69.224         125.707           Goal 3 Civil Society Participation         16.735         44.908           Goal 4 Strengthen Network Capacity         63.603         87.254           Goal 4 Strengthen Network Capacity         63.603         87.254           Coll Grants to members chanelled via ISSA         48.942         32.534           Fundraising & Partnership Building         1         75.392         652.313           Evelopment         9         1.715         15.490           Staff         1         1.805         15.490			24.018
Professional development         0         904           ISSA Hungary         115.634         216.688           (in 2013 €36,636 was spent on program costs through ISSA Hungary, ₹78,998 on alministrative costs/ (in 2013 ISSA Hungary was closed)         10.929         0           VAT         10.929         0           Programs         182.518         216.578           Frogram Staff, Consultants, Committee         182.518         216.570           Goal 1 Access/Equity         152.907         145.340           Goal 2 Quality         69.224         125.707           Goal 3 Civil Society Participation         16.735         44.908           Goal 4 Strengthen Network Capacity         63.603         87.254           Goal 4 Strengthen Network Capacity         63.603         87.254           Coll Grants to members chanelled via ISSA         48.942         32.534           Prodrams & Partnership Building         1.715           Evelopment         0         1.715           Staff         1.805         1.5490			_
52.000       24.922         ISSA Hungary       115.634       126.688         115.634       126.688       115.634       126.688         (in 2013 €36,636 was spent on program costs through ISSA Hungary, €78,998 on administrative costs/ (in 2013 ISSA Hungary was closed)       10.929       0         Programs         Programs Staff, Consultants, Committee       182.518       216.570         Goal 1 Access/Equity       152.907       145.340         Goal 2 Quality       69.224       125.707         Goal 3 Civil Society Participation       16.735       44.908         Goal 4 Strengthen Network Capacity       63.603       87.254         OSI Grants to members chanelled via ISSA       48.942       32.534         Fundraising & Partnership Building       533.929       652.313         Evelopment       0       1.715         Staff       1.805       15.490	·		_
Programs       182.518       216.579       216.579       216.579       216.579       216.579       216.579       216.579       216.579       216.579       216.579       216.579       216.579       216.579       216.570	Professional development		
Fundraising & Partnership Building         Fundraising & Partnership Building         Fundraising & Partnership Building       115.634       126.688         115.634       126.688         115.634       126.688         115.634       126.688         115.634       126.688         115.634       126.688         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         12.538       216.570         145.340       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.908       145.340         12.909       145.340         12.909		52.000	24.922
Fundraising & Partnership Building         Fundraising & Partnership Building         Fundraising & Partnership Building       115.634       126.688         115.634       126.688         115.634       126.688         115.634       126.688         115.634       126.688         115.634       126.688         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         10.929       0         12.538       216.570         145.340       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.907       145.340         12.908       145.340         12.909       145.340         12.909	ICCA Homeone		
Fundraising & Partnership Building         Fundraising & Partnership Building       Lo.929       0         Fundraising & Partnership Building       10.929       0         Program Staff, Consultants, Committee       182.518       216.570         Goal 1 Access/Equity       152.907       145.340         Goal 2 Quality       69.224       125.707         Goal 3 Civil Society Participation       16.735       44.908         Goal 4 Strengthen Network Capacity       63.603       87.254         OSI Grants to members chanelled via ISSA       48.942       32.534         Fundraising & Partnership Building       533.929       652.313         Development       0       1.715         Staff       1.805       15.490	issa Hungary		
VAT         10.929         0           Programs         Program Staff, Consultants, Committee         182.518         216.570           Goal 1 Access/Equity         152.907         145.340           Goal 2 Quality         69.224         125.707           Goal 3 Civil Society Participation         16.735         44.908           Goal 4 Strengthen Network Capacity         63.603         87.254           OSI Grants to members chanelled via ISSA         48.942         32.534           Fundraising & Partnership Building         533.929         652.313           Development         0         1.715           Staff         1.805         15.490		115.634	126.688
Programs           Program Staff, Consultants, Committee         182.518         216.570           Goal 1 Access/Equity         152.907         145.340           Goal 2 Quality         69.224         125.707           Goal 3 Civil Society Participation         16.735         44.908           Goal 4 Strengthen Network Capacity         63.603         87.254           OSI Grants to members chanelled via ISSA         48.942         32.534           Fundraising & Partnership Building         533.929         652.313           Development         0         1.715           Staff         1.805         15.490		ninistrative co	sts)
Program Staff, Consultants, Committee       182.518       216.570         Goal 1 Access/Equity       152.907       145.340         Goal 2 Quality       69.224       125.707         Goal 3 Civil Society Participation       16.735       44.908         Goal 4 Strengthen Network Capacity       63.603       87.254         OSI Grants to members chanelled via ISSA       48.942       32.534         Fundraising & Partnership Building       533.929       652.313         Development       0       1.715         Staff       1.805       15.490	VAT	10.929	0
Goal 1 Access/Equity       152.907       145.340         Goal 2 Quality       69.224       125.707         Goal 3 Civil Society Participation       16.735       44.908         Goal 4 Strengthen Network Capacity       63.603       87.254         OSI Grants to members chanelled via ISSA       48.942       32.534         Fundraising & Partnership Building       533.929       652.313         Development       0       1.715         Staff       1.805       15.490			
Goal 2 Quality       69.224       125.707         Goal 3 Civil Society Participation       16.735       44.908         Goal 4 Strengthen Network Capacity       63.603       87.254         OSI Grants to members chanelled via ISSA       48.942       32.534         Fundraising & Partnership Building       533.929       652.313         Development       0       1.715         Staff       1.805       15.490		182.518	216.570
Goal 3 Civil Society Participation       16.735       44.908         Goal 4 Strengthen Network Capacity       63.603       87.254         OSI Grants to members chanelled via ISSA       48.942       32.534         Fundraising & Partnership Building       533.929       652.313         Development       0       1.715         Staff       1.805       15.490		152.907	145.340
Goal 4 Strengthen Network Capacity       63.603       87.254         OSI Grants to members chanelled via ISSA       48.942       32.534         533.929       652.313         Fundraising & Partnership Building         Development       0       1.715         Staff       1.805       15.490	•	69.224	125.707
OSI Grants to members chanelled via ISSA       48.942       32.534         533.929       652.313         Fundraising & Partnership Building         Development       0       1.715         Staff       1.805       15.490		16.735	44.908
Fundraising & Partnership Building         533.929         652.313           Development         0         1.715           Staff         1.805         15.490	- , ,	63.603	87.254
Fundraising & Partnership Building Development 0 1.715 Staff 1.805 15.490	OSI Grants to members chanelled via ISSA	48.942	32.534
Development         0         1.715           Staff         1.805         15.490		533.929	652.313
Development         0         1.715           Staff         1.805         15.490	Fundraising & Partnershin Building		
Staff 1.805 15.490	- · · · · · · · · · · · · · · · · · · ·	^	1 715
1.003 13.130			
	·		

Financial income and expenses	2013 €	2012 €
	·	Č
Income Generation		
Training and consulting	123	140
Events and Conferences	0	19.734
Online Course	20.188	38.705
Book sales - Cost of Sales	6.134	3.418
Staff costs	0	6.562
	26.445	68.559
Interest	704	2.054
Exchange differences	104	-729

Amsterdam May 22nd 2014

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