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YOUTH FOR UNDERSTANDING
Intercultural Exchange Programs

FINANCIAL ANNUAL REPORT 2022/2023

YOUTH FOR UNDERSTANDING (YFU Switzerland), Bern

19. DEZEMBER 2023

YOUTH FOR UNDERSTANDING (CH)

3006 Bern, Alpenstrasse 24



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BALANCE SHEET AS OF 30. SEPTEMBER 2023 (in Swiss Francs)

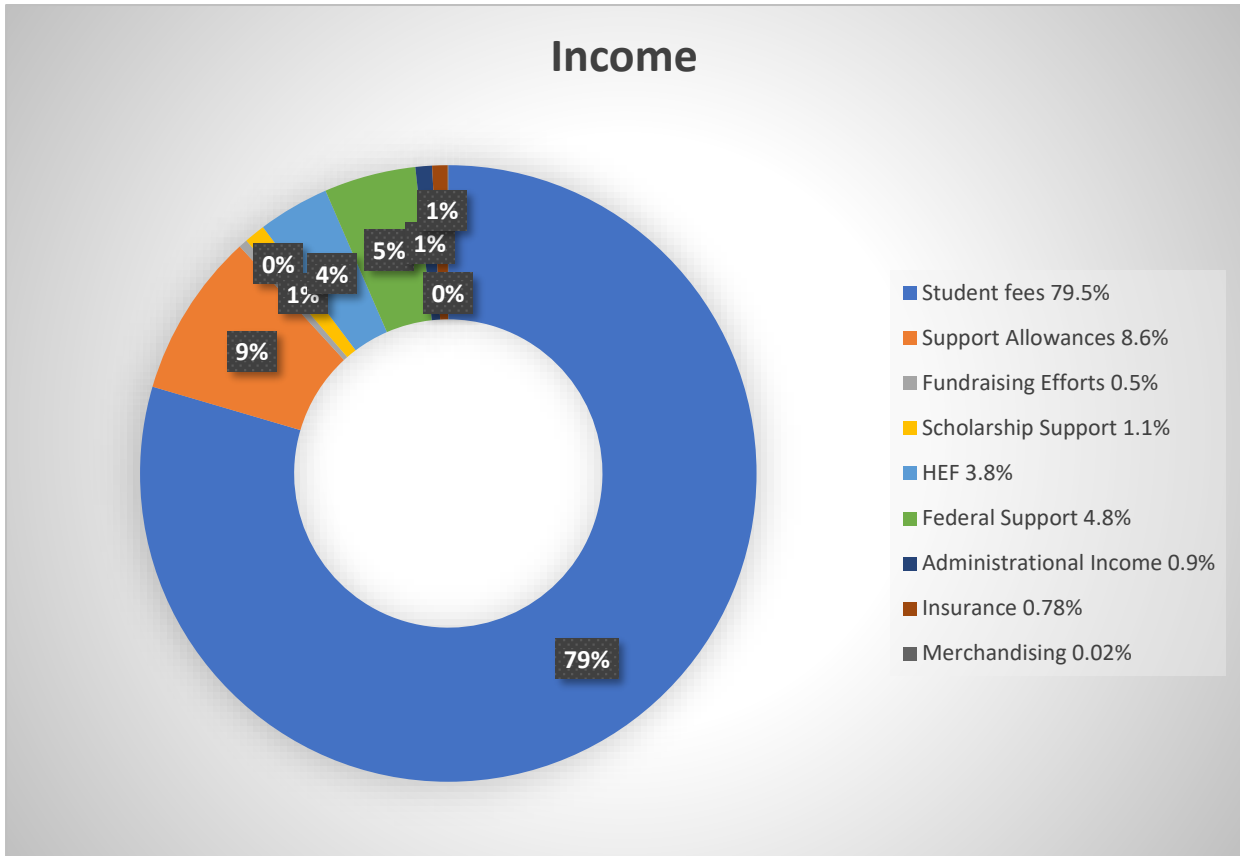
	2022/2023	2021/2022
ASSETS		
Current assets ¹⁾		
Liquidity	686'458.65	823'930.53
Credits	132'763.71	23'490.52
Total Current assets	819'222.36	847'421.05
Fixed assets ²⁾		
Mobile property	5'091.00	5'248.00
Inter-company account world ³⁾	-	-
Total Fixed assets	5'091.00	5'248.00
TOTAL ASSETS	824'313.36	852'669.05
LIABILITIES		
Short-term liabilities ⁴⁾		
Short-term liabilities	91'922.16	51'095.86
Accured/deferred liabilities	250'313.13	309'167.37
TOTAL LIABILITIES	342'235.29	360'263.23
FUNDS		
Funds		
Restricted funds ⁵⁾	140'230.00	145'474.61
TOTAL FUNDS	140'230.00	145'474.61
CAPITAL OF THE ORGANISATION		
Unrestricted funds ⁶⁾		
National scholarship fund (OC)	18'028.26	21'850.00
International scholarship fund (OC)	10'497.39	6'016.00
Solidarity fund	10'738.21	5'738.21
Equipment fund	-	697.50
Total unrestricted funds	39'263.86	34'301.71
Loan ICDF of YFU	19'372.69	36'727.22
Retained earnings	275'902.28	239'977.32
Actual loss / profit	7'309.24	35'924.96
TOTAL CAPITAL OF THE ORGANISATION	302'584.21	312'629.50
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY	824'313.36	852'669.05

¹ For the violet numbers ^{example)} there is a more detailed overview in the appendix/disclosure.

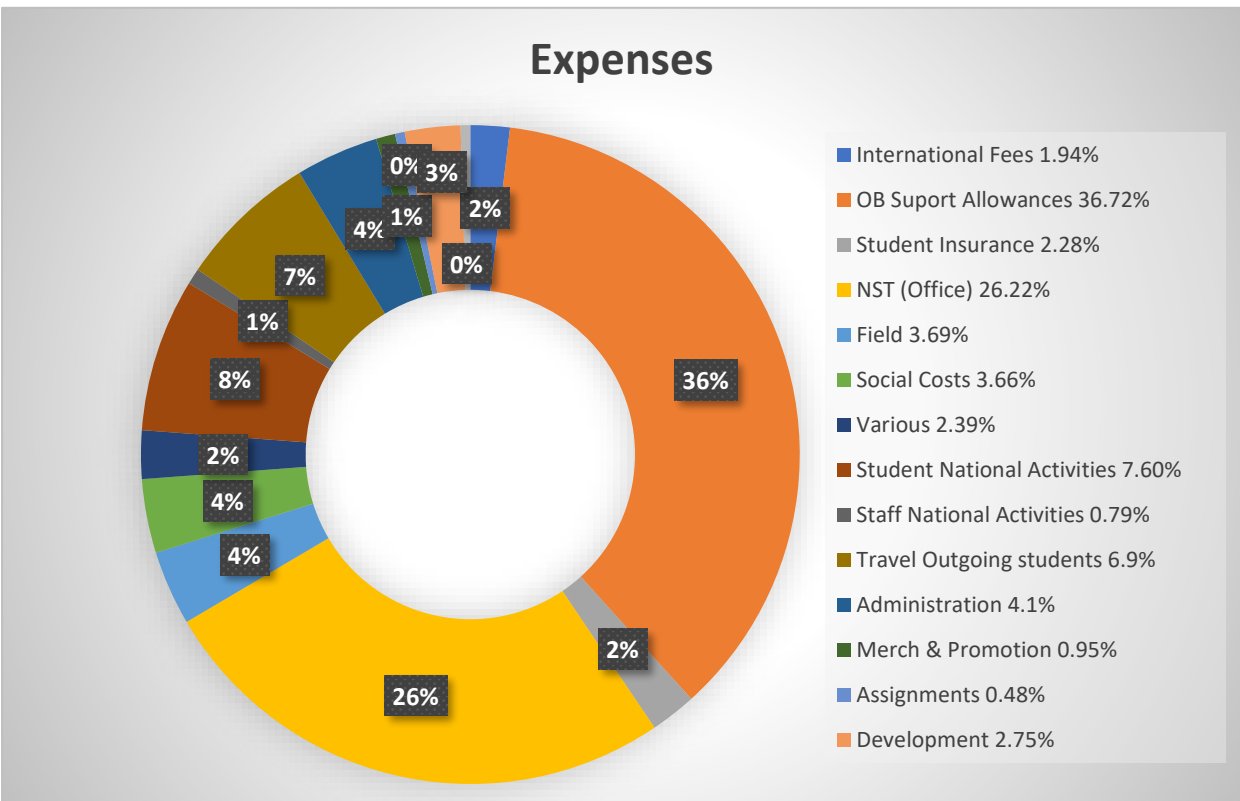
PROFIT AND LOSS ACCOUNT AS OF 30. SEPTEMBER 2023 (in Swiss Francs)

	Budget (95/28)	2022/2023	2021/2022
INCOME			
Outgoing student fees ⁷⁾	1'305'500.00	1'351'119.82	1'358'982.00
Support allowances ⁷⁾	144'536.00	146'617.54	135'746.57
Other income ⁸⁾	209'920.00	200'874.71	195'551.23
TOTAL INCOME	1'659'956.00	1'698'612.07	1'690'279.80
EXPENSES			
International fees ⁹⁾	33'156.00	32'891.69	40'464.19
Outbound support allowances ¹⁰⁾	591'344.00	621'173.40	675'526.69
Student insurance	38'309.00	38'520.06	31'059.82
TOTAL EXPENSES	662'809.00	692'585.15	747'050.70
Gross profit I	997'147.00	1'006'026.92	943'229.10
Staff expenses ¹¹⁾	565'422.00	608'362.28	517'584.66
Gross profit II	431'725.00	397'664.64	425'644.44
Other operating expenses ¹²⁾	422'340.00	398'723.41	403'257.23
EBITDA	9'385.00	-1'058.77	22'387.21
Depreciation	1'500.00	1'062.00	1'062.00
EBIT	7'885.00	-2'120.77	21'325.21
Financial expenses ¹³⁾	-	-	-
Financial income	-	-	-
EBT	7'885.00	-2'120.77	21'325.21
Extraordinary income		-9'147.55	-3'400.85
Extraordinary expenses		-	1'505.70
Withdrawal for national scholarships		-36'200.00	-41'350.00
Allocation of national scholarships ¹⁴⁾		18'967.00	23'563.00
Withdrawal for international scholarships		-10'400.00	-25'200.00
Allocation of international scholarships		6'931.60	8'652.40
Allocation of Solidarity fund		5'000.00	-
Withdrawal for hosting encouragement fund		-65'000.00	-40'000.00
Allocation of hosting encouragement fund		63'600.00	61'630.00
Allocation of student support fund		16'818.94	
Loss-/ Profit	7'885.00	7'309.24	35'924.96

Visualization of Income & Expenses



Of this income (1'698'612.07) and costs (1'691'302.83) were 111'600 CHF (∅ 6.598%) taken from our Funds. More detailed information about this usage follow on page 9.



APPENDIX TO FINANCIAL ANNUAL REPORT 2022/2023**Information on standards used in the Annual Report**

This annual report was prepared in accordance with Swiss Law and the existing guidelines of the accounting and reporting recommendations of Swiss GAAP FER (incl. FER 21). In addition these financial statements are also established in accordance with the policies and guidelines of the ZEWO-Foundation. These financial statements represent also the statutory and Swiss law regulations.

Accounting principles

These financial statements provide a true and fair view of the assets, financial position and earnings of YFU (Switzerland) and have been drawn up in accordance with all the existing guidelines of the accounting and reporting recommendations of Swiss GAAP FER and the Swiss law. In the case of discrepancy between these recommendations and Swiss law, there are policies applied which deserve both regulations. The financial statements are based on the principle of historical acquisition costs and on the going concern principle. The relevant accounting principles are part of the disclosures, breakdowns and notes.

Disclosures, breakdowns and notes to the balance sheet

	2022/2023	2021/2022
Liquidity ¹⁾		
Cash	-	-
Post credit	227'138.06	221'934.20
Bank credit	459'320.59	601'996.33
	686'458.65	823'930.53
Credits		
Withholding tax	-	-
Swiss Post, Credit IFS	-	-
Deferred charges ¹⁾	132'763.71	23'490.52
	132'763.71	23'490.52
Mobile property ²⁾		
Office equipment	3'186.00	4'248.00
Promotion material	1'905.00	1'000.00
	5'091.00	5'248.00
Clearing		
Inter-company account world ³⁾	-	-
	-	-
Short-term liabilities		
Supplier debits ⁴⁾	580.49	34'275.18
Inter-company accounts world ³⁾	91'341.67	16'820.68
	91'922.16	51'095.86
Funds ^{5), 6)}		
National scholarships fund	18'028.26	35'261.26
International scholarships fund	10'497.39	13'965.79
Student support fund	120'000.00	90'000.00
Hosting encouragement fund	20'230.00	21'630.00
Exchange rate fluctuation security fund	-	12'483.56
Solidarity fund	10'738.21	5'738.21
Equipment fund	-	697.50
	179'493.86	179'776.32

The Funds will be presented on page 9 and following pages. Additionally they will be handled more transparent & efficient in the future. The fund guidelines on page 16 will be changed from January 2023 onwards.

Disclosures, breakdowns and notes to the profit and loss account

Income	2022/2023	2021/2022
Outgoing student fees ⁷⁾		
North America	810'951.36	685'330.00
Asia/Pacific	99'570.00	70'580.00
Western Europe	327'593.00	493'810.00
Eastern Europe	40'040.00	9'310.00
Latin America	53'100.00	80'532.00
Africa	19'865.46	19'420.00
	1'351'119.82	1'358'982.00
Support allowances ⁷⁾		
North America	3'643.68	8'116.39
Asia/Pacific	22'778.64	36'971.49
Western Europe	24'746.46	28'133.23
Central Europe	39'530.70	41'280.26
Latin America	12'422.49	32'107.18
Africa	-	-
IB Courses & Camps	23'668.88	17'138.02
accruals for students	19'826.69	-28'000.00
	146'617.54	135'746.57
Other income ⁸⁾		
Federal support	81'757.00	84'836.00
Kreativcamp (Mercator)	-	-
Fundraising efforts	7'714.60	10'365.50
National scholarship support	18'810.00	21'850.00
Hosting Encouragement Fund	63'600.00	61'630.00
Administrational income	14'727.16	9'380.76
Student insurance	13'760.95	7'148.97
Merchandising	505.00	340.00
	200'874.71	195'551.23
Expenses		
International fees ⁹⁾		
International Center	28'438.08	37'621.36
EEE	4'453.61	2'842.83
	32'891.69	40'464.19
Outbound support allowances ¹⁰⁾		
North America	395'242.21	333'158.52
Asia/Pacific	29'060.24	19'841.12
Western Europe	152'698.79	281'625.12
Central Europe	17'530.77	3'405.20
Latin America	19'668.30	26'622.37
Africa	6'973.09	10'874.36
	621'173.40	675'526.69
Student Insurance		
Student Insurance IB	12'174.68	14'664.55
Student Insurance OUT	26'345.38	16'395.27
	38'520.06	31'059.82

Disclosures, breakdowns and notes to the profit and loss account (ctd.)

	2022/2023	2021/2022
Staff expenses ¹¹⁾		
Salaries Office and Field	505'941.45	443'548.56
Social costs	61'979.46	53'395.80
Various	40'441.37	20'640.30
	608'362.28	517'584.66
Other operating expenses ¹²⁾		
<i>Student national activities</i>		
Outgoing students	51'033.92	38'190.84
Incoming students	77'459.78	63'938.64
<i>Staff national activities</i>		
Training	9'810.10	9'384.55
Meeting	3'545.20	1'563.55
<i>Travel outgoing programs</i>		
North America	81'911.52	67'582.00
Asia/Pacific	11'305.00	10'519.00
Western Europe	10'500.62	18'371.84
Central Europe	1'119.00	-
Latin America	8'535.00	11'320.44
Africa	3'370.00	4'579.00
<i>Administration</i>		
Head-Office	64'531.13	67'012.14
Districts I - IV	4'843.90	2'612.85
<i>Merchandising</i>		
Merchandising	1'617.59	2'105.62
<i>Assignments</i>		
International Assignments	8'050.85	4'065.79
<i>Promotion</i>		
Promotion	14'489.80	35'460.97
<i>Development</i>		
Development national scholarship ¹⁴⁾	36'200.00	41'350.00
Development international scholarship	10'400.00	25'200.00
Development 60th Anniversary	-	-
	398'723.41	403'257.23
Depreciation		
Depreciation on equipment	1'062.00	1'062.00
Extraordinary income & costs		
<i>Extraordinary income</i>		
Extraordinary income other periods	-9'147.55	-3'400.85
<i>Extraordinary costs</i>		
Extraordinary costs other periods	-	1'505.70
Coronavirus	-	-
Coronavirus unexpected exp. - Inbound	-	-
Refunds Outbound	-	-
	-9'147.55	-1'895.15

Significant events after the balance sheet date

There were no significant events between the balance sheet date and finalization of the balance sheet by the Board that would affect the validity of information contained in the balance sheet or which would have to be disclosed here.

CASH FLOW STATEMENT AS OF 30. SEPTEMBER 2023

	2022/2023	2021/2022
Business activity		
Annual result	7'309.24	35'924.96
Depreciation	1'062.00	1'062.00
Changes in contingency reserves	-905.00	-999.00
Capital gain/loss from sales	-	-
Book profit/loss	-	-
Increase/Decrease of outstanding debts	-33'694.69	16'376.52
Increase/Decrease of other short-term debts	-	-
Increase/Decrease of deferred charges	-109'273.19	18'127.03
Increase/Decrease of deferred charges (funds)	-	-
Increase/Decrease of liabilities	-	-
Increase/Decrease of other short-term liabilities	-	-
Increase/Decrease of deferred income	-58'854.24	-71'785.09
Cash flow from Business activity	-194'355.88	-1'293.58
Investment activity		
Investment in financial assets	-	-
Investment in fixed assets	-	-
Disinvestment in fixed assets	-	-
Disinvestment in financial assets	-	-
Amortisation of undisclosed reserves	-	-
Cash flow after Investment activity	-194'355.88	-1'293.58
Financing activity		
Increase/Decrease of Inter-company accounts world	74'520.99	-24'398.66
Increase/Decrease of other long-term accrued loan	-17'636.99	-48'698.19
Increase/Decrease of retained earnings	-	-
Cash flow from Financing activity	56'884.00	-73'096.85
Increase in Liquid assets	-137'471.88	-74'390.43
Balance of Liquid assets as of October 1st	823'930.53	898'320.96
Balance of Liquid assets as of September 30th	686'458.65	823'930.53
	-137'471.88	-74'390.43

CAPITAL OF THE ORGANISATION AND RESTRICTED FUNDS

	Balance as of 01.10.2022	Avenues	Disposals	Releases	Balance as of 30.09.2023
National scholarship fund	21'850	18'810	0	-22'632	18'028
International scholarship fund	6'016	6'932	0	-2'450	10'497
Solidarity fund	5'738	5'000	0	0	10'738
Equipment fund	698	0	-698	0	0
Earned uncommitted assets	239'977	0	35'925	0	275'902
Annual result	35'925	-35'925	7'309	0	7'309
Capital of the organisation	310'204	-5'183	42'537	-25'082	322'475
National scholarships fund	13'411	157	0	-13'568	0
International scholarships fund	7'950	0	0	-7'950	0
Student support fund	90'000	16'819	13'181	0	120'000
Hosting encouragement fund	21'630	63'600	0	-65'000	20'230
Exchange rate fluctuation security fund	12'484	0	-12'484	0	0
Restricted funds	145'475	80'576	698	-86'518	140'230
Total	455'679	75'393	43'234	-111'600	462'705

National Scholarship Fund

Of those CHF 36'200, CHF 3000 were granted three times as Pioneer Scholarships (Total CHF 9'000). To encourage diversity destinations, Pioneer Scholarships are granted to students who spend their year on partner programs which welcomed less than 3 students in the past 5 years. As an example, this year we sent the second student ever hosted by YFU Vietnam.

An additional CHF 27'200 were granted to 7 different financially challenged students who applied to a regular YFU Switzerland scholarship.

International Scholarship Fund

The amount of CHF 10'400 was granted as scholarships to 2.5 international students. The awarded amount paid their Support Allowances to YFU Switzerland and each student benefited from an additional CHF 1160.- to cover camp expenses and internal travel costs within Switzerland.

Hosting Encouragement Fund

CHF 50'000 were spent on investing on an intern who supported hosting programs and covered extra hours linked with a particularly challenging hosting placement cycle. CHF 15'000 are linked to different expenses that occurred to identify and support of host families.

Student Support Fund (Operational Stability Fund)

This was increased by 30'000 up to 120'000 as it's written in our Fund Guidelines.

ADDITIONAL REMARKS CONCERNING SPECIFIC ITEMS ON VARIOUS BALANCE SHEETS

1) Current assets							
						30.09.2023	Previous year
Asset category						CHF	CHF
Liquid assets						686'459	823'931
Deferred charges						132'764	23'491
Total current assets						819'222	847'421

2) Fixed assets						
Assets analysis	Office equipment CHF	Office furnishings CHF	Promotion material CHF			Total
Acquisition values	CHF	CHF	CHF			
Balance as of 01.10.2022	4'248	0	1'000			5'248
Investments	0	0	905			905
Disinvestments	0	0	0			-
Depreciation current year	-1'062	0	0			-1'062
Amort. undisclosed reserves	0	0	0			-
Balance as of 30.09.2023	3'186	0	1'905			5'091

The assessment of capital assets is done according to acquisition value and original value. The activation limit is between CHF 500 and CHF 1000. Depreciation is linear over the next 5 years. The promotion material investment occurs because of the restpost of Merchandising articles. Since we did a complete inventory.

3) Inter-company accounts							
						30.09.2023	Previous year
						CHF	CHF
Inter-company accounts world (assets)						-	-
Inter-company accounts world (liabilities)						91'342	16'821
						91'342	16'821

This figure represents the difference between the two balance sheet items dealing with inter-company accounts. The amount reflects balances with international partners which could not be settled before 30.09.2023.

4) Short-term liabilities							
Composition						30.09.2023	Previous year
						CHF	CHF
Supplier debits						580	34'275
Deferred income						250'313	309'167
						250'894	343'443

The supplier debit was kept low with keeping everything under timely control.

The deferred income includes overtime and outstanding leave days of the office staff. Furthermore, it includes advance payments of future program participants (Program Year 2022/2023).

5) Restricted funds				
			National scholarships fund	Total
Balance as of 01.10.2022			35'261	35'261
Release of reserves			36'200	36'200
Creation of reserves			18'967	18'967
Balance as of 30.09.2023			18'028	18'028

National scholarships give the opportunity to students living in Switzerland and whose parents have not the economic capacity to offer an exchange program abroad. Each application is assessed on the ground of the family's income, assets and number of children in education. This fund is supplied by an outbound student fee of CHF 190 to be seen to increase to 300. In this document earlier we splitted this Fund into organisational capital and fund capital to be more transparent.

			International scholarships fund	Total
Balance as of 01.10.2022			13'966	13'966
Release of reserves			10'400	10'400
Creation of reserves			6'932	6'932
Balance as of 30.09.2023			10'497	10'497

International scholarships are mainly awarded to students from countries where the means to go on exchange are not readily available. In this document earlier we splitted this Fund into organisational capital and fund capital to be more transparent. With the Finance Committee there was a discussion at a maximum of 3 IB Scholarships to guarantee a sustainable fund.

			Student support fund	Total
Balance as of 01.10.2022			90'000	90'000
Allocation Exchange rate fluctuation security fund + Equipment fund			13'181	13'181
Release of reserves			16'819	16'819
Creation of reserves			-	-
Balance as of 30.09.2023			120'000	120'000

Student Support fund was made to ensure the quality and the programs of Switzerland. It is our safety net for emergencies on a different bank to ensure the accesability. By January 2023 the new fund guidelines will be introduced and the exchange rate fluctuation security fund and the equipement fund flow into this fund. We took 16'819 of our reserves to increase it up to 120'000. It will be renamed to **Operational Stability Security Fund**.

			Exchange rate fluctuation security fund	Total
Balance as of 01.10.2022			12'484	12'484
Withdrawal into student support fund			-12'484	-12'484
Release of reserves			-	-
Creation of reserves			-	-
Balance as of 30.09.2023			0	0

This fund is liquidized and merged with Student Support Fund (OSSF). Last year that this shows up here.

			Hosting Encouragement Fund (HEF)	Total
Balance as of 01.10.2022			21'630	21'630
Release of reserves			-65'000	-65'000
Creation of reserves			63'600	63'600
Balance as of 30.09.2023			20'230	20'230

The **HEF** was introduced last year and aims at strengthen bidirectional exchange, following the general ideals of YFU, facilitate the search of host families for inbound students and strengthen YFU's ability to financially support host families. The fund collects direct contributions + paid by all outbound students, whose families are not hosting. The amount of the contribution per non hosting family is defined by the Board, in collaboration with the ND.

6) Unrestricted funds

	International Solidarity Fund	Total
Balance as of 01.10.2022	5'738	5'738
Release of reserves	-	-
Creation of reserves	5'000	5'000
Balance as of 30.09.2023	10'738	10'738
	Equipment Fund	Total
Balance as of 01.10.2022	698	698
Withdrawal into student support fund	-698	-698
Release of reserves	-	-
Creation of reserves	-	-
Balance as of 30.09.2023	-	-

As mentioned before the **Equipment Fund** is allocated into the Operational Stability Security Fund. But the **International Solidarity Fund** remains because it's important to have the abilities to support struggling or new YFU organisations around the world.

Comments on our funds:

As mentioned in the texts above the **National- and International- Scholarship fund** contain unrestricted some Organizational Capital. For a better overview, we present them here together in the restricted funds.

All together our fund capital stayed in the same area (-282.46 CHF) due to the fact that we put 16'819 CHF of our Equity into our Operational Stability Fund.

We were also a bit more careful with giving out scholarships to guarantee a sustainable fashion to do so. In the Finance Committee there were discussions about guidelines to do so.

7) Income from programs

	2022/2023 CHF	Previous year CHF
Outgoing student fees		
North America	810'951	685'330
Asia/Pacific	99'570	70'580
Western Europe	327'593	493'810
Eastern Europe	40'040	9'310
Latin America	53'100	80'532
Africa	19'865	19'420
Total	1'351'120	1'358'982

This year's number of outbound students (95) is significantly lower than last year (107). This could be because of the uncertain times we live in at the moment. Increase of living cost around the world and conflicts. Our goal is to keep these numbers of students our even increase it for that we invest in a Social Media Agency to have a crash course and update our Online Representation. Income on the same level because our programs got more expensive due to increase of SA to partners and travel costs. North America is around 60% of this income.

	2022/2023 CHF	Previous year CHF
Support allowances		
North America	3'644	8'116
Asia/Pacific	22'779	36'971
Western Europe	24'746	28'133
Central Europe	39'531	41'280
Latin America	12'422	32'107
Africa	-	-
IB Courses & Camps	23'669	17'138
Accruals for students	19'827	-28'000
Total	146'618	135'747

This year's number of inbound students (29) same as two years ago, is lower than last year (36). **The accruals** of 28'000 were made to be sure to have the needed money for our Inbound students. And we put 10'000 into the next year there we plan again around 30 IBs. With the current staffing and SA this is our capacity.

8) Other income

	2022/2023 CHF	Previous year CHF
Federal support	81'757	84'836
Kreativcamp (Mercator)	-	-
Corporate scholarships	-	2'637
Restricted donations (national scholarship)	157	1'713
Unrestricted donations	7'558	6'016
National scholarship support	18'810	21'850
Hosting Encouragement fund	63'600	61'630
Administrational income	14'727	9'381
Student insurance	13'761	7'149
Merchandising	505	340
Total	200'875	195'551

Federal support refers to contributions from the Swiss Federal Government. These contributions consist of financial support for our activities in the field of youth work ("Finanzhilfen für die Betriebsstruktur und regelmässige Aktivitäten von Einzelorganisationen (Art. 7 Abs. 2 KJFG)" BSV year allowance CHF 78'437) and for our training events for volunteers ("Aus- und Weiterbildung (Art. 9 KJFG)" BSV training support CHF 3'320). Insurance and Administrational Income was higher due to open issues from the past.

Expenses**9) International fees**

	2022/2023 CHF	Previous year CHF
International Center	28'438	37'621
EEE	4'454	2'843
Total	32'892	40'464

International Center fees consist of the fee for the Global Office and the contributions to the ICDF (International Contingency and Development Fund). The EEE fees are supporting the EEE (European Educational Exchanges) office in Bruxelles and its activities. EEE is the umbrella organization of European YFU organizations. All of the aforementioned fees are calculated on a per student basis.

10) Outbound support allowances		2022/2023	Previous year
		CHF	CHF
Support allowances			
North America		395'242	333'159
Asia/Pacific		29'060	19'841
Western Europe		152'699	281'625
Central Europe		17'531	3'405
Latin America		19'668	26'622
Africa		6'973	10'874
Total		621'173	675'527

Support allowances are the fees that are paid to international partners for hosting our outbound students. They reflect the student numbers. Since support allowances are a part of the program price that the participants pay, the same explanations apply as for 7) "Income from programs".

11) Staff expenses

The remuneration to staff members does not exceed salaries of employees fulfilling similar tasks in other organizations or in the public service of the Canton of Bern.

12) Other operating expenses

		2022/2023	Previous year
		CHF	CHF
Student National activities		128'494	102'129
Staff National activities		13'355	10'948
Travel outgoing programs		116'741	112'372
Administration (without capital loss)		69'375	69'625
Merchandising		1'618	2'106
Assignments		8'051	4'066
Promotion		14'490	35'461
Total		352'123	336'707

Many student national activities as an example the skicamp get more expensive but compliments to the NECs for staying in the budget. The expenses in travel outgoing programmes reflects the number of outbound students and therefore the same explanations apply as for 7) "Income from programs". The expenses in the administration were reduced as YFU moved to smaller offices and but the FTE were increased this year to improve the NST structure.

13) Exchange rate fluctuations

The exchange rate fluctuations were not transferred to the Exchange rate fluctuation security fund. Because of a positive result and it will be put into our Operational Stability Security Fund in the future.

14) Development

		2022/2023	Previous year
		CHF	CHF
Development national scholarship		36'200	41'350
Development international scholarship		10'400	25'200
Development equipment fund		-	-
Development solidarity fund		-	-
Development management funds		-	-
Total		46'600	66'550

Assessment of risk

The Board with the Financial Committee adequately assessed the potential risks periodically. Where applicable, measures were taken so that the risk of relevant misstatements in the financial report can be considered minor.

Accounting principles

The financial accounting was done according to the rules of Swiss GAAP FER (FER 1 - 6, FER 21 and FER 27)

15) Open positions in financial derivative instruments

	30.09.2023			30.09.2022		
	Assets	Liabilities	Purpose	Assets	Liabilities	Purpose
Forward currency transactions	0	0	Hedging	0	0	Hedging
Forward transactions (Total)	0	0		0	0	
There of hedge of future cash flows	0	0		0	0	
Recognized values (Total)	0	0		0	0	

Zewo Method

Calculate expenses for projects or services, fundraising and administration. Established in accordance with the policies and guidelines of the ZEW-Foundation to increase transparency.

	Service	Administration	Promotion	Total
International Fees	32'891.69	—	—	32'891.69
OB Support Allowances	621'173.40	—	—	621'173.40
Student Insurance	38'520.06	—	—	38'520.06
Office Staff	310'414.66	110'862.38	22'172.47	443'449.51
	70%	25%	5%	100%
Field Staff	43'744.36	15'622.98	3'124.60	62'491.94
	70%	25%	5%	
Social Costs	—	61'979.46	—	61'979.46
Various Staff	—	40'441.37	—	40'441.37
Student National Activities	102'794.96	25'698.74	—	128'493.70
	80%	20%		
Staff National Activities	—	13'355.30	—	13'355.30
Student Travel	116'741.14	—	—	116'741.14
Administration	—	69'375.03	—	69'375.03
Merchandising	—	—	1'617.59	1'617.59
Assignments	—	—	8'050.85	8'050.85
Promotion	—	—	14'489.80	14'489.80
Development	46'600	—	—	46'600
Depreciation	—	1'062	—	1'062
Extraordinary	—	-9'147.55	—	-9'147.55
Fund Allocation	—	-282.46	—	-282.46
Total	1'312'880.27	328'967.25	49'455.31	1'691'302.83
	77.63%	19.45%	2.92%	

In this tabella we can see that YFUs focus lays on the Service we provide. Administration is necessary to do so and in a suitable range. Promotion is necessary to make YFU known outside of YFU. So 2.92% with also internal Assignments included is quite low definitely room to increase.

FY 22-23 was a good year to show that YFU Switzerland is stable again. One important fact that this shows is that the ICDF loan was repaid end of November 2023, so YFU Switzerland is debt free. Additionally YFU has a healthy reserve and increase the Stability fund to 120'000 CHF. The Hosting Encouragement Fund is a way to support the IB program.

This year showed us that we need to work on our campaign early on and also on new channels like TikTok. Due to uncertain times financial and political we felt a decrease of the interest in exchange. The sweet spot at the moment would be at 100 OBs and 30 IBs.

At the operational level, the NST is improving on a structural level. Looking at processes, responsibilities and clear yearly structure. With YFUture the whole YFU network is involved there.

With raising student numbers, the team of National Support Team professional staff had to be adjusted.

Executive Board

BOARD MEMBERS OF YFU SWITZERLAND

Name	Firstname	Election year	Position	1. Term	2. Term	3. Term
Weiss	Marc	2019	Chairperson	2019-2021	2021-2023	2023-2025
Hollenweger	Yvonne	2020	Vice-Chairperson	2020-2022	2022-2024	
Meili	Oliver	2023	Finance Committee	2023-2025		
Garzioli	Sabina	2023	Development	2023-2025		
Canzani	Matz	2021	Finance & Risk Management	2021-2023	2023-2025	
Bruderer	Selina	2021	Legal Advisor	2021-2023	2023-2025	
Floris	Joel	2020	Data, Fundraising and Events	2020-2022	2022-2024	
Hunziker	Marco	2021	International Affairs	2021-2023	2023-2025	

National Director of YFU Switzerland

YFU Switzerland is led by John B. Borruat as its national director. John works at a contracted 60%. His current salary is included in the salaries you can see in the balance sheet.

Voluntary work at YFU

YFU is a volunteer driven organization and - as you can read in the "Merci" section of this document, there are quite a few different positions filled by volunteers. The calculation of the working time done by our volunteers is based on the principle of caution. The number of worked hours are most probably higher than the number shown here. A few examples: a student interview means a 4 hour-investment (2 hours for two volunteers), a home visit means at least 2 hours of investment, add 5 hours for a regular "supervision" during the year. All together one may count more than 100 hours for different presentations in schools and at fairs throughout Switzerland. So some 800 hours can be counted for these activities alone. A big amount of volunteer time is invested in animating the different camps during the year. Before each camp, a special training take place. In the spring and in the autumn, workshop weekends are organised. Some 3000 hours can be counted for the 5 different camps for our students, which last from a weekend to a week. Taking into account the special follow-up needed, we realistically can estimate the work provided by volunteers at **4000 hours per year**.

GUIDELINES TO YFU SWITZERLAND'S FUNDS

Purpose

The purpose of these guidelines is to define the policies for all the funds to be found in YFU Switzerland's (YFU-CH) balance sheet, to describe the process (guidelines) for their allocation and their alimentation.

The 5 pillars of YFU Switzerland's funds

<i>Support outbound students with limited means</i>	<i>Support inbound students with limited means</i>	<i>Support host families</i>	<i>Ensure national organizational stability</i>	<i>Support international partners in need</i>
1) National Scholarship Fund	2) International Scholarship Fund	3) Hosting Encouragement Fund	4) Operational Stability Fund	5) Solidarity Fund

1) National Scholarship Fund*

Aim:

To financially support outbound students leaving on an exchange program with YFU-CH.

Alimentation:

There are three mechanisms to replenish this fund: There are the **direct contributions* (1)**, paid by all Swiss participants leaving with YFU-CH (contribution is part of the program fee). Assuming there is a profit by the end of a financial year, the Board, together with the National Director (ND), decides to allocate an **extra contribution* (2)** to the fund, in the process of profit distribution. **Restricted donations* (3)** to the National Scholarship Fund can also aliment this fund.

Allocation:

Allocation of the scholarships to outbound students is decided by the ND, according to the specific fund regulations. The sum of all regular participant direct contributions should be distributed during the same fiscal year. At each financial closing, the remaining means of the **direct contributions* (1)** are automatically transferred to the International Scholarship Fund.

The ND is required to inform the Finance Committee about the allocations. The Finance Committee informs the Board after any allocation. The Board informs at the annual membership meeting about the fund allocation.

2) International Scholarship Fund

Aim:

To financially support inbound students coming to Switzerland through other partner organizations. This applies especially to participants from countries with considerably lower levels of income than Switzerland.

Alimentation:

There are three mechanisms to replenish this fund: **The remaining means of direct contributions* (1)** to the National Scholarship Fund at the end of each fiscal year are automatically transferred to this fund. In case of a profit by the end of a financial year, the Board, together with the ND, decides to allocate an **extra contribution* (2)** to the fund, in the process of profit distribution. **Restricted donations* (3)** to the International Scholarship Fund can also aliment this fund.

Allocation:

The Board decides about the allocation of the scholarships to inbound students upon proposition by the ND. The Board informs at the annual membership meeting about the fund allocation.

3) Hosting Encouragement Fund*

Aim:

To strengthen bidirectional exchange, following the general ideals of YFU, to facilitate the search of host families for inbound students and to strengthen YFU's ability to financially support host families.

Alimentation:

The fund collects **direct contributions**⁺ paid by all outbound students, whose families are not hosting. The amount of the contribution per non-hosting family is defined on a yearly basis by the Board, in collaboration with the ND.

Allocation:

The fund's means are to be spent for activities in the context of hosting. This can be allowances for host families, but it can also generally be used to achieve the purpose of the fund. For the detailed allocation process, the respective fund regulations have to be considered. The Board informs at the annual membership meeting about the fund allocation.

4) Operational Stability Security Fund

Aim:

To ensure that YFU-CH can always fulfill its contractual obligations to partner organizations and participants.

Alimentation:

The Operational Stability Security Fund contains at least CHF 120'000. If the fund must be used, the Finance Committee ensures that it is replenished to the minimal amount at the next possible moment out of a profit or retained earnings⁺ (first priority against all other funds).

Allocation:

The ND, together with the Finance Committee, decides upon the allocation of the Fund. The Finance Committee informs the Board after any allocation. The Board informs at the annual membership meeting about the fund allocation.

5) Solidarity Fund

Aim:

To support specific international operations and actions in a spirit of solidarity. It may consist of loans or grants to partner organizations in need or of actions to promote the further training and education of staff abroad.

Alimentation:

The Solidarity Fund is filled by allocating part of the surplus in case of a positive financial result or by reserves⁺. The Finance Committee decides on the amount based on a proposition by the ND.

Allocation:

Proposals for Solidarity Fund allocation are made by the ND and are decided upon by the Finance Committee. The Finance Committee informs the Board after any allocation. The Board informs at the annual membership meeting about the fund allocation.

* Those funds have separate fund regulations

+ Organizational Capital = Organisationskapital = "selbst gebundenes Kapital"

° Fund's capital = Fondskapital = "von Dritten gebundenes Kapital" = Donations

Audit Report



Review Report to the Board of YOUTH FOR UNDERSTANDING (YFU)(SCHWEIZ), Bern

In accordance with your instructions we reviewed the financial statements (balance sheet, profit and loss account, cash flow statement, capital of the organization and restricted funds, notes) of YOUTH FOR UNDERSTANDING (YFU) (SCHWEIZ) for the year ended September 30, 2023. In accordance with Swiss GAAP FER 21 the Information in the Efficiency Report is not part of our Review.

These financial statements in accordance with Swiss GAAP FER are the responsibility of the Board. Our responsibility is to issue a report on these financial statements based on our review.

Our Review was conducted in accordance with the Swiss Auditing Standard 910 applicable to review engagements, which requires that a review be planned and performed to obtain moderate assurance about whether the financial statements are free from material misstatement. A review is limited primarily to inquiries of personnel and analytical procedures applied to financial data and thus provides less assurances than an audit. We have not performed an audit and, accordingly, we do not express an audit opinion.

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not show a true and fair view of the associations assets, financial position and result situation in according to the standards of Swiss GAAP FER.

Treuhand-Zentrum AG



Christian Tschanz
Bachelor of Science BFH in Betriebsökonomie
Audit Expert



Mark Schüpbach-Gutekunst
Certified expert in accounting and controlling
Audit Expert

Attachment: Financial statements

Muri b. Bern, January 4th, 2024

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Our success is your success: Merci!

This 2022-2023 fiscal year reflects a successful period. The **YFUTURE** project, is ongoing both an invitation and an opportunity for YFU Switzerland to consciously look forward and create its future, within the frame of refreshed YFU Basic Standards and International Bylaws. This future should be based on a common vision to be outlined by all involved, strong values to be revisited and adjusted, an architecture and ways of communicating and functioning to be re-aligned with today's realities.

For now, we wish to express our deepest our gratitude to all who have brought us this far. YFU Switzerland is **a volunteer-based organization**, and our first thanks go to all who are involved in making student exchanges possible, thanks to dedicating their time and energy. Their role is crucial, and their fields of activities ranges wide, from promoting the association during information events, to interviewing young candidates, to animating and leading YFU camps, to being a contact person for student or host family...**Volunteers are the heart of YFU.**

Respectful of Swiss federalism, YFU needs volunteers to coordinate most activities on a regional level. **Our Regional Directors** are here to ensure the caring of all participants and connect Students, Volunteers, Host Families and the NST to each other.

The NEC team – National Events Coordinators - are our logistical experts. They set up the camps our students and volunteers attend to. They cultivate perfectionism in planning as well as a particular sense of welcome.

Furthermore, **Trainers** are here to accompany our volunteers and ensure a solid content preparation and unfolding of YFU orientations and events. They take our slogans “strive to increase cultural understanding/learning that transforms lives” to heart and offer competencies and development opportunities for all volunteers.

The **IT-Support** technically supports us from database management to data protection.

On the national level, **the Board** provides the strategic orientation, framework, guidelines, and supervision to support the organization.

A deep, warm and heartfelt felt “thank you” to all !

An important **“Merci”** goes out to our welcoming **host families** who open their doors with open arms to our incoming students. They are - as you can guess - the very home of YFU.

Schools deserve our praise as they welcome our students and accommodate their schedule to make it possible for them to attend and enjoy the teaching. They ensure that exchange students can reflect and grow from experiencing a different educational system.

We further wish to express our **“Grazie”** to the whole **YFU global community**. Thanks to the YFU Spirit, we work in a mutually constructive way to promote diversity with partners from around the world, supported by an efficient Global Office.

We are able to grant scholarships to young people and, hence, the opportunity to explore the world, thanks to our **donors** who support the YFU mission with their donations and their trust. They are the giving hand of YFU.

Our **external partners** support us by sharing their knowledge, offering opportunities, financially contributing to our funds and so much more. Just to name a few: Intermundo, Mercator, the US Embassy in Switzerland, Schneider Treuhand as well Zewo. They are our social network here in Switzerland. **“Besten Dank!”**

We would also like to mention here institutional partners such as the **Swiss Confederation, the cantons and the communities**, among which the Federal Social Insurance Office (BSV/OFAS) which contributes to financially strengthening our organization, thanks to funds allocated within the frame of the law of the Promotion of Youth Activities. **“Grazia!”**

To each and everyone of you, our gratitude,

In the name of YFU Switzerland,

David Gauss, Administration and Finances Coordinator