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BALANCE SHEET AS OF 30. SEPTEMBER 2022 (in Swiss Francs)

	2021/2022	2020/2021
ASSETS		
Current assets ¹⁾		
Liquidity	823'930.53	898'320.96
Credits	23'490.52	41'617.55
Total Current assets	847'421.05	939'938.51
Fixed assets ²⁾		
Mobile property	5'248.00	5'311.00
Inter-company account world ³⁾	-	-
Total Fixed assets	5'248.00	5'311.00
TOTAL ASSETS	852'669.05	945'249.51
LIABILITIES		
Short-term liabilities ⁴⁾		
Short-term liabilities	51'095.86	59'118.00
Accured/deferred liabilities	309'167.37	380'952.46
TOTAL LIABILITIES	360'263.23	440'070.46
FUNDS		
Funds		
Restricted funds ⁵⁾	145'474.61	186'045.21
TOTAL FUNDS	145'474.61	186'045.21
CAPITAL OF THE ORGANISATION		
Unrestricted funds ⁶⁾		
National scholarship fund (OC)	21'850.00	
International scholarship fund (OC)	6'016.00	
Solidarity fund	5'738.21	5'738.21
Equipment fund	697.50	697.50
Total unrestricted funds	34'301.71	6'435.71
Loan ICDF of YFU	36'727.22	72'720.81
Retained earnings	239'977.32	20'691.41
Actual loss / profit	35'924.96	219'285.91
TOTAL CAPITAL OF THE ORGANISATION	312'629.50	312'698.13
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY	852'669.05	945'249.51

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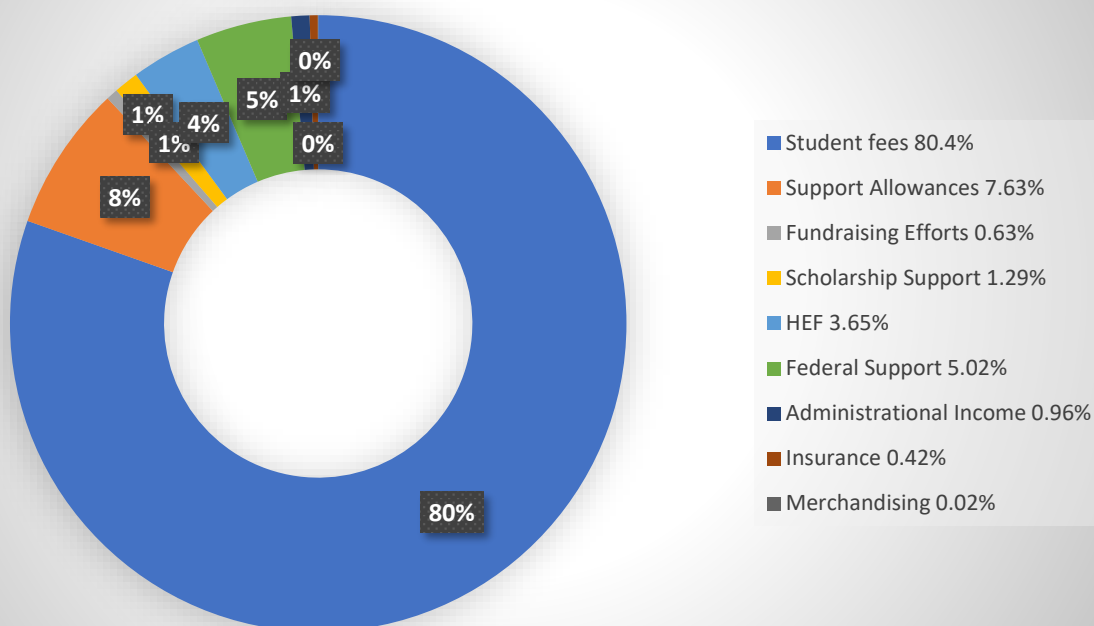
¹ For the violet numbers ^{example)} there is a more detailed overview in the appendix/disclosure.

PROFIT AND LOSS ACCOUNT AS OF 30. SEPTEMBER 2022 (in Swiss Francs)

	Budget (90/30)	2021/2022	2020/2021
INCOME			
Outgoing student fees ⁷⁾	1'182'400.00	1'358'982.00	1'035'616.75
Support allowances ⁷⁾	140'744.00	128'933.52	112'567.23
Other income ⁸⁾	161'000.00	202'364.28	312'379.50
TOTAL INCOME	1'484'144.00	1'690'279.80	1'460'563.48
EXPENSES			
International fees ⁹⁾	29'101.00	40'464.19	30'481.81
Outbound support allowances ¹⁰⁾	536'278.00	675'526.69	506'783.84
Student insurance	44'424.00	31'059.82	29'538.19
TOTAL EXPENSES	609'803.00	747'050.70	566'803.84
Gross profit I	874'341.00	943'229.10	893'759.64
Staff expenses ¹¹⁾	471'000.00	517'584.66	408'776.37
Gross profit II	403'341.00	425'644.44	484'983.27
Other operating expenses ¹²⁾	262'503.00	403'257.23	252'072.31
EBITDA	140'838.00	22'387.21	232'910.96
Depreciation	2'000.00	1'062.00	3'090.00
EBIT	138'838.00	21'325.21	229'820.96
Financial expenses ¹³⁾		-	-
Financial income		-	-
EBT	138'838.00	21'325.21	229'820.96
Extraordinary income		-3'400.85	-1'833.95
Extraordinary expenses		1'505.70	6'000.00
Withdrawal for national scholarships		-41'350.00	-5'000.00
Allocation of national scholarships ¹⁴⁾	17'100.00	23'563.00	15'200.00
Withdrawal for international scholarships		-25'200.00	-23'831.00
Allocation of international scholarships		8'652.40	20'000.00
Withdrawal for hosting encouragement fund	-30'000.00	-40'000.00	
Allocation of hosting encouragement fund	40'000.00	61'630.00	
Loss-/ Profit	111'738.00	35'924.96	219'285.91

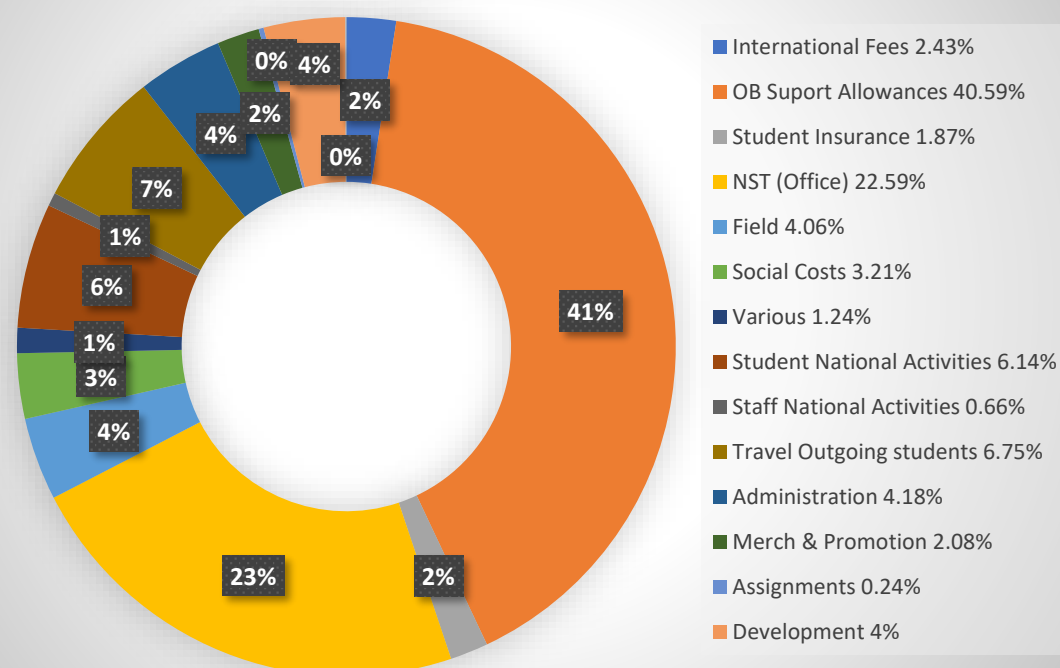
Visualization of Income & Expenses

Income



Of this income (1'690'279.80) and costs (1'654'354.84) were 106'550 CHF (Ø 6.365%) taken from our Funds. More detailed information about this usage follow on page 9.

Expenses



APPENDIX TO FINANCIAL ANNUAL REPORT 2021/2022**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

	2021/2022	2020/2021
Liquidity ¹⁾		
Cash	-	1'840.15
Post credit	221'934.20	211'234.57
Bank credit	601'996.33	685'246.24
	823'930.53	898'320.96
Credits		
Withholding tax	-	-
Swiss Post, Credit IFS	-	-
Deferred charges ¹⁾	23'490.52	41'617.55
	23'490.52	41'617.55
Mobile property ²⁾		
Office equipment	4'248.00	5'310.00
Promotion material	1'000.00	1.00
	5'248.00	5'311.00
Clearing		
Inter-company account world ³⁾	-	-
	-	-
Short-term liabilities		
Supplier debits ⁴⁾	34'275.18	17'898.66
Inter-company accounts world ³⁾	16'820.68	41'219.34
	51'095.86	59'118.00
Funds ^{5), 6)}		
National scholarships fund	35'261.26	53'048.26
International scholarships fund	13'965.79	30'513.39
Student security fund	90'000.00	90'000.00
Hosting encouragement fund	21'630.00	
Exchange rate fluctuation security fund	12'483.56	12'483.56
Solidarity fund	5'738.21	5'738.21
Equipment fund	697.50	697.50
	179'776.32	192'480.92

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**Outgoing student fees ⁷⁾**

	2021/2022	2020/2021
North America	685'330.00	505'098.75
Asia/Pacific	70'580.00	47'550.00
Western Europe	493'810.00	347'738.00
Eastern Europe	9'310.00	20'720.00
Latin America	80'532.00	94'890.00
Africa	19'420.00	19'620.00
	1'358'982.00	1'035'616.75

Support allowances ⁷⁾

North America	8'116.39	3'994.27
Asia/Pacific	36'971.49	31'096.56
Western Europe	28'133.23	12'349.56
Central Europe	41'280.26	47'416.72
Latin America	32'107.18	17'710.12
Africa	-	-
Language course fees	10'324.97	-
accruals for students	-28'000.00	-
	128'933.52	112'567.23

Other income ⁸⁾

Federal support	84'836.00	98'643.00
Kreativcamp (Mercator)	-	-
Fundraising efforts	10'365.50	190'356.79
National scholarship support	21'850.00	15'960.00
Hosting Encouragement Fund	61'630.00	-
Administrational income	16'193.81	6'464.56
Student insurance	7'148.97	841.15
Merchandising	340.00	114.00
	202'364.28	312'379.50

Expenses**International fees ⁹⁾**

International Center	37'621.36	28'427.60
EEE	2'842.83	2'054.21
	40'464.19	30'481.81

Outbound support allowances ¹⁰⁾

North America	333'158.52	239'615.73
Asia/Pacific	19'841.12	15'559.38
Western Europe	281'625.12	210'116.82
Central Europe	3'405.20	7'014.12
Latin America	26'622.37	28'084.27
Africa	10'874.36	6'393.52
	675'526.69	506'783.84

Student Insurance

Student Insurance IB	14'664.55	2'819.70
Student Insurance OUT	16'395.27	26'718.49
	31'059.82	29'538.19

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

	2021/2022	2020/2021
Staff expenses ¹¹⁾		
Salaries Office and Field	443'548.56	347'097.70
Social costs	53'395.80	44'179.35
Various	20'640.30	17'499.32
	517'584.66	408'776.37
Other operating expenses ¹²⁾		
<i>Student national activities</i>		
Outgoing students	38'190.84	5'869.05
Incoming students	63'938.64	26'862.48
<i>Staff national activities</i>		
Training	9'384.55	1'512.80
Meeting	1'563.55	432.30
<i>Travel outgoing programs</i>		
North America	67'582.00	46'701.64
Asia/Pacific	10'519.00	2'919.00
Western Europe	18'371.84	16'729.18
Central Europe	-	1'438.00
Latin America	11'320.44	9'147.00
Africa	4'579.00	2'929.00
<i>Administration</i>		
Head-Office	67'012.14	72'988.38
Districts I - IV	2'612.85	1'815.90
<i>Merchandising</i>		
Merchandising	2'105.62	-
<i>Assignments</i>		
International Assignments	4'065.79	-
<i>Promotion</i>		
Promotion	35'460.97	23'896.58
<i>Development</i>		
Development national scholarship ¹⁴⁾	41'350.00	5'000.00
Development international scholarship	25'200.00	23'831.00
Development 60th Anniversary	-	10'000.00
	403'257.23	252'072.31
Depreciation		
Depreciation on equipment	1'062.00	3'090.00
Extraordinary income & costs		
<i>Extraordinary income</i>		
Extraordinary income other periods	-3'400.85	-1'833.95
<i>Extraordinary costs</i>		
Extraordinary costs other periods	1'505.70	3'400.00
Coronavirus	-	-
Coronavirus unexpected exp. - Inbound	-	-
Refunds Outbound	-	2'600.00
	-1'895.15	4'166.05

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 2022

	2021/2022	2020/2021
Business activity		
Annual result	35'924.96	219'285.91
Depreciation	1'062.00	3'090.00
Changes in contingency reserves	-999.00	-
Capital gain/loss from sales	-	-
Book profit/loss	-	-
Increase/Decrease of outstanding debts	16'376.52	10'819.95
Increase/Decrease of other short-term debts	-	-
Increase/Decrease of deferred charges	18'127.03	15'398.30
Increase/Decrease of deferred charges (funds)	-	-
Increase/Decrease of liabilities	-	-
Increase/Decrease of other short-term liabilities	-	-
Increase/Decrease of deferred income	-71'785.09	-125'004.85
Cash flow from Business activity	-1'293.58	123'589.31
Investment activity		
Investment in financial assets	-	-
Investment in fixed assets	-	-
Disinvestment in fixed assets	-	300.00
Disinvestment in financial assets	-	-
Amortisation of undisclosed reserves	-	-
Cash flow after Investment activity	-1'293.58	123'889.31
Financing activity		
Increase/Decrease of Inter-company accounts world	-24'398.66	51'196.88
Increase/Decrease of other long-term accrued loan	-48'698.19	-3'907.70
Increase/Decrease of retained earnings	-	-
Cash flow from Financing activity	-73'096.85	47'289.18
Increase in Liquid assets	-74'390.43	171'178.49
Balance of Liquid assets as of October 1st	898'320.96	727'142.47
Balance of Liquid assets as of September 30th	823'930.53	898'320.96
Kontrolle:	-74'390.43	171'178.49

CAPITAL OF THE ORGANISATION AND RESTRICTED FUNDS

	Balance as of 01.10.2021	Avenues	Disposals	Releases	Balance as of 30.09.2022
National scholarship fund	0	21'850	0	0	21'850
International scholarship fund	0	6'016	0	0	6'016
Solidarity fund	5'738	0	0	0	5'738
Equipment fund	698	0	0	0	698
Earned uncommitted assets	20'691	0	219'286	0	239'977
Annual result	219'286	-219'286	35'925	0	35'925
Capital of the organisation	246'413	-191'420	255'211	0	310'204
National scholarships fund	53'048	1'713	0	-41'350	13'411
International scholarships fund	30'513	2'636	0	-25'200	7'950
Student support fund	90'000	0	0	0	90'000
Hosting encouragement fund	0	61'630	0	-40'000	21'630
Exchange rate fluctuation security fund	12'484	0	0	0	12'484
Restricted funds	186'045	65'979	0	-106'550	145'475
Total	432'458	-125'441	255'211	-106'550	455'679

National Scholarship Fund

Of those CHF 41'350, CHF 5000 were granted as Pioneer Scholarships (Total CHF 20'000). 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 first student ever hosted by YFU Vietnam.

An additional CHF 21'350 were granted to 5 different financially challenged students who applied to a regular YFU Switzerland scholarship.

International Scholarship Fund

The amount of CHF 25'200 was granted as scholarships to 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

This "HEF" was introduced to encourage sending families to host. Those who cannot contribute to the search for our very much needed host families and also to support them in case needed. We "sadly" earned 61'630 CHF, i.e. CHF 600 per Semester student and CHF 1'200 per year student from sending families who did not host. CHF 30'000 were spent on investing on an intern who supported hosting programs and covered extra hours linked with a particularly challenging hosting placement cycle. CHF 10'000 are linked to different expenses that occurred to identify and support of host families.

ADDITIONAL REMARKS CONCERNING SPECIFIC ITEMS ON VARIOUS BALANCE SHEETS

1) Current assets

Asset category	30.09.2022 CHF	Previous year CHF
Liquid assets	823'931	898'321
Deferred charges	23'491	41'618
Total current assets	847'421	939'939

2) Fixed assets

Assets analysis	Office equipment CHF	Office furnishings CHF	Promotion material CHF			Total
Acquisition values						
Balance as of 01.10.2021	5'310	0	1			5'311
Investments	0	0	999			999
Disinvestments	0	0	0			-
Depreciation current year	-1'062	0	0			-1'062
Amort. undisclosed reserves	0	0	0			-
Balance as of 30.09.2022	4'248	0	1'000			5'248

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.

3) Inter-company accounts

	30.09.2022 CHF	Previous year CHF
Inter-company accounts world (assets)	-	-
Inter-company accounts world (liabilities)	16'821	41'219
	16'821	41'219

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 30.09.2022.

4) Short-term liabilities

Composition	30.09.2022 CHF	Previous year CHF
Supplier debits	34'275	17'899
Deferred income	309'167	380'952
	343'443	398'851

The supplier debit is an invoice from YFU USA we received late effecting Q3 2022. 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 01.10.2021	53'048	53'048
Release of reserves	41'350	41'350
Creation of reserves	23'563	23'563
Balance as of 30.09.2022	35'261	35'261

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. 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 01.10.2021	30'513	30'513
Release of reserves	25'200	25'200
Creation of reserves	8'652	8'652
Balance as of 30.09.2022	13'966	13'966

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. We are planning to increase this by 10'000 CHF to be able to support our partners.

Student support fund		Total
Balance as of 01.10.2021	90'000	90'000
Release of reserves	-	-
Creation of reserves	-	-
Balance as of 30.09.2022	90'000	90'000

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. It will be increased to 120'000 by January 2023 as the new fund guidelines will be introduced and the exchange rate fluctuation security fund and the equipement fund flow into this fund. It will be renamed to **Operational Stability Security Fund**.

Exchange rate fluctuation security fund		Total
Balance as of 01.10.2021	12'484	12'484
Release of reserves	-	-
Creation of reserves	-	-
Balance as of 30.09.2022	12'484	12'484

The Financial Committee decides upon the allocation of the exchange rate fluctuation security fund. And it will be put in the mentioned Student support fund.

Hosting Encouragement Fund (HEF)		Total
Balance as of 01.10.2021	-	-
Release of reserves	40'000	40'000
Creation of reserves	61'630	61'630
Balance as of 30.09.2022	21'630	21'630

The **HEF** was introduced this 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 01.10.2021	5'738	5'738
Release of reserves	-	-
Creation of reserves	-	-
Balance as of 30.09.2022	5'738	5'738

	Equipment Fund	Total
Balance as of 01.10.2021	698	698
Release of reserves	-	-
Creation of reserves	-	-
Balance as of 30.09.2022	698	698

As mentioned before the **Equipment Fund** will be 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. As of February 2023, funds will be consolidated so bring additional clarity.

7) Income from programs

	2021/2022 CHF	Previous year CHF
Outgoing student fees		
North America	685'330	505'099
Asia/Pacific	70'580	47'550
Western Europe	493'810	347'738
Eastern Europe	9'310	20'720
Latin America	80'532	94'890
Africa	19'420	19'620
Total	1'358'982	1'035'617

This year's number of outbound students (108) is significantly higher than last year (79). This could be an after effect of the post pandemic time. More and more countries opened their borders again and the parents/students want to explore the world. Our goal is to keep these numbers of students or even increase it.

	2021/2022 CHF	Previous year CHF
Support allowances		
North America	8'116	3'994
Asia/Pacific	36'971	31'097
Western Europe	28'133	12'350
Central Europe	41'280	47'417
Latin America	32'107	17'710
Africa	-	-
Language courses	10'325	-
Accruals for students	-28'000	-
Total	128'934	112'567

This year's number of inbound students (36) is significantly higher than last year (29). With 36 students we saw our capacities at our limits because the understanding of sending and hosting is not where we want it to be. That was also a reason why we implemented the new HEF to support the search of Host Families. **Language courses** (this money is directly reinvested into the language courses). Notice that the language courses are not compulsory for inbound students and that not language courses are organized for the French speaking region. **The accruals** of 28'000 were made to be sure to have the needed money for our Inbound students. Because the income was past year but they stay for ongoing year.

8) Other income

	2021/2022 CHF	Previous year CHF
Federal support	84'836	98'643
Kreativcamp (Mercator)	-	-
Corporate scholarships	2'637	-
Restricted donations (national scholarship)	1'713	500
Unrestricted donations	6'016	189'857
National scholarship support	21'850	15'960
Hosting Encouragement fund	61'630	-
Administrational income	16'194	6'465
Student insurance	7'149	841
Merchandising	340	114
Total	202'364	312'380

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 80'836) and for our training events for volunteers ("Aus- und Weiterbildung (Art. 9 KJFG)" BSV training support CHF 4000).

Expenses**9) International fees**

	2021/2022 CHF	Previous year CHF
International Center	37'621	28'428
EEE	2'843	2'054
Total	40'464	30'482

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

	2021/2022 CHF	Previous year CHF
Support allowances		
North America	333'159	239'616
Asia/Pacific	19'841	15'559
Western Europe	281'625	210'117
Central Europe	3'405	7'014
Latin America	26'622	28'084
Africa	10'874	6'394
Total	675'527	506'784

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

	2021/2022 CHF	Previous year CHF
Student National activities	102'129	32'732
Staff National activities	10'948	1'945
Travel outgoing programs	112'372	79'864
Administration (without capital loss)	69'625	74'804
Merchandising	2'106	-
Assignments	4'066	-
Promotion	35'461	23'897
Total	336'707	213'241

Many student national activities could be reorganised again as an example the skicamp. 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 because of the increased number of students.

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

	2021/2022 CHF	Previous year CHF
Development national scholarship	41'350	5'000
Development international scholarship	25'200	23'832
Development equipment fund	-	-
Development solidarity fund	-	-
Development management funds	-	10'000
Total	66'550	28'832

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

	30.09.2022			30.09.2021		
	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	

EFFICIENCY REPORT 2021/2022

FY 21-22 was an extraordinary year with 107 outgoing students and 36 incoming students. That showed that after the reopening of borders the youth wants to explore the world. But 36 students hosted in Switzerland also showed us that we need to further spread the understanding of bilateral exchange. The Hosting Encouragement Fund is a way to support this approach.

One of the effects of the COVID crisis has been to postpone departures to the following year. Some of those students applied this year for their exchange. There has also been a surge of interest from young people for exchange program.

At the operational level, many events and camps could again take place “in person” after COVID restrictions were lifted. Additional to all the orientations and training events, two special events took place during the year: YFU Global 70th Anniversary attended by more than 80 people in October 2021, followed by the 60th Anniversary of YFU Switzerland’s first exchanges, on September 15-16th, 2022, with more than 110 people attending.

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
Weiss	Marc	2019	Chairperson	2019-2022	
Hollenweger	Yvonne	2020	Vice-Chairperson	2020-2022	2022-2024
Tomka	Julie	2019	Finance Committee	2019-2022	
Condrau	Sophie	2017	Finance Committee	2017-2019	2020-2022
Canzani	Matz	2021	Finance & Risk Management	2021-2023	
Bruderer	Selina	2021	Legal Advisor	2021-2023	
Floris	Joel	2020	Data, Fundraising and Events	2020-2022	2022-2024
Hunziker	Marco	2021	International Affairs	2021-2023	

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 the YFU Switzerland's (YFU-CH) balance sheet: to clarify the process (guidelines) for their attribution and their replenishment. Those guidelines were discussed at the Board and they decided to change them for the better. It will be presented on the National Conference on the 28th of January 2023.

1) National Scholarship fund

Aim: to financially support participants leaving on an exchange year with YFU-CH. This fund collects the **direct contributions** paid by all participants leaving with YFU-CH (contribution is part of the programme fee). Allocation of the direct contributions is decided by the National Director (ND). The sum of all regular participant direct contributions should be distributed during the same fiscal year.

The National Conference might decide, in case of healthy financial years, to allocate an extra contribution to the fund, as a result of the profit distribution of the fiscal year (assuming there is a profit). The extra contribution must not necessarily be allocated in the same fiscal year but might be used later when financial needs for participants are higher. The ND is responsible and free to decide upon the exact timing and allocation of such extra contributions.

2) International Scholarship Fund

Aim: to financially support participants coming to Switzerland through other YFU organisations. Especially participants from countries with considerably lower levels of income than Switzerland has.

The National Conference decides every year, but only in case of a positive financial result, the amount allocated to this fund. The timing for the allocation is open but should take place within 2 fiscal years after the allocation. The ND is responsible and free to decide upon the allocation. ND is required to inform Board after any allocation.

3) Student Security Fund

Aim: to ensure that YFU-CH can always fulfil its contractual obligations to partner countries and participants. The payment of support allowance for incoming year students occurs during the fiscal year preceding most of the actual spending.

The Student Security Fund contains at least CHF 90'000. In case of usage the fund must be refilled at the next upcoming possibility: at the National Conference. The ND, together with the Finance Committee, decides upon the allocation of the Student Security Fund. ND is required to inform Board after any allocation.

4) Hosting Encouragement Fund

Aim: To 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 from all sending families that don't host. 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. The respective fund regulations have to be considered. 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 national committees in need, or in some cases, of actions to promote the further training and education of staff abroad. The Solidarity Fund can only be filled at the National Conference, and only in case of a positive financial result. Proposals for Solidarity Fund allocation are made by the ND and are decided upon by the Finance Committee. ND is required to inform Board after any allocation.

6) Equipment Fund

Aim: to have a reserve for IT or office equipment (furniture, not paper and pens). The Equipment Fund will enable to purchase IT infrastructure and office equipment in case of unexpected need (extra personal, IT breakdown, etc.). Planned renewal or new purchase of IT and/or office equipment must be appropriately budgeted. The Equipment Fund should contain an amount of CHF 20'000. In case of usage the fund must be refilled at the next upcoming National Conference, but only in case of a positive financial result. The ND, together with the Finance Committee, decides upon the allocation of the Equipment Fund. ND is required to inform Board after any allocation.

7) Exchange Rate Fluctuation Security Fund

Aim: to have a reserve for currency exchange losses, due to currency exchange rate fluctuations. Foreign currencies are bought throughout the year, while the year ending is calculated with a compounded average of the daily exchange rate throughout the year. The program prices for outbound programs (in CHF) are determined in the fiscal year preceding the payments of the support allowances to partner organizations (in foreign currencies).

The National Conference decides every year, but only in case of a positive financial result, the amount allocated to this fund. The ND, together with the Finance Committee, decides upon the allocation of the exchange rate fluctuation security fund. The ND is required to inform the Board after any allocation.

As mentioned before there will be adaptations at our funds and fundguidelines. Out of these 7 funds there will be 5 left.

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, 2022. 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, December 22th, 2022

Zentrum für Treuhand und Immobilien

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Our success is your success: Merci!

This 2021-2022 fiscal year reflects a successful period. Yet, to ensure even more stability in the future, we are happy to announce the launching of the **YFUTURE** project, 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