Standard form **publication requirement** General ANBI

General organisation det	ails					
Name	International Step by Step Association					
Contact details. Please fill in	at least 1 of the fields: Address, Telep	hone number or E-mail address.				
Address	Hooglandse Kerkgracht 17-R, 2312 HS Leiden					
Country	the Netherlands					
Telephone number	+31 (0)71 516 1222					
E-mail address	info@issa.nl					
Web address (*)	issa.nl					
RSIN (**)	8,0,8,4,5,0,7,7	3				
Operating in sector (*)	International aid and hur	nan rights – Human rights	v			
	- Secondary sector (if ap	- Secondary sector (if applicable) -				
	- Secondary sector (if applicable) -					
In which countries does your organisation operate? (*)	Global					
Number of employees (*)	1 2 Paid staff in av	erage number of FTEs during the financial ye	nar.			
Number of volunteers (*)	Volunteers who	o regularly (more than 3 times a year) work fo	or your institution.			
Statutory board of the org	anisation					
Chairperson	Henriette Heimgaertner					
Secretary	Jeroen Aarssen					
Treasurer	Cornelia Cincilei					
General board member	Liana Corina Ghent					
General board member	Michel Vandenbroeck					
Additional information	https://www.issa.nl/orga	nization_governance				
on governance (*)						
Target groups (*) (several options possible)	General public Single parents Illiterate people Chronically ill people Homeless people Animals Prisoners Religious groups Communities Youth	 Children Lhbtqi+ People with disabilities Environment Minorities Minimum income households Nature reserves Oceans and seas Senior citizens Patients 	Victims of violence Victims of natural disasters Victims of war Victims of sexual abuse Students Addicts Refugees Women and girls Unemployed people Wildlife Other			

1	General	(continued)	

Objective

Statutory objective of the organisation. What does the organisation seek to achieve?

We are an international learning community powered by leading early childhood
experts in Europe and Central Asia. We unite and support professionals and partners
to deliver equitable, high quality early years services, that promote the development of
the whole child across all domains. We constructively challenge existing knowledge
and practice and co-construct new approaches and models.
and practice and co construct new approaches and models.

ISSA is a network of 100 member organizations1 committed to sustaining and expanding a movement for inclusive, high-quality systems, services, and policies for families and children to ensure that all children have the best start in life.

https://www.issa.nl/strategic_goals

Outline of the policy plan

Please answer the questions below or provide an URL to the policy plan after the last question about the policy plan. The online policy plan should at least provide answers to the questions about the policy plan asked here.

What are the institution's activities? When are which acitvities to be carried out? And how do the activities contribute to achieving the institution's objective?

https://www.issa.nl/current_initiatives
https://www.issa.nl/areas_member_support

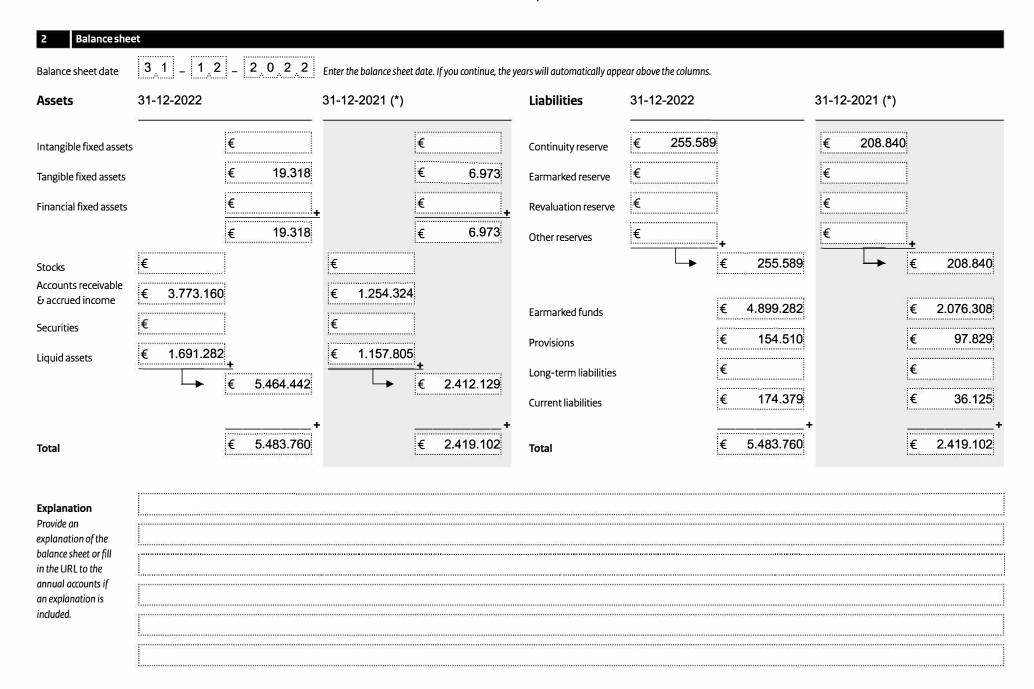
How does the organisation generate income or revenue?

consultan	cy work				
		 	 	•••••	

purposes are the revenues spent? If your organisation holds capital, please fill in here where and how this capital is held (e.g. savings account, investments, etc.)	In 2022 financial year about 94% of the revenue was spent on programatic 4% on administration and 2% in income generation and fundraising. Our capital reserve as of 31 December 2022 was €255,589.	objectives,
capital, please fill in here where and how this capital is held (e.g. savings account, investments, etc.) URL of the policy plan Enter the link to the		
URL of the policy plan Enter the link to the		
Enter the link to the		
Enter the link to the	-1-	
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Sp.		
Remuneration policy		
Remuneration policy	ISSA Board members, the ISSA Council, the ISSA Membership Committee	and the
for the statutory board, for the members of the	Program Committee are unremunerated for their duties.	
policy-making body and		
for staff (e.g. collective labour agreement	We follow bench-marked salary scale for ISSA Staff.	<u> </u>
or salary scheme).		
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Activity Report		
List the activities that		
have been carried out. Alternatively, under the		
next question, enter the		
URL to the activity report,		
or to the financial statements if they clearly		
describe the activities of		
the financial year in		
question.		
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URL of the activity report Enter the link to the activity report. https://www.issa.nl/sites/default/files/u730/ISSA_Annual_Report_2022-final -lr.pdf

Open



Statement of income and expenditure Income 2022 2021 (*) € € Government grants € 1.777.098 € 1.060.991 Grants from other not-for-profit organisations € € Other grants € 1.777.098 € 1.060.991 Income from grants € € Sponsorship income € € Gifts and donations from private individuals € € Inheritances € € Contributions from lotteries € 4.867.983 € Other donations € 4.867.983 € 0 **Donations** Income generated through the delivery of products € 173.034 € 136.361 and services (turnover) € € 45.538 72.043 Financial income € € 27.157 21.666 Other income € € 1.270.047 6.911.824 Total income **Expenses** € 238.287 € 13.037 Purchase value of products supplied (cost price) € € 5.445.879 298.628 Grants & donations given € € 86.302 137.500 Purchases and acquisitions € € 42.604 25.318 Communication costs € € 807.984 954.325 Staff costs € € 35.158 31.479 Housing costs € € 5.595 6.132 Depreciation € € 2.425 1.276 Financial expenses € € 2.766 2.276 Other expenses € 6.865.076 € 1.271.895 **Total expenses** € 46.748 € -1.848 Balance of income and expenditure

3 Statement of income and expenditure (continued)

Explanation

Provide an explanation of the statement of income and expenditure here or fill in the URL to the financial statements if an explanation is included. In 2022, the overall revenue was 237% higher than originally planned in the 2022 budget. Notable variances in income are:

Donation-in-Kind: ISSA received a joint Donation-in-Kind from HP/Microsoft of 13,400 laptops including software in support of early learning and care for Ukrainian refugees. By the end of the year 66% of the laptops had been distributed (Impact on the Income and Expenditures: + €4.9M)

Grants: Grants Income was slightly lower than budgeted (-4%). There was, however, a major shift due to the urgent situation around children affected by the war in Ukraine - five new grants were signed linked to the Ukraine Response, forming 24% of our Grant income in 2022.

Financial Result

Due to a foreign exchange rate gain of €71K, we closed 2022 with a net result of + €46,748.

URL of the annual accounts Enter the link to the annual accounts if you have published these...

https://www.issa.nl/sites/default/files/ISSA_Annual_Report_2022-final-lr.pdf

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