

Stichting Volle Zon

profit-and-loss account

Januari 1st 2024 - December 31st 2024

		Costs	Income
Jan 1st	balance available for future grants		€ 81.044
	Dividend received		€ 69.834
	Interest received		€ 140.461
	2023 taks refund		€ 11.143
	Banking, neg.interest, ANBI Costs		€ -3.796
		€ -	€ 298.686
	Available for grants		€ 298.686
	Grant for Plein Soleil		€ 34.960
	Specialisterne France		€ 50.000
	Total		€ 84.960
	Grant balance		€ 213.726
	Available for future grants		€ 213.726
Dec 31st	Balance euro accounts	€ 18.975	
	Balance \$ \$ 128,66	€ 116	
	Total	€ 19.092	



December 2024

In short

The security situation is not really improving, even though the police are more active in fighting the gangs. Many schools are closed. Entire neighborhoods in the lower town of Port-au-Prince are being emptied of their inhabitants, who are taking their furniture and suitcases up to Pétionville in taptaps or small lorries. In the space of 30 years, the population of Pétionville had risen from a few tens of thousands to more than a million; several hundred thousand have been added in the space of a few months. Rents are soaring and traffic is becoming even more impossible.

Despite all of this, the school continues to operate almost normally; the start of the new school year, which we had planned for September 9th, was postponed to October 1st due to a ministerial decision, and we closed for a week in November as a precaution.

As the airport has been closed since November 11th, we no longer see families leaving for the provinces or to the USA (Biden programme). However, parents who have fled gang-controlled areas are looking for another school for their children, and we are facing an increase in applications for admission that we are unfortunately unable to satisfy.

Managers and teachers are not exempt from these tragedies: 5 of them have had to leave their homes with their families to escape the gangs.

Despite the difficulties, academic results remain good: all 43 candidates, 25 girls and 18 boys, passed the official Brevet exam, 7 with honours « mention Very Good » and 22 with « mention Good ».

We are pursuing to add two or three hours of practical subjects to the traditional education programme: after Electricity and Plumbing in secondary school, and Dance for the younger children, we've introduced a Music course for 2nd to 5th graders.

Life at School:

HEADCOUNT 2024-2025			
Class	Headcount	Boys/Girls	Average Age
LÈKOL TIMOUN			
KG 3 classes	85	42/43	4,9
1st, 2 classes	76	42/34	5,9
2nd, 2 classes	67	33/34	7,1
Total	228	117/111	228
KOLEY PLEN SOLEIL			
3rd, 2 classes	64	26/38	8,0
4th, 2 classes	65	20/45	9,1
5th, 2 classes	62	31/31	10,3
Total	191	77/117	
6th, 2 classes	69	33/36	8,0
7th, 2 classes	51	20/31	9,1
8th, 2 classes	43	12/29	10,3
Total	161	65/96	
Class	580	259/321	

BREVET RESULTS (max grade 20)

100% Success

for 11 years

Av Age	Gnal Average	French	Créole	Maths	Exp. Sc.	Soc. Sc.	English	Spanish
13,9	14,5	13,2	14,8	13,8	13,8	15,6	15,7	15,6

7 mentions TB

22 mentions B

12 mentions AB

2 Passable

QUICK FINANCIAL SUMMARY

Headcount	2022/2023	2023/2024	2024/25 prev.
Students	541	580	580
Teachers	27	29	32*
Head Office	9	9	9
Operating Budget (€)			
Operating expenses	152 924	190 632	215 300
Student fees	51 120	73 389	86 500
Private Haitian subsidies	13 223	17 700	21 000
Current Financial Needs**	88 581	99 543	107 800
Other expenses (€)			
Equipment	15 440	7 010	5 600
Vocational training	6 281	8 116	12 600
Total	110 302	114 669	126 000

*New part-time teachers for new subjects: Electricity, Plumbing, Dance, Music and an extra teacher for Social Sciences

**More than half of the increase is due to changes in the Euro/Gourde exchange rate, as the gourde has appreciated.

2024 Activity

The 2024 revenue is primarily based on work carried out for three major groups — ACC, DELOITTE, and AIRBUS — and is broken down as follows:

- 34% generated with ACC, a subsidiary of STELLANTIS, through the inclusive recruitment project of two neurodivergent candidates (Engineer positions in Bordeaux), and through a 6 months support contract for the two neurodiverse teams thus constituted.
- 32% generated with DELOITTE, through a job coaching contract (until Q1 2024) to support the three neurodiverse teams established after the first 2023 recruitment program, through the launch of a second recruitment program in December 2024, and supplemented by various small-scale training projects for managers and career assessments for neurodivergent individuals.
- 23% generated with AIRBUS, through our first inclusive recruitment program of four neurodivergent candidates in the field of cybersecurity in Toulouse, and through a 4 months support contract for the three neurodiverse teams involved. It should be noted that Airbus Protect was initially committed to hire a minimum of two candidates, but given the quality of the candidates presented and the work of Specialisterne, they decided to recruit four.
- The remaining 11% of revenue comes from various small training projects (awareness sessions for PUBLICIS employees), from a career assessment for a neurodivergent employee (THALES AVS), from an audit of a dysfunctional work situation (a young adult in an apprenticeship at ACCENTURE), and from small support contracts for already established neurodiverse teams (a neurodivergent engineer at OCTO, an engineering student at INSA, a waiter at ACCOR).

In 2024, the services generating the most revenue are recruitment (50%) and support of neurodiverse teams (34%). Other services (dysfunctional situation audits, specialized career assessments, awareness training) account for the remaining 16%.

This activity was carried out by an internal team of 2.5 full-time equivalents (Julie Brusley, Pascale Marchal, Gabrielle Blinet), along with our collaboration with several freelance consultants (Myriam Benhizia, Odanna Piana).

Summary of Financial Data for 2024

The 2024 fiscal year (over 12 months) shows a total revenue of **€141,170** and total operating expenses of **€211,194**.

There was a significant increase in revenue in 2024 (**€141,170, up 66%** compared to **€85,009 in 2023**). This growth is the result of an effective commercial prospecting strategy with major corporate clients won between 2021 and 2023. In our social impact sector, closing times are

long—between **12 and 24 months** for inclusive recruitment, and **3 to 6 months** for awareness training or coaching—explaining the gap between prospecting efforts and project realization.

Despite this increase in revenue, **total operating income (€131,193) is slightly down compared to 2023 (-8%)**. This is due to the reimbursement of stored production initially recorded in the **2021-2022** fiscal period and the absence of capitalized production in 2024 (no significant development of new tools or methodologies in 2024, as we relied on the development efforts from the previous two years).

Total operating expenses remained stable between 2023 and 2024. The **2024 fiscal result is negative (-€81,902)**. The services currently offered by Specialisterne France do not generate enough profitability to cover all company expenses. To ensure the company's sustainability, a strategic review is currently underway regarding its future direction and long-term viability.

2021/22	2023		2024
Fiscal Year	Fiscal Year		Fiscal Year
(21 months)	(12 months)		(12 months)
Sales	69 958	85 009	141 170
Stocked Production	24 150	(14 150)	(10 000)
Capitalized Production	67 980	71 867	0
Other	11	6	24
Total Operating Revenues	162 099	142 732	131 193
Salaries	71 814	84 869	89 203
Staff Social Security Costs	10 277	25 726	25 729
Other external purchases and expenses	65 210	66 570	51 150
Taxes	901	1 055	1 095
Amortization	5 297	18 063	28 935
Total Operating Charges	165 499	211 292	211 194
Total Financial Charges	3 870	3 107	3 091
Total Exceptional Income		1 534	
Total Exceptional Charges	315	1 171	345

Total Revenues	162 099	142 732	132 728
Total Charges	169 684	215 570	214 630
Net Income	(7 595)	(72 838)	(81 902)