

Financial Report of
Paamonim Charity Organization
for the Year ended December 31, 2021

גבריאל איזק רואה חשבון

GAVRIEL ISAAC Certified Public Accountant

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טל. 02-5670845 פקס. 02-5611028

Paamonim Charity Organization
Financial Report as of December 31 2021
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Paamonim Charity Organization (hereinafter: Paamonim)

Paamonim strives for a reality in which households in Israel lead a financially balanced and straightforward life - a reality that will help build social and economic resilience in Israel.

Thousands of Paamonim experts in family economics support families and individuals, considering each case's unique circumstances and offering customized solutions in financial management. The support is delivered through providing information, accessible web-enabled self-learning tools, online chats for questions and answers, counseling, and individual or group counseling sessions, as well as the construction of economic recovery programs for households dealing with financial distress.

Furthermore, Paamonim collaborates with key public and private organizations to operate several programs, playing an active and influential role in these partnerships. such as: "The Sigh of relief Program (Noshmim Le' Revacha)" in partnership with the Ministry of Welfare, labor, and Social Services, "The Beneficial Absorption Project" with the Ministry of Absorption, " The Preparation for Retirement program" a joint initiative with the Ministry of Social Equality and the Joint, A program for Economic Rehabilitation for debtors in Insolvency Proceedings in partnership with Ashalim Joint and the Ministry of Justice, as well as programs with the National Insurance Funds and more.

Simultaneously, through "Paamonim College" the organization operates nationwide programs promoting smarter economic management. These programs encompass various learning formats such as lectures, workshops, and seminars.

Paamonim's organizational structure comprises around 3,000 volunteers and approximately 200 employees holding various positions, such as financial family mentors, workshop lecturers, and facilitators, professionals in various fields, coordinators, and managers. The headquarters of Paamonim is where managers and employees work together to manage the organization's operations, oversee training programs, coordinate volunteering efforts, develop new programs, bookkeeping as well as resource development.

Throughout 2021, Paamonim's dedicated volunteers and employees responded to nearly 8,900 individual requests from families nationwide, offering a range of services and organizing training sessions for groups that around 18,000 participants attended. Paamonim's team of expert advisors provided guidance and support to around 500 families, while the organization's chat service addressed over 6,000 online inquiries.

The acting CEO during the period covered in this report ended his term on December 31, 2021. This report is signed by the current CEO, who took office on January 1, 2022.

From a financial perspective, the activities of Paamonim organization are divided into three categories:

Paamonim operates a system that provides mentoring and personal support to families, as well as a training and information system for families. The total value of these programs is approximately NIS 41 million.

1. Loans of approximately NIS 2.3 million to families in recovery.
2. Fundraising and funds awarded under unique circumstances and specific cases handled by the organization, with a total value of approximately NIS 3.8 million
3. In 2021, the total value of Paamonim's annual activities amounted to approximately NIS 47 million.

Sincerely,

Zvika Goldberg



Auditor's Report to the Members of the

Paamonim Charity Organization - Registered Amutah

We have audited the accompanying Balance Sheet of Paamonim Charity Organization - Registered Amutah (hereinafter "the NPO") as of December 31, 2021 and 2020 and the related Statements of Operating Activities, Changes in Net Assets and Cash Flows for the years then ended. These financial statements are the responsibility of the NPO's Board of Directors and management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards in Israel, including standards prescribed by the Auditor's Regulations (Auditor's Mode of Performance), 1973. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit also includes assessing the accounting principles used and significant estimates made by the NPO's Board of Directors and management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the NPO as of December 31, 2021 and 2020, and the results of its operations and changes in net assets and cash flows for each of the years then ended, in accordance with accounting principles generally accepted in Israel (ISRAELI GAAP).

Gavriel Issac,
Certified Public Accountant



Jerusalem, September 22st 2022

Paamonim Charity Organization
Financial Status Report

Assets

		As of December 31	
		2021	2020
	<u>NOTE</u>	<u>New Sheqels</u>	<u>NIS</u>
<u>Current Assets</u>			
Cash and Cash Equivalents	3	9,513,190	10,609,616
Short-Term Deposits		1,010,458	-
Marketable Securities		719,352	719,684
Funds Intended For Families	11	2,803,059	* 2,940,000
Accrued income		1,248,913	1,681,055
Credit and collection companies		859,613	988,771
Short-Term loans to families in economic rehabilitation process	6	753,089	617,999
Accounts Receivable	4	92,107	243,813
Inventory	5	27,964	25,652
		<u>17,027,745</u>	<u>17,826,590</u>
<u>Non-current Assets</u>			
Long-Term Loans to Families in Economic Rehabilitation Process	6	1,454,208	1,170,281
<u>Fixed Assets, Net</u>	7	<u>1,221,232</u>	<u>907,600</u>
		<u>19,703,185</u>	<u>19,904,471</u>

*Reclassified

Paamonim Charity Organization
Financial Status Report

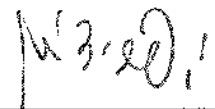
Liabilities and Net Assets

		As of December 31	
		2021	2020
	NOTE	New Sheqels	NIS
<u>Current Liabilities</u>			
Interest-free Deposits for Loans to Families in Economic Rehabilitation Process	B9	3,678,752	4,567,568
Payables and Credit Balances	10	2,282,707	1,996,568
Funds Designated To Families	11	2,284,989	* 3,688,387
		<u>8,246,448</u>	<u>10,252,523</u>
<u>Long-Term Liabilities</u>			
Severance Reserve	12	51,252	68,467
<u>Net Assets</u>			
<u>Unrestricted</u>			
For Operations		4,474,478	2,349,140
Used for Fixed Assets		1,221,232	907,600
		<u>5,695,710</u>	<u>3,256,740</u>
<u>Restricted</u>			
	8	5,709,775	6,326,741
		<u>11,405,485</u>	<u>9,583,481</u>
		<u>19,703,185</u>	<u>19,904,471</u>

*Reclassified



Board Member, Yaacov Yakubovitch



Board Member, Yaacov Fridman

The accompanying notes are an integral part of the financial statements

Paamonim Charity Organization

Statement of Operating Activities

		Year ended December 31	
		2021	2020
	NOTE	New Sheqels	NIS
<u>Turnover</u>			
Donations	13	22,440,465	28,781,020
Releases from Temporarily Restricted Net Assets		2,924,255	1,886,431
Less - Specifically Designated Donations	11	(2,527,302)	(5,416,307)
Less - Temporarily Restricted Donations		(1,919,470)	(3,771,431)
Less - Permanently Restricted Donations Designated for Loans to Families Undergoing Rehabilitation	9A	(395,010)	(383,730)
		<u>20,522,938</u>	<u>21,095,983</u>
Volunteer Hours Value	15	13,294,356	14,099,991
Local Authority Allotments	16	291,386	269,855
Fund for managing and distribution of awarded welfare funds		500,000	-
For Services - from Public Authorities and Individuals		12,424,893	15,524,940
Government grants		-	7,125
		<u>47,033,573</u>	<u>50,997,894</u>
<u>Costs of Operations</u>			
Counseling and Family Assistance	17	23,238,248	24,030,499
Group Education & Projects	18	14,287,005	16,467,625
Development & Dissemination of Knowledge	19	3,061,279	2,928,992
Depreciation		213,627	210,193
		<u>40,800,159</u>	<u>43,637,309</u>
Net income from Operations		<u>6,233,414</u>	<u>7,360,585</u>
General and Administrative Expenses	20	3,819,360	* 4,008,797
Net Income before Financing		<u>2,414,054</u>	<u>3,351,788</u>
Net Financing Expenses	21	24,916	* 830
Net Annual Income		<u>2,438,970</u>	<u>3,352,618</u>

The accompanying notes are an integral part of the financial statements

Paamonim Charity Organization

Statement of Changes in Net Assets

	<u>Unrestricted</u>		<u>Restricted</u>	
	<u>For</u>	<u>For Fixed</u>	<u>Net Assets</u>	<u>Total</u>
	<u>Operations</u>	<u>Assets</u>	<u>Net Assets</u>	<u>Total</u>
	<u>NIS</u>	<u>NIS</u>	<u>NIS</u>	<u>NIS</u>
Balance as of Jan 1, 2020	(804,248)	708,370	4,082,222	3,986,344
Additions and Deductions during the Year				
Donations	-	-	4,155,161	4,155,161
Net Annual Income	3,352,618	-	-	3,352,618
Uncollectable debts forgiven	-	-	(11,000)	(11,000)
Provision for Doubtful Debts	-	-	(13,211)	(13,211)
Amounts Released from Restriction	-	-	(1,886,431)	(1,886,431)
Unrestricted Amounts Transferred:				
Utilized for Fixed Assets	(456,743)	456,743	-	-
Amounts to cover Depreciation Expenses	257,513	(257,513)	-	-
Balance as December 31 2020	<u>2,349,140</u>	<u>907,600</u>	<u>6,326,741</u>	<u>9,583,481</u>
Additions and Deductions during the Year				
Donations	-	-	2,314,480	2,314,480
Net Annual Income	2,438,970	-	-	2,438,970
Provision for Doubtful Debts	-	-	(7,191)	(7,191)
Amounts Released from Restriction	-	-	(2,924,255)	(2,924,255)
Unrestricted Amounts Transferred:				
Utilized for Fixed Assets	(569,768)	569,768	-	-
Amounts to cover Depreciation Expenses	256,136	(256,136)	-	-
Balance as December 31 2021	<u><u>4,474,478</u></u>	<u><u>1,221,232</u></u>	<u><u>* 5,709,775</u></u>	<u><u>11,405,485</u></u>

*see note 8

Paamonim Charity Organization

Statement of Cash Flows

	Year ended December 31	
	2021	2020
	New Sheqels	NIS
<u>Cash Flows from Operating Activities</u>		
Net Annual Income	2,438,970	3,352,618
Restricted Donations	1,919,470	-
Released From Restriction	(2,924,255)	-
Adjustments Required to Reflect net Cash Flows from Operating Activities - Appendix A		
Income and Expenses not involving Cash Flows	238,921	265,033
Changes in Operating Assets and Liabilities	(2,587,583)	939,303
Total Adjustments Required to Reflect net Cash Flows from Operating Activities - Appendix A	(2,348,662)	1,204,336
Net Cash Flows from Operating Activities	(914,477)	4,556,954
<u>Cash Flows from Investment Activities</u>		
Acquisition of Fixed Assets	(569,768)	(456,743)
<u>Cash Flows from Financing Activities</u>		
Long Restricted Donations	395,010	-
Release From Restriction	(7,191)	-
Increase (Decrease) in Restricted net Assets	-	2,244,519
Net Cash Flows Generated from Financing Activities	387,819	2,244,519
Increase (Decrease) in Cash and Cash Equivalents	(1,096,426)	6,344,730
Cash and Cash Equivalents at the Beginning of the Year	10,609,616	4,264,886
Cash and Cash Equivalents at the End of the Year	9,513,190	10,609,616

Paamonim Charity Organization

Statement of Cash Flows

Adjustments Required to Reflect net Cash Flows from Operating Activities - Appendix A

	Year ended December 31	
	2021	2020
	New Sheqels	NIS
<u>Income and Expenses not involving Cash Flows</u>		
Depreciation	256,136	257,513
Increase (Decrease) in Severance Reserve	(17,215)	7,520
	<u>238,921</u>	<u>265,033</u>
<u>Changes in Operating Assets and Liabilities</u>		
Decrease (Increase) in Accounts Receivable and Long-Term Loans and Notes Receivable	431,262	*(1,761,151)
Decrease (Increase) in Inventory	(2,312)	12,432
Decrease in Suppliers and Notes Payables	(937,748)	(839,427)
Increase (Decrease) in other Creditors and Credit Balances	(1,189,969)	* 3,277,085
Increase (Decrease) in Interest-free Deposits	(888,816)	250,364
	<u>(2,587,583)</u>	<u>939,303</u>
Total Adjustments Required to Reflect net Cash Flows from Operating Activities - Appendix A	<u>(2,348,662)</u>	<u>1,204,336</u>

*

*Reclassified

The accompanying notes are an integral part of the consolidated financial statements.

Paamonim Charity Organization

Notes to the Financial Statements

1 - General

- A. The NPO was registered in 2002 in accordance with the the Amutah Law. Its registration number is 580392702.
- B. The key goals of the NPO are:
To help and assist the needy, through economic guidance, financial and psychological support, and the provision of interest-free loans some of which are performed by volunteers.
- C. Donations to the NPO are tax free by virtue of its authorization in accordance with section 46 of the Income Tax Ordinance. The authorization has been extended through December 31, 2025
- D. The NPO operates a program for family mentor-patronage within the framework of the "Sigh of Relief" project - a Ministry of Labor, Welfare and Social Services initiative - in the Jerusalem District. Up to August 2020, the Central District project was also activated by the NPO.
- E. The NPO operates a project for family mentor-patronage within the framework of the Ministry of Immigration and Absorption's "Beneficial Absorption" project.

2 - Significant Accounting Principles

The significant accounting principles applied in preparation of the financial statements are as follows:

- A. The financial statements have been prepared in accordance with Accounting Standards Nos. 40 of the Israel Accounting Standards Board, regarding principles of accounting and financial reporting by non-profit organizations.
- B. Basis for Reporting - Income and expenses are reported in the financial statements on on the accrual basis.
- C. Cash and Cash Equivalents - Cash and cash equivalents include bank deposits for immediate withdrawal as well as short-term deposits that do not exceed three months from the date of investment and are not restricted in use.
- D. Fixed Assets - Fixed assets are presented at cost less depreciation. Depreciation has been calculated on the staight line method at annual rates, considered sufficient to depreciate the assets throughout their estimated period of economic utility. The rates are:

	<u>%</u>
Equipment, Furniture and Computers	6-33%
Leasehold Renovations	10%
Vehicles	15%
- E. Dependence on Estimates – When presenting financial statements according to generally accepted accounting principles, the management must use estimation and evaluation regarding the data in the financial statements and the accompanying notes. Due to the nature of estimates and evaluations, the actual results may differ from the estimates.
- F. Inventory - The inventory is presented according to either cost price or market price - the lower of the two. The basis for computing the cost price is the first-in-first-out method.

Paamonim Charity Organization

Notes to the Financial Statements

3 - Cash and Cash Equivalents

	<u>NOTE</u>	As of December 31	
		2021	2020
		New Sheqels	NIS
Cash in bank in Israeli currency		6,163,850	9,362,721
Cash in bank in foreign currency		303,089	271,966
Cash in hand		40,481	54,079
Bank deposits		3,005,770	920,850
		<u>9,513,190</u>	<u>10,609,616</u>

4 - Accounts Receivable

Notes receivable		12,045	122,733
Advances to suppliers and others		39,254	62,856
Pre-paid expenses		21,408	9,752
Employees		13,400	41,800
Miscellaneous		6,000	6,672
		<u>92,107</u>	<u>243,813</u>

5 - Inventory

Instructional materials for education in economic prudence.

6 - Long-Term Loans to Families in Economic Rehabilitation Process

All Loans	C9	2,330,638	1,904,430
Less - Short-Term loans		(753,089)	(617,999)
Provision for doubtful debts		(123,341)	(116,150)
		<u>1,454,208</u>	<u>1,170,281</u>

Paamonim Charity Organization

Notes to the Financial Statements

7 - Fixed Assets, Net

	<u>Vehicles</u>	<u>Furniture, Computers & Equipment</u>	<u>Leasehold Renovations</u>	<u>Total</u>
	<u>NIS</u>	<u>NIS</u>	<u>NIS</u>	<u>NIS</u>
<u>Cost</u>				
Balance as of January 1, 2020	-	4,086,129	645,734	4,731,863
Additions during the year	233,976	222,767	-	456,743
Deductions during the year	-	(1,280,032)	(62,716)	(1,342,748)
Balance as of December 31, 2020	<u>233,976</u>	<u>3,028,864</u>	<u>583,018</u>	<u>3,845,858</u>
<u>Accumulated Depreciation</u>				
Balance as of January 1, 2020	-	3,522,627	500,866	4,023,493
Additions during the year	8,384	234,625	14,504	257,513
Deductions during the year	-	(1,280,032)	(62,716)	(1,342,748)
As of December 31 2020	<u>8,384</u>	<u>2,477,220</u>	<u>452,654</u>	<u>2,938,258</u>
Depreciated Value as of December 31 2020	225,592	551,644	130,364	907,600
<u>Cost</u>				
Balance as of January 1, 2021	233,976	3,028,864	583,018	3,845,858
Additions during the year	-	569,768	-	569,768
Balance as of December 31, 2021	<u>233,976</u>	<u>3,598,632</u>	<u>583,018</u>	<u>4,415,626</u>
<u>Accumulated Depreciation</u>				
Balance as of January 1, 2021	8,384	2,477,220	452,654	2,938,258
Additions during the year	35,096	207,026	14,014	256,136
As of December 31 2021	<u>43,480</u>	<u>2,684,246</u>	<u>466,668</u>	<u>3,194,394</u>
Depreciated Value as of December 31 2021	<u>190,496</u>	<u>914,386</u>	<u>116,350</u>	<u>1,221,232</u>

Paamonim Charity Organization

Notes to the Financial Statements

8 -Net Assets Restricted

	Projects Temporarily Restricted NIS	Loan Fund Permanently Restricted NIS	Total NIS
Balance as of Jan 1, 2020	149,129	3,933,093	4,082,222
Donations	3,771,431	383,730	4,155,161
Provision for Doubtful Debts	-	(13,211)	(13,211)
Debts owed	-	11,000	11,000
Amounts Released from Restriction	(1,886,431)	-	(1,886,431)
Balance as December 31 2020	2,034,129	4,292,612	6,326,741
Donations	1,919,470	395,010	2,314,480
Provision for Doubtful Debts	-	(7,191)	(7,191)
Amounts Released from Restriction	(2,924,255)	-	(2,924,255)
	<u>1,029,344</u>	<u>4,680,431</u>	<u>5,709,775</u>

Paamonim Charity Organization

Notes to the Financial Statements

9 - Interest-free Loan Fund

	As of December 31	
	2021	2020
	New Sheqels	NIS
A. Donations Raised for Loans to Families in Economic Rehabilitation Process		
Balance at the beginning of the year	4,408,762	4,036,032
Donations raised during the reported year	395,010	383,730
Uncollectable debts forgiven	-	(11,000)
Loan fund balance before provision for doubtful debts	4,803,772	4,408,762
Provision for doubtful debts	(123,341)	(116,150)
Total loan fund balance	4,680,431	4,292,612
B. Interest-free Deposits for Loans to Families in Economic Rehabilitation Process		
Balance at the beginning of the year	4,567,568	4,317,204
Deposits for interest-free financial assistance raised during the reported year	382,174	402,364
Financial assistance deposits repaid during the reported year	(1,270,990)	(152,000)
Total interest free deposits	3,678,752	4,567,568
C. Loans to Families in Economic Rehabilitation Process		
Balance at beginning of the year	(1,904,431)	(1,855,046)
Loans granted during the reported year	(1,094,120)	(667,523)
Uncollectable debts forgiven	-	11,000
Loans repaid during the reported year	667,913	607,138
	(2,330,638)	(1,904,431)
Provision for doubtful debts	123,341	116,150
	(2,207,297)	(1,788,281)
	6,151,886	7,071,899

Paamonim Charity Organization

Notes to the Financial Statements

10 - Payables and Credit Balances

	As of December 31	
	2021	2020
	New Sheqels	NIS
Suppliers and service providers	176,245	102,275
Notes payable	10,003	11,263
Salary related	2,011,961	1,840,708
Accrued expenses	81,000	34,118
Miscellaneous	3,498	8,204
	<u>2,282,707</u>	<u>1,996,568</u>

11 - Funds Designated To Families

Balance at beginning of the year	748,386	37,161
Donations raised during the reported year	2,527,302	5,416,306
Support distributed during the reported year	(3,793,758)	(4,831,466)
Funds belonging to beneficiaries managed by the NPO	-	126,386
	<u>(518,070)</u>	<u>748,387</u>
Receivable Funds Designated to Famillies	(2,803,059)	(2,940,000)
Credit Funds Designated To Families	2,284,989	3,688,387
	<u>(518,070)</u>	<u>748,387</u>

12 - Severance Reserve

The NPO signed an agreement with its employees in accordance with clause 14 of the Severance Pay Law and it deposits all ongoing severance liabilities in severance funds. The NPO's outstanding severance liability is for the period before signing the above clause and for other small differences.

Paamonim Charity Organization

Notes to the Financial Statements

13 - Donations

	Year ended December 31	
	2021	2020
	New Sheqels	NIS
Donations in Israel	20,873,200	24,938,957
Donations from abroad	1,567,265	3,838,328
Monetary value of donations in kind	-	3,735
	* 22,440,465	* 28,781,020

*include Specifically Designated Donations & Restricted Donations - see note 14.

14 - Specifically Designated Donations & Restricted Donations

Miscellaneous projects	1,919,470	3,771,431
Interest-free Loan Fund	395,010	383,730
Restricted Donations	2,314,480	4,155,161
Specifically Designated Donations	2,527,302	5,416,306
Fixed Specifically Designated Donations & Restricted Donations	4,841,782	9,571,467

15 - Volunteer Hours Value

Volunteer's wages value is calculated according to the minimum wage as required by the Accountant General. During the year 2021, a total of 3,230 volunteers donated a total of 456,537 work hours and during the year 2020, a total of 3,286 volunteers donated a total of 484,203 work hours composed of the following:

Family mentor-patronage	10,671,336	11,166,456
Professional counseling and consultation	1,636,350	1,831,164
Group guidance & projects	581,984	685,073
Development & dissemination of economic knowledge	404,686	417,298
	13,294,356	14,099,991

16 - Local Authority Allotments

Municipality of Ariel	9,000	9,000
Municipality of Ashdod	4,409	4,853
Municipality of Ashkelon	-	7,125
Municipality of Beersheba	9,923	9,233
Municipality of Givatayim	-	10,000
Municipality of Hod Hasharon	5,000	5,000
Municipality of Haifa	10,719	5,461

Paamonim Charity Organization

Notes to the Financial Statements

16 - Local Authority Allotments (Cont.)

	Year ended December 31	
	2021	2020
	New Sheqels	NIS
Municipality of Yavne	6,177	1,572
Municipality of Yehud Monson	2,500	2,500
Municipality of Yokneam	3,563	-
Municipality of Jerusalem	11,000	9,000
Municipality of Kfar Yona	11,554	1,500
Municipality of Kfar Saba	6,039	6,500
Municipality of Carmiel	24,455	9,379
Municipality of Lod	4,442	4,032
Municipality of Migdal Haemek	5,000	-
Municipality of Modi'in	4,000	4,304
Municipality of Ness Ziona	2,540	2,158
Municipality of Nesher	-	5,429
Municipality of Netanya	4,348	-
Municipality of Acco	14,800	-
Municipality of Petach Tikva	7,411	4,458
Municipality of Kiryat Motzkin	5,000	5,000
Municipality of Rosh Ha'Ayin	5,250	7,424
Municipality of Rishon Le'Zion	7,065	9,217
Municipality of Rehovot	-	23,724
Municipality of Ramle	6,133	4,305
Municipality of Ramat Gan	14,300	15,000
Municipality of Ramat Ha'Sharon	5,900	11,000
Municipality of Ra'anana	9,000	9,000
Municipality of Tel Aviv	14,108	13,931
Regional Council of Eshkol	5,000	5,000
Regional Council of Bnei Shimon	10,000	10,000
Regional Council of the Golan	15,000	15,000
Regional Council of Upper Galilee	-	10,000
Regional Council of Southern Sharon	20,000	-
Regional Council of Hof HaCarmel	5,000	-
Regional Council of Matte Asher	5,000	3,750
Regional Council of Menashe	-	10,000

Paamonim Charity Organization

Notes to the Financial Statements

16 - Local Authority Allotments (Cont.)

	Year ended	
	December 31	
	2021	2020
	New Sheqels	NIS
Regional Council of Springs Valley	5,000	5,000
Regional Council of Emek Yizrael	5,000	5,000
Regional Council of Binyamina -Givat Ada	1,750	-
Local Council of Pardes Chana -Karkur	6,000	6,000
	<u>291,386</u>	<u>269,855</u>

17 - Counseling and Family Assistance

Families Mentor-Patronage

Payroll & related expenses		6,489,507	6,836,081
Volunteer hours value	15	10,671,336	11,166,456
Activities and miscellaneous		1,134,132	1,105,004
Stipends		226,000	195,329
Car maintenance		274,519	250,634
		<u>18,795,494</u>	<u>19,553,504</u>

Professional Advisors

Payroll & related expenses		322,059	288,765
Volunteer hours value	15	1,636,350	1,831,164
Activities and miscellaneous		77,941	80,045
Car maintenance		4,939	7,281
		<u>2,041,289</u>	<u>2,207,255</u>

Support Grants for the Needy during Mentor-Patronage*		<u>2,401,465</u>	<u>2,269,740</u>
		<u>23,238,248</u>	<u>24,030,499</u>

*After offsetting 3,793,758 NIS for grants ear-marked by donors directly for specific beneficiaries (previous year - 4,831,466 NIS). See note 11.

Paamonim Charity Organization

Notes to the Financial Statements

18 - Group Education & Projects

		Year ended December 31	
		2021	2020
		New Sheqels	NIS
Payroll & related expenses		11,537,430	13,864,128
Volunteer hours value	15	581,984	685,073
Activities and miscellaneous		1,879,685	1,623,501
Stipends		20,000	23,050
Car maintenance		267,906	271,873
		<u>14,287,005</u>	<u>16,467,625</u>

19 - Development & Dissemination of Knowledge

Payroll & related expenses		2,106,660	1,977,805
Volunteer hours value	15	404,686	417,298
Activities and miscellaneous		440,905	438,100
Stipends		12,800	5,229
Car maintenance		96,228	90,560
		<u>3,061,279</u>	<u>2,928,992</u>

20 - General and Administrative Expenses

Payroll and related expenses		2,019,282	1,931,503
Fundraising		1,077,239	1,309,659
Fees		231,636	* 265,951
Professional services		133,757	108,406
Office expenses		104,561	67,347
Mail and communication		50,362	60,250
Rent & Maintenance		98,395	138,423
Car maintenance		53,716	54,922
Depreciation		42,509	47,320
Travel and carrier services		6,770	23,879
Statutory fees		1,133	1,137
		<u>3,819,360</u>	<u>4,008,797</u>

Paamonim Charity Organization

Notes to the Financial Statements

21 - Net Financing Expenses

	Year ended December 31	
	2021	2020
	New Sheqels	NIS
Foreign currency adjustments	(10,294)	(24,256)
Net gains from sales and revaluation of marketable securities	19,242	10,409
Interest income	15,968	14,677
	<u>24,916</u>	<u>830</u>

22 - Sources of Income for the NPO

Cash donations	22,440,465	28,777,285
Donations in kind	-	3,735
Allotments from local authorities and estates	291,386	269,855
Fund for managing and distribution of awarded welfare funds	500,000	-
For services - given to public authorities and individuals	12,424,893	15,524,940
Volunteer hours value	13,294,356	14,099,991
Government grants	-	7,125
	<u>48,951,100</u>	<u>58,682,931</u>

23 - Salary expenses

Salary Counseling and Family Assistance	6,811,566	7,124,846
Salary Group Education & Projects	11,537,430	13,864,128
Salary Development & Dissemination of Knowledge	2,106,660	1,977,805
Total Salary at the Costs of Operations	<u>20,455,656</u>	<u>22,966,779</u>
Salary General & Administrative	<u>2,019,282</u>	<u>1,931,503</u>
	<u>22,474,938</u>	<u>24,898,282</u>