

Annual and Trustee Report 2024

The future is listening



CISV International
Building global friendship

CISV International Limited (A charitable company limited by guarantee)
Report and Consolidated Financial Statements
31 December 2024
Charity number: 1073308

Company number: 3672838





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Overcoming challenging times with our shared believes

Foreword

Our journey has not been without difficulties, but we've consistently chosen progress over perfection. With each challenge, we've taken the opportunity to reflect, learn, and grow. We've strengthened our risk management, improved how we communicate with our Members, and made meaningful progress in building programming that is safer, more inclusive, and more impactful.

This annual review is more than a report. It's a testament to the collective determination of our global community, and to the belief that real peace is possible when we choose to keep showing up. We are not just evolving as an organisation; we're actively investing in the people and processes that help bring our mission to life. By listening deeply, empowering

our volunteers, and staying true to our purpose. We are building a stronger, more responsive CISV.

This has been a year of listening, learning, and leaning in. Whether it's a conversation at a meeting, a cross-neighbourhood workshop that opens new perspectives, or a quiet moment of reflection during a programme; CISV's life-changing educational experiences have sparked something extraordinary in everyone: the belief that they can, and must, help shape a more just, peaceful, and sustainable world.

As we look ahead, we do so with hope rooted in action, in community, and in possibility. A hope that's alive in every young person who dares to imagine, and build, a better future. We don't claim to have all the answers.

Together, we are giving hope a future.

With friendship and enthusiasm,



Tanya Pérez Echeverría
CEO & Secretary General



Nicole Offergeld
Chair of the Governing Board

Our mission

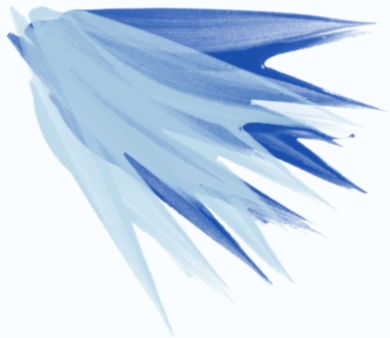
**CISV educates and inspires action
for a more just and peaceful world**



About CISV

CISV International is a global peace organization for children and youth, founded in 1950 by Dr. Doris Allen, on the belief that peace is possible through building friendship and mutual understanding, starting with children. Almost 75 years later, CISV International has become a worldwide movement working towards peace, intercultural cooperation, and understanding, through our global network of 62 national associations with more than 200 Chapters and local groups.

Today, it offers a range of unique, educational programmes and learning opportunities to teach peace and foster active global citizenship for children and youth. These programmes develop cross-cultural understanding in children and youth from around the world. By encouraging respect for cultural differences and the development of self-awareness, CISV empowers each participant to incorporate these values into their lives as they become global citizens and strive for a more peaceful world.



CISV's Educational Principles

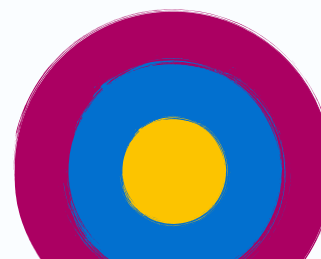
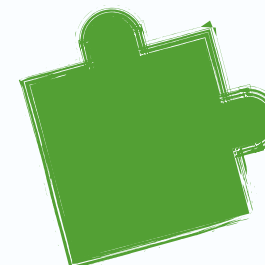
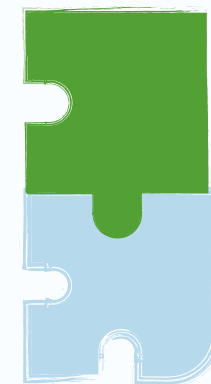
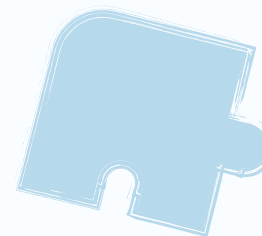
CISV is an educational organization, and as CISV continues to grow around the world we remain united as an organization by our educational principles. These principles guide the design, development, and delivery of all our programmes.

1. We appreciate the similarities between people and value their differences.
2. We support social justice and equality of opportunity for all.
3. We encourage the resolution of conflict through peaceful means.
4. We support the creation of sustainable solutions to help communities grow and innovate while preserving and renewing resources for future generations everywhere.

CISV's Values

To achieve our mission, we rely on our values to guide what we do and how we do it. Our values describe how we behave and work towards our mission. They reflect what we as CISVers stand for and who we are.

- Friendship - We find a common bond and we are kind to each other.
- Inclusiveness - We are open and culturally sensitive; we accept and respect people and cultures.
- Enthusiasm - We bring energy and passion to everything we do.
- Engagement - We show up, participate and learn with a positive attitude.
- Cooperation - We work together and support each other toward our common goal.



Strength in Numbers

This past year marked a significant milestone for CISV International. For the first time, since 2018, our Community came together to participate in the Global Forum. With the invaluable assistance of our International Volunteers

Over 130 programmes took place in 2024. More than 5,000 children and young adults benefited directly from International Programmes, and over 40,000 people who supported our Associations and Chapters delivering on our missions.

2024 in Numbers

175 International Volunteers

4,021 Staff Teams

524 Programme Directors

2,010 Leader Volunteers

5,727 Participants

20,078 Local Active Adult

19,725 Local Active Youth

In each Chapter, CISV Works with volunteers to deliver our programmes, to upskill our volunteers, and to run local operations. Volunteering at CISV is a unique opportunity for networking, building on professional skills and expertise.

Since 1951 CISV International has reached over 30,000 participants and engages more than 40,000 people worldwide each year.

To-date since 1951

80,496 Participants

7,480 Programmes

62 Associations

204 Chapters

Member Associations

CISV International is a federation of volunteer-led National Associations and Promotional Associations. Each Member comprises one or more local CISV Chapters and youth-run Junior Branches.

The Members of CISV International are our National Associations and Junior Branch. The representatives of the CISV International Membership approve plans and accounts and receive reports annually; most annual business is conducted virtually. The Membership sends representatives to in-person meetings, such as the Global Forum in 2024 or one of the three Regional Meetings.

There are no changes to Member Association Status in 2024.

Our Membership

National Associations

2024 Member Associations	First CISV Delegation	Total 2024 Int participants	Int Programmes Hosting	Numbers of Chapters
Argentina	1955	72	1	1
Austria	1951	484	4	3
Belgium	1952	177	0	2
Brazil	1955	1024	8	10
Canada	1958	522	3	10
China	1996	216	0	1
Colombia	1979	201	7	2
Costa Rica	1955	216	1	1
Czech Republic	1993	181	0	1
Denmark	1951	355	6	8
Ecuador	1994	151	0	1
Egypt	1956	106	1	1
El Salvador	1970	78	0	1
Estonia	1993	51	0	1
Faroe Islands	1979	32	0	1
Finland	1953	269	5	5
France	1951	790	4	9
Germany	1951	957	13	10
Great Britain	1951	395	4	6
Greece	1977	127	0	1
Guatemala	1955	240	1	1
Hungary	1957	0	0	1
Iceland	1954	83	1	1
India	1956	269	1	3
Indonesia	1965	217	2	3

2023 Member Associations	First CISV Delegation	Total 2023 Int participants	Int Programmes Hosting	Numbers of Chapters
Israel	1955	83	0	1
Italy	1951	1407	12	14
Japan	1952	254	3	4
Jordan	1955	51	1	1
Korea	1958	113	1	1
Latvia	1996	34	0	1
Lebanon	1979	67	0	1
Lithuania	1955	0	0	1
Luxembourg	1993	20	0	1
Mexico	1951	695	6	5
Netherlands	1994	405	3	1
New Zealand	1956	35	1	1
Norway	1979	887	9	19
Peru	1956 or 2006*	80	0	2
Philippines	1953	347	2	5
Poland	1951	319	4	3
Portugal	1951	552	5	1
Romania	1951	100	0	1
Slovenia	1955	70	1	1
Spain	1957	792	6	4
Sweden	1951	976	6	12
Switzerland	1956	72	1	1
Thailand	1965	187	1	1
Türkiye (Turkey)	1957	117	2	1
United States	1952	1507	7	24

*CISV Peru’s first delegation is either 1980 or 2006, CISV International and CISV Peru are currently investigating.

Promotional Associations

2023 Member Associations	First CISV Delegation	Total 2023 Int participants	Int Programmes Hosting	Numbers of Chapters
Algeria	1977	0	0	1
Australia	1979	66	0	2
Bulgaria	1979	102	1	1
Chile	1984	60	1	1
Greenland	1977	127	0	1
Honduras	1983	0	0	1
Hong Kong	2007	35	0	1
Mongolia	1990	84	0	1
Russia	2002	0	0	1
Singapore	1986	0	0	1
Uruguay	20??	30	0	1
Vietnam	2004	432	0	1



Sending my daughter to the CISV Village was one of the best decisions we made as a family. She returned more confident, open-minded, and full of unforgettable memories.

Hojun Chun

Parent, CISV Korea



Hojun and their daughter
2024

CISV programmes are fun and interactive, engaging both individuals and groups

At CISV, we believe every participant brings something valuable to the table—their stories, identities, and perspectives shape the programme experience and make it richer for everyone. That's why our learning approach centres around the participants themselves. We don't just teach—we listen, co-create, and grow together.

Our programmes are interactive, youth-led, and grounded in real-world relevance. They're designed to spark action, reflection, and cross-cultural collaboration. But they're also just the beginning. The real impact of CISV lives beyond the last day of camp. It shows up when a participant speaks up for inclusion at school or leads a project in their community. It spreads through conversations with friends and family. And it shapes how our alumni move through the world, with more empathy, enthusiasm, and cooperation.



Village

11-year-olds / 28 days

Early life experiences shape the way we see the world.

Village is an international camp unique to CISV. A Village creates a safe setting in which children from around the world can learn about each other's lives and how to communicate, cooperate, and live together.

CISV Villages bring together delegations of five people from 10-12 countries to participate in a multicultural camp featuring experiential education activities and emphasising global friendship, cross-cultural communication, and cooperative living.

The Village learning experiences, and the friendships made, are for a lifetime.

Youth Meeting

12 – 13-year-olds / 8 or 15 days

Small gatherings inspire big ideas.

Youth Meetings bring small groups of participants of a similar age together from different countries. They explore issues that affect all their countries in some way and share their different perspectives.

Youth Meetings bring together eight delegations, each consisting of four youths and one adult leader. This provides an excellent opportunity for them to think about how they can use the skills and learning they have gained from their experience to help make a positive impact in their own communities.

Step Up

14 – 15-year-olds / 23 days

Young people learn when given the chance to lead.

Step Up camps encourage participants to take responsibility for planning and organising educational activities, helping them to develop their problem-solving and leadership skills and confidence.

The camp brings together delegations of four young people and an adult leader from ten countries. Camp activities and discussions focus on a specific educational theme to encourage participants to confront and overcome prejudices and stereotypes, develop critical thinking, and explore new avenues of communication.

Seminar Camp

16 – 17-year-olds / 21 days

Exchanging ideas is a powerful tool for leadership development and global learning.

The young people who participate in a Seminar Camp not only take responsibility for the practical needs of the camp but also for deciding and coordinating the educational content of this personally challenging, intensive programme.

Seminar Camp's international group-living environment brings together approximately 28 participants and five volunteer staff to collaborate and to take a creative approach to problem-solving and resolving the differences that can arise from healthy discussions.



Junior Branch

Junior Branch (JB) is a community of young volunteers, part of CISV International, who organize their own educational and social activities consistent with CISV goals. This allows them to exercise their leadership skills.

Junior Branch offers opportunities for youth to develop attitudes, skills, and knowledge through educational initiatives that contribute to the mission and vision of CISV. Each local Junior Branch may be structured differently within its Member Association.

However, all Junior Branches work towards the following goals:

1. Actively contribute to CISV's Educational Approach,
2. Provide youth with the opportunities for self-development and leadership.
3. Encourage youth to take initiative in their own communities.
4. Foster an inclusive community of youth volunteers.



From Moments to Movement: Standardising JB Events

In 2024, Junior Branch completed one of its most important structural shifts in recent history: the standardisation of the IJB Events Process. This was more than just a systems update. It was a collective effort to transform how JB events are planned, supported, and recognised across CISV. The result is a framework that safeguards our values while opening more doors for young people to lead.

The new approach introduced a single, unified process. It created clear roles, better documentation, and space for collaboration across regions. Most importantly, it helps ensure that every JB event—no matter where it's hosted—meets the same high standards of safety, inclusion, and educational quality. These tools have already changed how Junior Branch operates at every level.

They've brought more alignment, made transitions easier, and reduced the stress on volunteers. But the real success lies in what this system now enables. Chapters are better equipped to host events. Youth leaders feel more confident and supported. And across the organisation, JB events are no longer seen as “nice to have” extras. They're recognised as core infrastructure for youth leadership in CISV.

Resources that reach everyone

Standardising JB events didn't just bring clarity. It unlocked the ability to scale meaningful action. In 2024, Junior Branch launched a powerful new ecosystem of tools designed to support youth leadership around the world. These resources help turn great ideas into strong, replicable projects. They make it easier for youth teams to plan, share, and sustain their work—no matter where they are.

New resources launched in 2024 include:

- The IJB Library – a one-stop hub for event, project, and leadership materials
- An updated Project Guide – covering ideation, planning, budgeting, and reporting
- DEIB and Safeguarding Guidelines – designed for every youth-led experience
- A redesigned Projects Form – to better capture outcomes and track impact
- A forthcoming Projects Gallery – to inspire new initiatives globally.

These aren't just tools they're bridges between generations of Junior Branch leaders. They help prevent burnout, preserve knowledge, and connect efforts across borders. They reduce the burden of starting from scratch and promote a global culture of sharing and support.

International Governance

Trustees

The Trustees of CISV International are the nine elected members of the Governing Board. The Governing Board upholds CISV International's vision, mission, and values and ensures that they are reflected in the strategic direction of the organisation. Every year three Trustees are elected by the Members of CISV International based on a skill gap analysis and their individual experience. Every third year, one of those three Trustees is elected solely by the National Junior Representatives as indicated in the Annual Election Procedures for CISV International Governing Board.

Individuals may be elected to the Governing Board for two consecutive terms. All Trustees represent all Members and are required to act in the best interests of CISV International.

Elections are managed by an Election Committee whose purpose is to promote a fair, open, informative, and constructive elections process. Once elected the new trustees go through a structure onboarding including all areas of responsibility, accompanied by a mentor trustee for the initial months of their term.

Secretary General

The Secretary General is the Chief Executive Officer of the organisation and works very closely with the Governing Board. The Secretary General, with a small Senior Management Team, is responsible for the running of CISV International. The Secretary General attends all meetings of the Governing Board but is not entitled to vote.

Board of Trustees

1 September 2023 – 31 August 2024

	Term ends
Florentine Versteeg (NLD)	31 August 2024
Mary Rae Shantz (CAN)	31 August 2024
Grace Emerson Vottero (USA)	31 August 2024
Marlien McKay (CAN)	31 August 2024
Nicole Offergeld (GER)	31 August 2025
Yurek McKelligan (MEX)	31 August 2025
Natasha Clarita (IDN)	31 August 2025
Anirudh Singh (IND)	31 August 2026
Emma Meurling (SWE)	31 August 2026

Executive Team

Tanya Pérez Echeverría

Chief Executive and Secretary General

Board of Trustees

1 September 2024 – 31 August 2025

	Term ends
Nicole Offergeld (GER)	31 August 2025
Yurek McKelligan (MEX)	31 August 2025
Natasha Clarita (IDN)	31 August 2025
Anirudh Singh (IND)	31 August 2026
Emma Meurling (SWE)	31 August 2026
Anna Conradi (AUT)*	31 August 2026
Mackenzie Round (NZL)	31 August 2027
Mariana Sequeira (POR)	31 August 2027
Rizwan Kassam (CAN)	31 August 2027

**As of January 2025, Anna Conradi had resigned from their role and Francisco Pavao Martins was asked to step in as a replacement.*

Senior Management Team

Agustín Cuadra Buján, International Communications Lead

Jacob Przeklasa, Programme and Operations Lead

Angela Forster, International Safeguarding and Risk Management Lead (Until May 2025)

Risk Register

The Senior Leadership Team conducts a comprehensive review and update of the organisation's Risk Register annually. This includes the identification and assessment of key risks across the following categories: Financial, Risk Management, Operational, Reputational, Regulatory, and Governance. Each risk is evaluated based on its probability and potential impact, and is documented with detailed descriptions, risk scores, and corresponding control measures.

We confirm that all major risks have been thoroughly reviewed, and that appropriate systems, controls, and procedures have been established to effectively manage and mitigate these risks. These measures are designed to ensure operational resilience, regulatory compliance, and the protection of our stakeholders. Ongoing monitoring and periodic reviews are conducted to maintain the effectiveness of our risk management framework.

Committee and Team structure

In line with our People Strategy, the Governing Board and Senior Management Team work together to align responsibilities across CISV's committee structure. This included the reassignment of chairs and, where needed, the creation of new strategic teams.

Board Committee and Strategic Project Teams

Strategic Committees are focused on policy, governance, and long-term direction. They are chaired by a Trustee and their work directly supports the oversight role of the Governing Board. While most members are experienced volunteers or senior staff, each committee may also include a representative from the International Junior Branch Team, ensuring that youth voices are present at the highest levels of planning and reflection.

Operational Committees

Operational Committees focus on implementation, quality assurance, and day-to-day delivery. These are led by staff members and are responsible for ensuring that strategy becomes action safely, consistently, and with measurable impact. Once a strategy or recommendation is approved, the staff member supporting the committee takes on the responsibility of implementation, coordinating closely with other teams to ensure alignment and effectiveness.

The Role of Junior Branch

The Junior Branch holds a unique space within the CISV structure. The International Junior Branch Team ultimately reports to the Secretary General, but acts autonomously, representing the voice and vision of young people across the organisation.

Board Committees

	Chairs and Co-chairs
Diversity, Equity, Inclusion & Belonging	Natasha Clarita (IDN) Anna Conradi (AUT)*
Finance	Yurek McKelligan (MEX)
Governance	Mariana Sequeira (POR)
Safeguarding	Rizwan Kassam (CAN)

Operational Committees

	Chairs and Co-chairs
Education & Research	Jacob Przeklasa, Programme and Operations Lead
International Junior Branch	Nour Merhi (LEB), Senior IJR Antonio Mota Capitaó (POR), Junior IJR
Training	Carmen Mendoza Losada, Regional Manager
Organisational Development	Jacob Przeklasa, Programme and Operations Lead Iris Dagan (ISL), Co-Chair
Verification	Dharmesti (Esti) Sindhunatha, Regional Manager Alvaro Quirós (CRC), Co-Chair

Strategic Project Teams

	Chairs and Co-chairs
2024 International Meeting	Anna Conradi (AUT)*
Decarbonising CISV	Mackenzie Round (NZL)
Governance Review	Mary Rae Shantz (CAN) Natasha Clarita (SGP)
Strategy and Clarity	Tanya Pérez Echeverría, CEO

Administrative Regions

CISV International has three administrative Regions – Americas, Asia-Pacific, and Europe, Middle East and Africa.

These Regions are served by Regional Teams, managed by a Regional Manager. The Regional Teams cover expertise such as Chapter Development, Educational Programmes, Training (methodology and logistics), and Risk Management.

There is also a Regional Junior Branch Team, which has a direct relationship with the International Junior Representatives.

Americas

Regional Manager

Dharmesti Sindhunatha (IDN)

Member Support Coordinators

Delfina Yarte (ARG)

Karin Swagemakers (NDL)

Regional Risk Managers

Alejandro Umaña (GUA)

Ramon Rosado (MEX)

Stuart Pinks (CAN)

Regional Junior Branch Team

Caterina Franca (BRA)

Juan Pablo Bernal (ARG)

Amanda Aragão (BRA)

Maite Andrade (CHI)

Asia-Pacific

Regional Manager

Dharmesti Sindhunatha (IDN)

Member Support Coordinators

Bobit Manzano (PHL)

Midori Kimura (JPN)

Regional Risk Managers

As of December 2024, the Asia Pacific region had no appointed Regional Risk Managers.

Regional Junior Branch Team

Alessa Fernandez (PHL)

Ami Iwano (JPN)

Kanya Pratita (IDN)

Maya Enkhnasan (MNG)

Europe, Middle East, and Africa

Regional Manager

Carmen Mendoza Losada (ESP)

Member Support Coordinators

Juan David Valencia Mendieta (COL)

Michaela Zöttl (GER)

Rafa Tito Moreira (POR)

Regional Risk Managers

Alfred Steinwender (AUT)

Tiphaine Baboulaz-Escobar (CHE)

Regional Junior Branch Team

Lena Hoffman (GER)

Gustav Stuhr (DEN)

Matilda Bertoli (ITA)

Omar Soliman (EGY)

As of December 2024, Lynn Faris, Americas Regional Manager was on leave, Dharmesti Sindhunatha supported as interim, Regional Manager until January 2025.



International Office

Comprised by a remote team of staff, the International Office contributes to CISV's mission by providing high-level input, management, administration, and support to all aspects of CISV International operations and strategic development.

A Senior Management Team oversees the day-to-day work of the organisation. By the end of 2024, they are:

Tanya Pérez Echeverría, CEO and Secretary General

Agustín Cuadra Buján, International Communications Lead

Jacob Przeklasa, Programme and Operations Lead

Angela Forster, International Safeguarding and Risk Management Lead (Until May 2025)

At year-end, the office staff also included:

Programmes and Operations Team

Dharmesti Sindhunatha, Regional Manager

Carmen Mendoza Losada, Regional manager

Nicola Hanks, Administrator

Stefanie Lotesoriere, Administrator

Lynn Faris, Regional Manager (On Leave)

Communications Team

Simon Clear, Projects & Administration Officer

Risk Management and Safeguarding Team

Jeanette Mooney, Safeguarding and Development Officer

Finance and IT Team

Israa Shah, Finance and IT Officer

Gatu Kirubi, IT Support Officer



Reference and Administrative Details of the Charity

Registered Office

CISV International Office,
167-169 Great Portland Street, 5th Floor
London, England, W1W 5PF

Company Registration Number

03672838

Charity Registration Number

1073308

Auditors

UHY Ross Brooke
Suite I
Windrush Court
Abingdon Business Park
OX14 1SY

Solicitors

Ward Hadaway Sandgate House 102 Quayside
Newcastle upon Tyne NE1 3DX

Bankers

Lloyds Bank plc 102 Grey Street
Newcastle upon Tyne

Finance and IT Officer

Israa Shah

Constitutional Documents

CISV International Limited (“CISV International”) is a company limited by guarantee governed by its Memorandum and Articles of Association originally dated 17 December 1998. Amendments were decided by the Members at the 2001 and then the 2007 Annual General Meetings. In 2013, reflecting a governance restructure, the Memorandum and Articles of Association were fully reviewed, and significant amendments were approved. Changes to the section relating to the election of Trustees were also approved by the Members at the General Meeting in 2015.

CISV International is also registered as a charity with the Charity Commission.

Financial Statements

The financial statements on pages 42 to 58 have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Organisational Goals & Activities

Our main activities are described below and are undertaken to further our charitable purposes for the public benefit. They have a positive public impact in the United Kingdom and countries around the world. All our charitable activities focus on educating people and inspiring them to become active citizens contributing to a more just and peaceful world.

- To further education in international understanding of children throughout the world, without the distinction of race, religion or politics, so that they may grow to maturity conscious of their responsibilities as human beings.
- To develop the individual child's potential for cooperation with others.
- To carry out further research, contributing to this work

Annual and Strategic Objectives

Each Committee, Team, and staff of the International Office have Terms of Reference or role profiles, which set out their main purpose, responsibilities, and structure. The plans and budget for 2024 were approved by the Trustees. The Trustees also reviewed progress and gave direction and feedback as needed throughout the year.

Throughout 2024, Trustees met regularly in virtual sessions, participated in Regional Meetings and attended the Global Forum and International Junior Branch Conference which was held in-person. These gatherings created space for meaningful dialogue with Member Associations, helping shape the next phase of CISV's strategic direction. CISV's long-term vision, approved by Members in 2015, was significantly disrupted by the pandemic and the resulting challenges to our fee-for-service programme model. With international camps paused and operations impacted, our organisation shifted focus moving from ambitious growth to recovery, reflection, and restructuring.

Over the past two years, CISV has operated under a short-term strategic framework, designed to stabilise operations, improve programme quality, and restore safe delivery across the network. In 2024, that foundation evolved. Building on insights from the Global Forum and Regional Meetings, CISV has now begun work, together with Members, on a new Long-Term Strategy. This strategy will align our mission with today's realities, balancing impact and capacity as we chart a shared course for the future. Until the new strategy is formally approved, expected in 2026, we will continue operating under a short-term strategy focused on delivering high-quality, safe, and inclusive programmes. This transition is not just structural—it's cultural. It reflects our commitment to adapt together, to listen deeply, and to lead intentionally.

Our Purpose

In 2024, we turned strategy into action. We hosted the first Global Forum, reconnecting volunteers and sparking collaboration across regions. At the same time, we began shaping CISV's long-term strategic direction, aligning our vision with the realities of our capacity. To support this work, we expanded our senior leadership team, creating the structure needed to manage resources more effectively and strengthen operational focus.

Two objectives were ratified, designed to guide CISV in delivering effective and meaningful programmes while nurturing a culture that aligns with and promotes our core mission:

1. Restore and strengthen safe and quality programs
2. Lay the foundation for a culture that supports and enables our mission

CISV measures success through the quality and impact of its educational programmes, participant feedback, volunteer engagement, and its ability to deliver against strategic goals within a sustainable financial framework.



A gathering with purpose, impact, and momentum

In August 2024, CISV hosted its first Global Forum our first global meeting in over five years, bringing together 218 participants from across all three regions, representing committees, Junior Branch, volunteers, and staff. The Forum took place in Veldhoven, Netherlands, with over 90 participants supported through funded places, ensuring wide access and regional representation.

The Global Forum created space for CISV to reconnect and refocus. It kicked off our long-term strategic planning process, giving Members and volunteers a direct voice in shaping the organisation's future. It also strengthened collaboration across international committees, Junior Branch, and the International Office, many meeting face-to-face for the first time. These new connections are already leading to more coordinated, inclusive work.

Sessions surfaced key insights on programme quality, safeguarding, and leadership. While some formats could improve, the Forum proved the value of shared space, open dialogue, and cross-generational learning. Operationally, it revealed what we need to refine clearer roles, more balanced schedules, and stronger coordination. These lessons are already informing how we plan global events going forward. Above all, the Forum reminded us: meaningful progress happens when we build it together.

Learnings from the Forum are already shaping next steps, in 2025, CISV will:

- Continue our long-term strategy, grounded in forum insights
- Apply improved event planning practices to future global gatherings
- Strengthen youth-adult collaboration across regions and working groups
- Continue investing in inclusive participation and representative leadership

Embedding safer practices through the R-07 Positive Behaviour Policy

2024 marked a major milestone in how we define, teach, and uphold positive behaviour across CISV. With the rollout of the enhanced R-07 Positive Behaviour Policy, we took a bold step toward aligning every chapter, programme, and person with clearer expectations for safe, respectful, and responsible conduct.

The updated policy doesn't just describe rules, it **shapes a culture**. With detailed definitions of bullying, harassment, hate incidents, and sexual behaviour (including the use of a "traffic light" tool), we now have a shared definition of what's appropriate—and what's not. New standards around alcohol, mental health, and safeguarding roles leave less room for ambiguity and more room for confidence.

Training remains a challenge

As many of our Members and Risk Managers have shared: knowing the policy is one thing, feeling confident in applying it is another. Despite stronger resources (like bitesize videos, checklists, and toolkits), many volunteers still feel underprepared to handle real-world scenarios.

Implementing the policy consistently, and with cultural sensitivity, requires more than guidance. It requires a shift in confidence, capacity, and support at all levels of the organisation.

Looking Forward our focus in 2025 will be not just on training completion, but on training confidence.

- We're prioritising role-based training to ensure each person understands what they're accountable for and how to act when needed.
- We'll continue enhancing the R-07 materials, tailoring guidance for host families, Junior Branch, leaders, and first-time volunteers.
- Through global feedback loops and internal monitoring, we'll keep iterating and improving the policy's clarity and usability.

A new Membership System, officially in *motion*

In 2024, CISV International introduced a redesigned Membership System—built to support Member Associations with more clarity, fairness, and flexibility. Developed in collaboration with Member Support Coordinators and representatives across the network, the new system reflects a shift in both structure and mindset.

Approved by Members in August 2024, CISV's updated Membership System replaces the outdated "upgrade/downgrade" model with a more realistic, developmental approach—"step forward" or "step back"—recognising that growth is not always linear. The new system introduces three clear categories (NA, PA2, PA1), a practical Membership Calculator, and stronger guidance on governance, youth participation, and financial sustainability. At its core, the system prioritises support over sanction fostering collaboration when challenges arise, rather than punishment.

A critical tool in ensuring the new system is implemented fairly and consistently is the Verification Committee. This newly established committee is responsible for reviewing and confirming that Member Associations are aligned, bringing accountability, transparency, and peer-led support to the process. This milestone also came with several other key changes: An updated Treasurer Role Profile that reflects the increasing importance of strategic financial planning and fundraising, an improved Post-Programme Issues Report, and the creation of a Wellbeing portfolio within the Governing Board to ensure structural changes never lose sight of the people they impact

Focusing on implementation in 2025, we will work closely with Member Associations to:

- Share assessment results, identify gaps, and co-create action plans.
- Provide support and track progress on action plans through.
- Conduct a final review with the updated system fully in place no earlier than 2026 and no later than 2027.
- Alongside this, the Wellbeing portfolio will continue to drive alignment across projects that prioritise both performance and personal sustainability.

My trust in CISV's commitment to safety has been unwavering since I joined in 1996. As a leader, parent, and board member, I've seen our risk management evolve into a robust system that ensures the wellbeing of every child.

The pandemic tested us, but our strict safety measures led to a successful programme season. CISV strikes the perfect balance between safety and enriching experiences, allowing children to thrive in a secure and nurturing environment. *Safety First* is more than a mantra; it's the foundation of CISV's enduring success.

Dini A. Atmaji

National Representative, CISV Indonesia



Dini at the Regional Training Forum
Bali, Indonesia
2023

Listening louder, leading together

Reconnecting through purpose and dialogue

In a global organisation like CISV, connection isn't automatic it must be built with intention. In 2024, we focused on doing just that: making communication more deliberate, more inclusive, and more aligned with our shared values.

We launched CISV Central and Purpose Connects—two new platforms designed not only to share information but to invite conversation. These initiatives brought clarity during times of change, created community in moments of challenge, and began to restore trust and transparency across our network.

One of the most meaningful steps forward came with the Governing Board's invitation to International Junior Branch representatives to join relevant Board meetings during a trial period. Their presence was more than symbolic. It marked a shift in how CISV integrates youth voice into its highest levels of decision-making.

This collaboration has deepened connections between International JB and Regional JB teams, helping Junior Branch leaders across all levels better understand their role in CISV's broader operations. It also ensures that the key youth voice is heard and integrated in all our strategic decisions.

In 2025, we'll take these conversations further and make them stick by focusing on:

- Developing a long-term internal communication strategy that supports resilience, promotes inclusion, and ensures our community is not just informed but engaged.
- Renewing the invitation for International Junior Representatives to attend relevant parts of Governing Board meetings and considering how to define their role formally through a review of our Articles.
- Clarifying the role of the International Office, not just through structure charts, but through clearer, accessible messaging about who does what, why it matters, and how to connect with the right people.

Diversity, Equity, Inclusion, and Belonging

Relevance through alignment

CISV's mission is rooted in peace, justice, and cultural understanding. But as our community has grown, so has our awareness of the gaps between what we teach—and what we practice.

In 2024, CISV International took a significant step forward by applying Diversity, Equity, Inclusion, and Belonging (DEIB) lenses across our operations, policies, and culture. The goal was simple, yet vital: to ensure every volunteer, staff member, and participant feels safe, respected, and empowered especially those from historically marginalised groups.

The DEIB Committee led a deep organisational assessment, grounded in two key sources: a 2020 bachelor's thesis analysing dominant norms in CISV, and 18 in-depth interviews conducted in 2024 with high-level volunteers, staff, and Junior Branch leaders from across our global network. The findings were honest and necessary. Across the organisation, there remains no shared definition of DEIB, leading to uneven implementation. Cultural norms rooted in Eurocentrism, ableism, classism, and heteronormativity continue to present barriers to inclusion. Language also plays a limiting role, with leadership often skewed toward fluent English speakers. Reporting systems for exclusion and discrimination are unclear. Many Junior Branch teams expressed a sense of disconnection from CISV's wider governance. And in some spaces, DEIB is acknowledged in principle but lacks the structural follow-through to bring real change.

In 2025, we will launch a DEIB Strategy that listens, learns, and leads the organisation with clear guidance.

Laying the groundwork for a stronger future

CISV isn't just planning for the future, we're co-creating it with the people who live it. In 2024, we launched a global, multi-phase strategy process grounded in a human-centred approach. The goal: to ensure our long-term direction reflects the real needs, hopes, and challenges of our global community.

Through multiple rounds of consultation, we're turning insights into action. The Strategy and Clarity Team, a diverse group of 12 volunteers and staff, has gathered hundreds of voices through surveys, forums, and direct conversations. They are working to shape CISV's key priorities for the next five years, providing clear definitions, setting shared goals, and identifying early signs of success. From programme evaluation to DEIB integration, CISV is choosing focus over fragmentation as we move forward with purpose.

Running parallel to this work, 2024 was also a foundational year for CISV's Governance Review. What began as a working group under the Governance Committee in 2023 became an official Strategic Project Team by July 2024, bringing in new volunteer members with deep interest in organisational health and impact. Throughout the year, governance was a recurring theme at Regional Meetings and the Global Forum, where Members were invited to reflect. The second half of the year was spent designing an evaluation plan and onboarding new team members to ensure broad, informed participation in what will be a critical process in 2025.

Together, these strategic and governance-focused efforts represent more than internal change. They're a commitment to building a more intentional, inclusive, and responsive CISV for the future.

This work will continue into 2026 and beyond but what we build now will define the path ahead. Our next steps include:

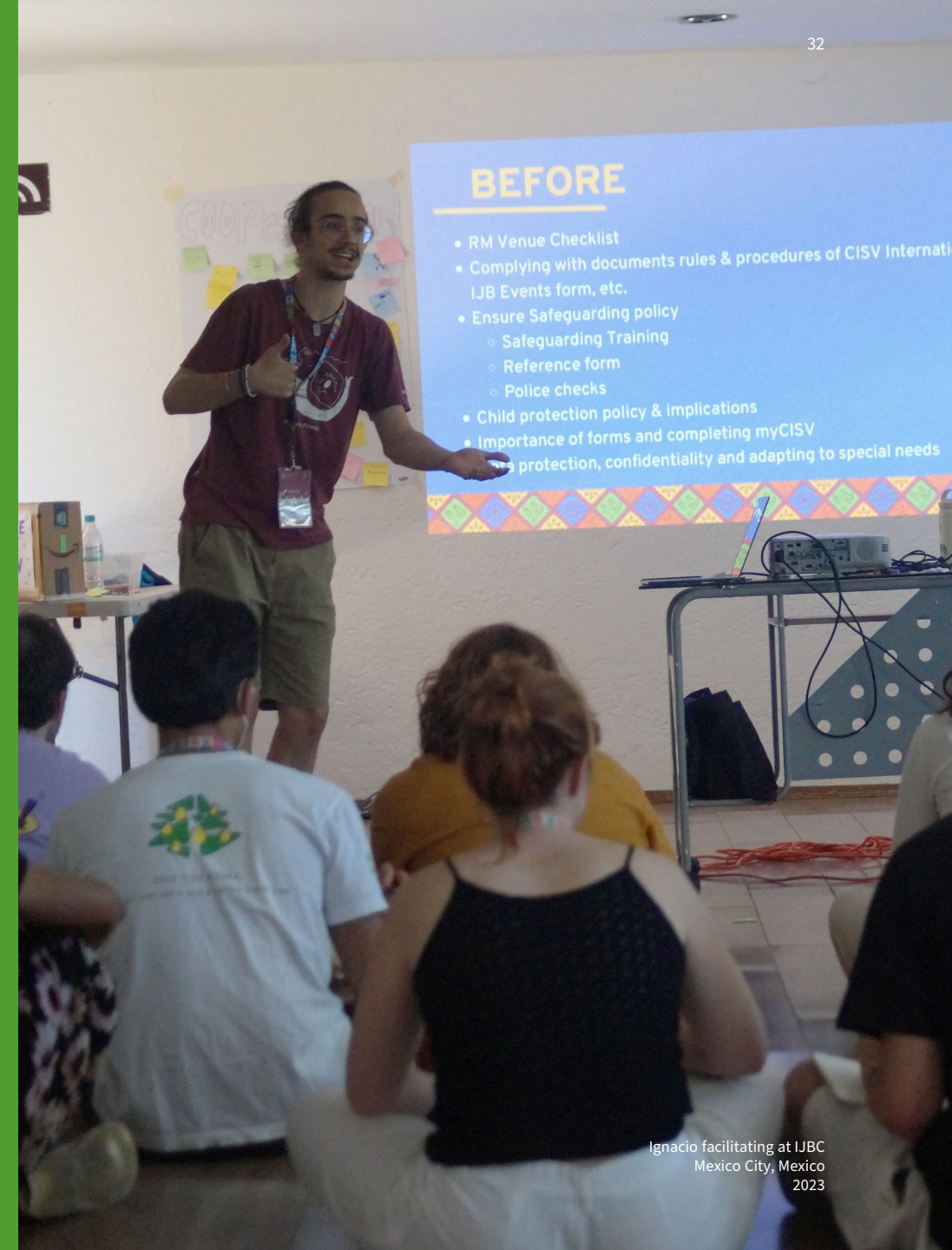
- Finalising the strategy based on community input
- Piloting regional implementation processes

CISV has been a big part of my life as it has really shaped who I have become as a person. A lot of change has unfolded while actively participating in different levels of the organisation, and it is important that us as volunteers come with an open mindset to be willing to make change effective.

I see great potential in youth development through the programmes CISV offers, and I'm here to contribute and see what we can do better. I hope we continue to ensuring our participants and volunteers are properly prepared and trained so we can continue to deliver the quality peace education programmes we are known for.

Ignacio Velasco

Madrid Chapter President, CISV Spain



Ignacio facilitating at IJBC
Mexico City, Mexico
2023

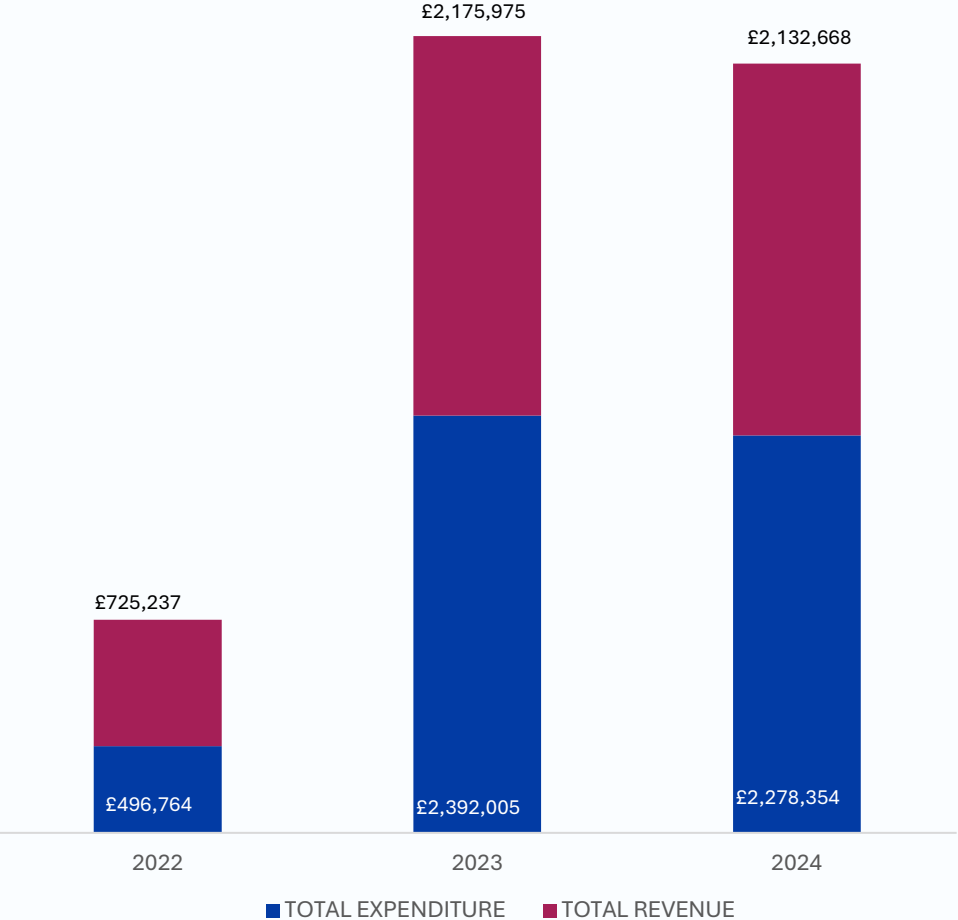
Financial Report

By the end of 2024, CISV was navigating a mixed financial landscape. While momentum returned to many areas of our work, the number of international programmes delivered was lower than anticipated, and with that, income also fell short of projections. At the same time, the Global Forum was a meaningful strategic investment—one that helped reweave our global community and reinvigorate our shared purpose after years of disruption. Though it added pressure to the budget, it also marked a turning point in reconnection and planning.

Despite these challenges, our deficit was significantly smaller than forecasted, thanks to tight financial controls and disciplined cost-saving efforts. The International Office alone delivered savings of over £130,000, and other areas followed suit. This careful management helped us stabilize our financial position without compromising our mission. As we move into 2025, we do so with clear financial insights, a renewed sense of purpose, and a commitment to balancing impact with sustainability.



Financial Highlights



2024

-£145,686

ANNUAL CLOSING POSITION

£196,890
REVENUE MEMBERSHIP FEES

£1,935,778
REVENUE PROGRAMME HOSTING

-£145,686
Deficit

£2,278,354
EXPENSES

2023

£178,375
REVENUE MEMBERSHIP FEES

£ 2,175,975
REVENUE PROGRAMME FEES

£2,392,005
EXPENSES

2022

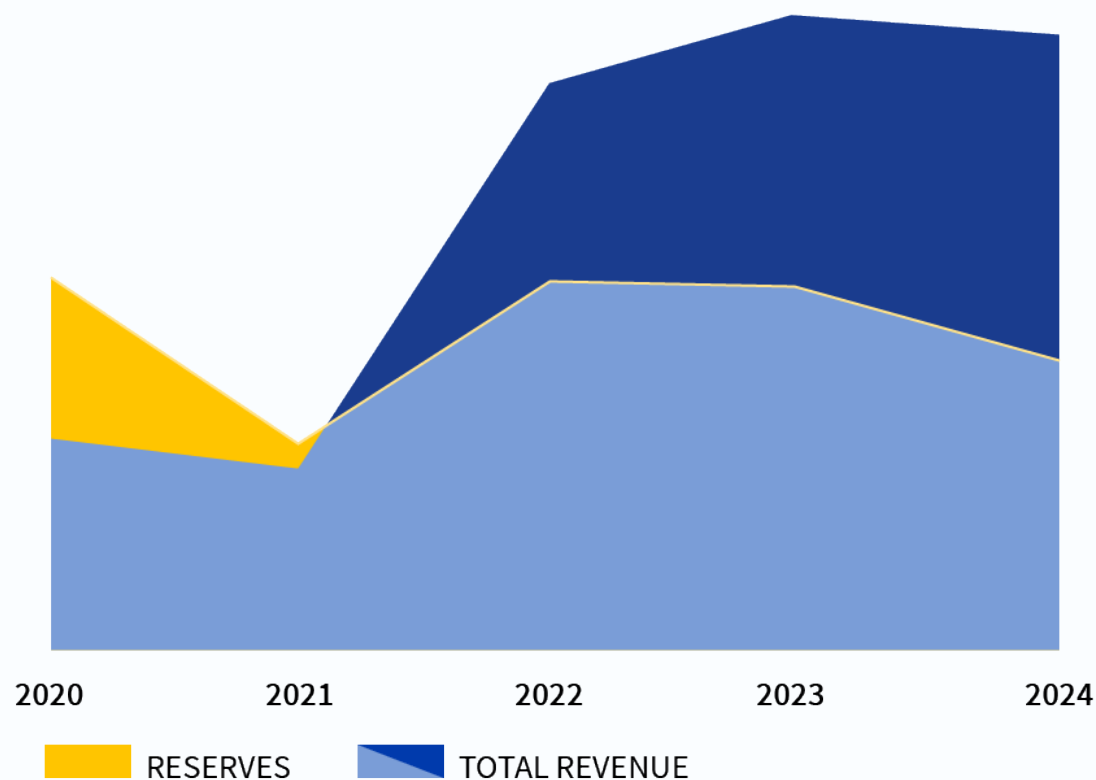
£23,880
REVENUE MEMBERSHIP FEES

£725,237
REVENUE PROGRAMME FEES

£496,764
EXPENSES

Note: Due to a change in our accounting practices the revenue and expenses for 2024 now include the Hosting Fees.

Financial Highlights



2022-2023: Recovery and Growth

As the world started to recover from the pandemic, so too did our finances. In 2022, we observed a gradual uptick in income as markets reopened and consumer confidence was restored. This favourable trend persisted into 2023, with both our income and reserves demonstrating considerable enhancement.

2024: Sustaining Impact

While we had initially projected a deficit of £180,000, we closed the year with a deficit of just £140,000—a smaller gap than expected, reflecting the impact of prudent budgeting and cost-saving measures. In a challenging year with fewer programmes and reduced income, this result represents disciplined financial control and a commitment to stability without compromising our mission.

Looking ahead to 2025

To support financial recovery and sustain operations, we will implement an increase in the international fee by £1.60 per participant. This adjustment, paired with strong financial controls and careful oversight, will help us manage spending more effectively across the organisation.

Financial Review

Reserve Policy

CISV continues to work towards a post-COVID strategy with a conservative financial projection. The Finance Committee remains steadfast in its commitment to monitor the organisation's financial changes and deliver expenditure forecasts and recommendations to the boards.

Throughout 2024, CISV remains focused on replenishing its reserves. The funding structure will undergo a review in the coming years to ensure it is sufficient to cover forecasted expenses without depleting reserves. The plan outlines moderate expectations that, contingent on participant engagement and regrowth, we will reach the required level of reserves by 2026. CISV maintains a reserves policy to hold funds equivalent to at least 50% of annual operational expenses.

Financial Risk Management Policy

The charity's principal financial instruments consist of cash and cash equivalents. Other financial assets and liabilities, such as trade creditors and trade debtors, arise directly from the charity's operational activities.

The primary risks associated with the charity's financial assets and liabilities are outlined below. The charity does not engage in any hedging activity.

Debts

Lloyds Bounce Back Loan

We secured a loan from Lloyds Bank under highly favourable terms due to our urgent cash requirement. The loan featured an extremely low interest rate and included a one-year grace period before the commencement of repayments. Given these conditions, the loan effectively provided us with free cash for a year, should we have chosen to utilise it in that manner. This arrangement was particularly advantageous as it allowed us to manage our operations, including restricted cash, for approximately 6-8 months without immediate concerns about repayment.

Funds Held as Custodian Trustee

Americas' Regional Cooperation Fund

The ARC fund has been established to cover travel and associated expenses for the Regional Training Forum (RTF) in the Americas. This fund is managed by the ARC team in conjunction with the International Office, which offsets costs for National Associations in the Americas region through the provision of quarterly financial statements.

Global Conference Designated Fund

The Global Conference Designated fund was established with the aim of supporting National Associations in building a reserve with CISV International over a span of three years to fund participation in the Global Conference.

BEAM Fund

The BEAM fund was established to assist with hosting costs in the EMEA regions. This fund is jointly managed by the EMEA fund team and the International Office. The EMEA team typically provides selected National Associations with a grant, which is subsequently deducted from their quarterly statements.

EMEA Junior Branch Fund

The BEAM fund was established to assist the Junior Branch members traveling to the EMEA regions. The EMEA Junior Branch Team typically travels using our internal travel provider.



Statement of trustees' responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements under applicable United Kingdom law and United Kingdom Generally Accepted Accounting Practice.

Charity and Company law requires the Trustees (who are also the directors for the purposes of the Companies Act) to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the group and of its financial activities for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the policies adopted are in accordance with the Statement of Recommended Practice for Charities and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity and the group will continue in business.

The Trustees bear the responsibility for maintaining accurate accounting records, which at any given time, disclose the financial position of the charity and the group with reasonable accuracy. This enables them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006. They are also tasked with safeguarding the assets of the charity and the group, and hence, are responsible for taking reasonable measures for the prevention and detection of fraud or other irregularities.

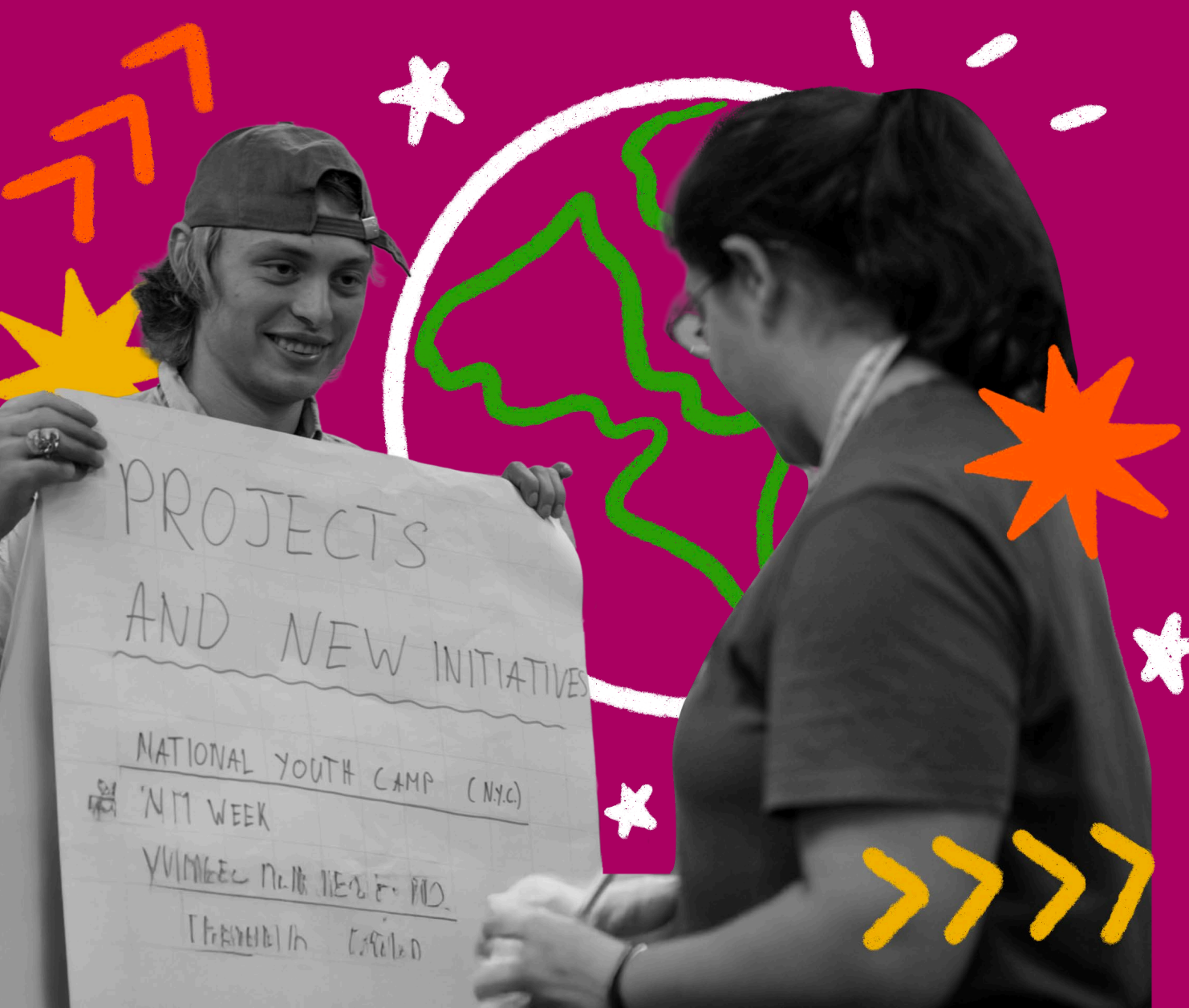
Insofar as the Trustees are aware, there is no relevant audit information of which the group's auditors are unaware. The Trustees have taken all necessary steps to make themselves aware of any relevant audit information and to establish that the auditors are privy to that information.

We, the trustees, confirm that we have referred to the guidance provided by the Charity Commission in respect of the public benefit requirement whilst reviewing our aims and objectives and during the planning and execution of our activities throughout the year. We have endeavoured to fulfil the charity's purposes for the public benefit and in doing so, have considered the specific guidance on public benefit and charity purposes.

On behalf of the Trustees,

Nicole Offergeld

CISV International Governing
Board Chair



Key Plans for 2025

Deepen regional engagement and strengthen training opportunities

Review operational structures to enhance efficiency and impact

Prioritise the volunteer experience through a renewed Volunteer Journey

Begin reviewing programme curriculums to ensure relevance and alignment with our mission

Advance our Long-Term Strategy and Governance work—cornerstones for CISV's future

Continue implementing membership criteria through the Verification Committee

Plan for a potential Global Conference to foster connection and alignment

Launch a financial recovery plan and renewed fundraising efforts

Provide focused support for programme hosting across the network

Give hope a future

Your time, your passion, your skills — they have the power to make a real difference. At CISV, every moment you share with us helps to build a stronger, more connected future for all. Whether you can spare a few hours, or you're looking for a deeper engagement, your contribution is invaluable.

Take the step. Be the change.

Engage with CISV today.



CISV International
Building global friendship

www.cisv.org

international@cisv.org

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CISV INTERNATIONAL LIMITED
FOR THE YEAR ENDED 31 DECEMBER 2024

Opinion

We have audited the financial statements of CISV International Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2024 which comprise the consolidated statement of financial activities, the consolidated and charity balance sheet, the consolidated cashflow statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 'the Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- Give a true and fair view of the state of the group's and charitable company's affairs as at 31 December 2024, and of their incoming resources and expenditure of resources, including their income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the cs' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for the period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CISV INTERNATIONAL LIMITED
FOR THE YEAR ENDED 31 DECEMBER 2024

Opinion on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of the audit:

- the information given in the trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' Annual Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' Responsibilities Statement set out on pages 38 the trustees (who are also the directors of the charitable company for the purposes of charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with management, and from our cumulative audit and knowledge and experience of the charity and the sector;

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CISV INTERNATIONAL LIMITED
FOR THE YEAR ENDED 31 DECEMBER 2024

- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company and assessed the extent of compliance with laws and regulations;

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected, and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation and claims; and
- and analysing legal costs to ascertain if there have been instances of non-compliance with laws and regulations.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditors/audit-assurance-ethics/auditors-responsibilities-for-the-audit>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Caroline Webster FCA

For and on behalf of Ross Brooke Limited, Statutory Auditor
Chartered Accountants and Registered Auditors

Date 30/07/2025

Suite I Windrush Court
Abingdon Business Park
Abingdon
Oxfordshire, OX14 1SY

CISV INTERNATIONAL LIMITED
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted funds 2024	Designated funds 2024	Total funds 2024	Total funds 2023 (Restated)
	Note	£	£	£	£
Income from:					
Donations and grant	3	427	-	427	2,788
Charitable activities					
Fees from National Associations	4	2,094,530	-	2,094,530	2,354,350
Other income		-	-	-	100
Investment income		37,711	-	37,711	22,255
Total income		2,132,668	-	2,132,668	2,379,493
Expenditure on:					
Raising funds	5	6,023	-	6,023	5,779
Charitable activities	6	2,273,045	-	2,273,045	2,414,139
Total expenditure		2,279,068	-	2,279,068	2,419,918
Gains / (losses) on investments	15	714	-	714	33,508
Net (expenditure)/income		(145,686)	-	(145,686)	(6,917)
Transfers between funds	19	-	-	-	-
Net movement in funds		(145,686)	-	(145,686)	(6,917)
Reconciliation of funds:					
Total funds brought forward		1,325,211	42,146	1,367,357	1,374,274
Total funds carried forward	19	1,179,525	42,146	1,221,671	1,367,357

The Statement of Financial Activities includes all gains and losses recognised in the year.

All activities derived from continuing operations during the above two financial periods.

The notes on pages 48 to 59 form part of these financial statements.

CISV INTERNATIONAL LIMITED
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023

		Unrestricted funds 2023 (Restated) £	Designated funds 2023 (Restated) £	Total funds 2023 (Restated) £
	Note			
Income from:				
Donations and grant	3	2,788	-	2,788
<u>Charitable activities</u>				
Fees from National Associations	4	2,354,350	-	2,354,350
Other income	4	100	-	100
Investment income	4	22,255	-	22,255
Total income		2,379,493	-	2,379,493
Expenditure on:				
Raising funds	6	5,779	-	5,779
Charitable activities		2,414,139	-	2,414,139
Total expenditure		2,419,918	-	2,419,918
Gains / (losses) on investments	14	33,508	-	33,508
Net (expenditure)/income		(6,917)	-	(6,917)
Transfers between funds	19	-	-	-
Other recognised gains/(losses):				
Actuarial losses on defined benefit pension schemes	20	-	-	-
Net movement in funds		(6,917)	-	(6,917)
Reconciliation of funds:				
Total funds brought forward		1,332,128	42,146	1,374,274
Total funds carried forward	19	1,325,211	42,146	1,367,357

The Statement of Financial Activities includes all gains and losses recognised in the year.

All activities derived from continuing operations during the above two financial periods.


The notes on pages 48 to 59 form part of these financial statements.

CISV INTERNATIONAL LIMITED
(A Company Limited by Guarantee)
NUMBER: 3672838

BALANCE SHEETS
AS AT 31 DECEMBER 2024

		Group	Group	Company	Company
		2024	2023	2024	2023
		£	£	£	£
	Note		(Restated)		
Fixed assets					
Tangible assets	13	3,709	4,162	3,709	4,162
Investments	14	-	-	318,850	318,850
		3,709	4,162	322,559	323,012
Current assets					
Stock	14	-	-	-	-
Current asset investments		694,301	713,911	-	-
Debtors	16	150,566	181,919	146,298	175,381
Cash at bank and in hand		741,247	900,392	501,821	719,515
		1,586,114	1,796,222	648,119	894,896
Liabilities					
Creditors: amounts falling due within one year	17	(205,092)	(290,724)	(425,071)	(498,224)
Net current assets		1,381,022	1,505,498	223,048	396,672
Total assets less current liabilities		1,384,731	1,509,660	545,607	719,684
Creditors: Amounts falling due after more than one year	17	(12,500)	(22,500)	(12,500)	(22,500)
Provisions for liabilities	20	(150,560)	(119,803)	-	-
Total net assets		1,221,671	1,367,357	533,107	697,184
Funds					
Designated income funds		42,146	42,146	42,146	42,146
Unrestricted income funds		1,179,525	1,325,211	490,961	655,038
Total funds	19	1,221,671	1,367,357	533,107	697,184

The financial statements on pages 44 to 59 were approved by the Trustees, and authorised for issue on 29/07/2025.. and are signed on their behalf, by:


Nicole Offergeld
Board Chair

CISV INTERNATIONAL LIMITED
(A Company Limited by Guarantee)

CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash flows from operating activities	(208,460)	136,988
Taxation	1243	7368
	(207,217)	144,356
Cash flows from investing activities		
Investment income	37,711	22,255
Purchase of tangible fixed asset	(2,052)	(4,415)
Purchase of investments	(197,621)	(103,053)
Proceeds from sale of investments	220,034	103,653
Net cash used in investing activities	58,072	18,440
Cash flows from financing activities		
Repayments of borrowing	(10,000)	(10,000)
Net cash used in financing activities	(10,000)	(10,000)
Change in cash and cash equivalents in the year	(159,145)	152,796
Cash and cash equivalents at the beginning of the year	900,392	747,596
Cash and cash equivalents at the end of the year	741,247	900,392
Cash generated from operations	2024 £	2023 £
Net movement in funds	(145,686)	(6,917)
Adjustments for:		
Depreciation	2,505	3,055
Investment income	(37,711)	(22,255)
Unrealised (Gains)/losses on investments	1,711	(33,508)
Exchange rate movement on investments	(4,514)	22,134
Decrease/(increase) in debtors	34,789	172,366
(Decrease)/increase in creditors	(59,554)	2,113
Net cash flows from operating activities	(208,460)	136,988
Analysis of changes in net debt		
	1 January 2024 £	31 December 2024 £
Cash at bank and in hand	900,392	741,247
Borrowings excluding overdrafts	32,500	22,500
	867,892	718,747

The notes on pages 48 to 59 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. Accounting policies

1.1 Basis of preparation of financial statements

CISV International is a charitable or private company limited by guarantee and registered in England and Wales. The address of its principal place of business is 167-169 Great Portland Street, 5th Floor, London, England, W1W 5PF and the nature of its operations are set out in the trustees' report

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

1.2 Basis of consolidation

The group financial statements consolidate the financial statements of the charitable company and its subsidiary undertaking, CISV Insurance Company, on a line-by-line basis. A separate Statement of Financial Activities for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006. The result for the year of the charity was a deficit of £164,077 (2023: £24,057 surplus).

1.3 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charitable Company to be able to continue as a going concern.

Prior period adjustments

In previous years, current asset investments held by the US subsidiary had not been restated using the closing exchange rates at each reporting date. Adjustments have been posted to restate current asset investments appropriately using closing exchange rates at each reporting date. The impact of these adjusted are:

	Relating to the prior period disclosed in these financial statements
	£
Foreign exchange costs	22,134
Current asset investments	70,292
Opening Funds	(92,426)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1.4 Income

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Grants received are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Investment income is earned through holding assets for investment purposes. Interest income is recognised using the effective interest method.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to expenditure on charitable activities on a basis consistent with use of the resources.

1.6 Tangible fixed assets and depreciation

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Fixtures & fittings	10 % Straight line
Office equipment	33% straight line

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1.7 Debtors

Debtors with no stated interest rate and receivable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

1.8 Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.9 Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

1.10 Taxation

The Charitable Company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a Charitable Company for corporation tax purposes. Accordingly, the Charitable Company is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.11 Pensions benefits

The charity contributes to personal pension plans of its employees based on a percentage of salary. The personal plans are defined contribution schemes, and the funds are independently administered.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1.12 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are amounts which have been put aside at the discretion of the trustees and are therefore not available for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2 Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There are no critical accounting estimates and assumptions or critical areas of judgement.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

3. Income from donations and legacies

	2024	2023
	£	£
Donations and gifts	427	2,788
	<u>427</u>	<u>2,788</u>

4. Income from charitable activities

	2024	2023
	£	£
Memberships	196,890	178,375
Activities and insurance receipts	1,845,205	2,137,488
Penalty payments	52,435	38,487
	<u>2,094,530</u>	<u>2,354,350</u>

5. Raising funds

	2024	2023
	£	£
Investment managers fees	-	5,779
	<u>-</u>	<u>5,779</u>

6. Analysis of expenditure on charitable activities

	Charitable activities 2024	Charitable activities 2023 (Restated)
	£	£
Staff costs	589,371	494,447
Depreciation	2,505	3,055
Recruitment and other staff costs	25,375	32,899
Premises expenses	413	18,585
Computer and IT support	55,734	70,546
Telephone, internet and fax	2,142	4,328
Printing and stationery	545	380
Professional fees	38,226	54,396
Insurances	334,364	385,246
Irrecoverable VAT	29,100	13,941
Hosting fees	933,300	1,138,083
Bad debts written off	20	(5,345)
Exchange rate differences	6,712	26,259
Subsidiary running costs	72,437	87,439
Total	<u>2,090,244</u>	<u>2,324,259</u>
Share of support costs (See note 7)	176,801	83,880
Share of governance costs (See note 7)	6,000	6,000
Total	<u>2,273,045</u>	<u>2,414,139</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

7. Analysis of governance and support costs

The Trust initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Refer to the table below for the basis for apportionment and the analysis of support and governance costs.

	Support costs 2024 £	Governance costs 2024 £	2024 £	2023 £
Conferences and meetings	173,265	-	173,265	67,141
Audit fees	-	6,000	6,000	6,000
Sundry costs	2,170	-	2,170	10,337
Bank loan interest and charges	1,366	-	1,366	6,402
Total	176,801	6,000	182,801	89,880

8. Net income from trading activity of subsidiary company

The results of the trading subsidiary CISV Insurance Company (a company registered in the USA) are set out below:

	2024 £	2023 (Restated) £
Turnover	53,627	32,511
Cost of sales	(66,184)	(109,138)
Investment income	42,512	22,255
Net income	29,955	(54,372)
Taxation	(12,278)	(10,110)
Unrealised gains/(losses)	714	33,508
Profit for the year	18,391	(30,974)

The assets and liabilities of the subsidiary were:

Current assets	1,177,595	1,134,216
Current liabilities	(170,181)	(145,193)
Total net assets	1,007,414	989,023
Aggregate share capital and reserves	1,007,414	989,023

9. Net income/(expenditure)

	2024 £	2023 £
Net income/(expenditure) for the year includes:		
Audit fees	6,000	6,000
Depreciation	2,505	3,055
Operating lease rentals	818	7,046

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

10. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2024	2023
	£	£
Wages and salaries	539,465	437,709
Social security costs	17,044	23,645
Pension costs	32,862	33,093
	<u>589,371</u>	<u>494,447</u>

During the year the total amount of remuneration paid to key management personnel £298,921 (£137,853)

The number of employees whose annual remuneration is more than £60,000 is as follows:-

	2024	2023
£60,000 - £70,000		-
£70,001 - £80,000	1	1

11. Staff numbers

The average numbers of persons employed during the period expressed as average headcount was as follows.

	2024	2023
Secretary General	1	1
Fiscal Officer	1	1
Administrative staff	11	12
	<u>13</u>	<u>14</u>

12. Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 and or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

13. Tangible fixed assets

Group and charity	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 January 2024	24,302	53,090	77,392
Additions	-	2,052	2,052
At 31 December 2024	24,302	55,142	79,444
Depreciation			
At 1 January 2024	23,221	50,009	73,230
Charge for the year	212	2,293	2,505
At 31 December 2024	23,433	52,302	75,735
Net book value			
At 31 December 2024	869	2,840	3,709
At 31 December 2023	1,081	3,081	4,162

14. Fixed asset investments

Charity	Subsidiaries £	Total £
Cost		
At 1 January 2024	318,850	318,850
At 31 December 2024	318,850	318,850

Details of undertakings

Details of the investments in which the Charity holds 20% or more of the nominal value of any class of share capital are as follows:

The charity owns 100% of the share capital of CISV International Insurance Company, which is a based in USA.

15. Current asset investments

	Group £	Charity £
Cost or valuation		
At 1 January 2024	713,911	-
Additions	197,621	-
Disposals	(220,034)	-
Unrealised gains/(losses)	(1,711)	-
Foreign exchange gains/(losses)	4,514	-
At 31 December 2024	694,301	-
Carrying amount		
At 31 December 2024	694,301	-
At 31 December 2023	713,911	-

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

16. Debtors

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	75,456	106,465	75,456	106,465
Other debtors	47,430	19,393	47,430	16,707
Prepayments and accrued income	23,412	52,209	23,412	52,209
	146,298	178,067	146,298	175,381
Deferred tax	4,268	3,852	-	-
	150,566	181,919	146,298	175,381

17. Creditors: amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	93,802	138,088	81,422	115,369
Amounts owed to group undertakings	-	-	239,600	232,890
Loans	10,000	10,000	10,000	10,000
Other creditors	50,932	87,728	43,691	85,057
Accruals and deferred income	46,288	48,531	46,288	48,531
Taxation and social security	4,070	6,377	4,070	6,377
	205,092	290,724	425,071	498,224

Creditors: amounts falling due in greater than one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Loans	12,500	22,500	12,500	22,500
	12,500	22,500	12,500	22,500

18. Provision for liabilities

	2024	2023
	£	£
Loss reserve provision	150,560	119,803
	150,560	119,803

The charity has no provisions for liabilities

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

19. Funds

Analysis of movements in unrestricted funds

Group	Balance at 1 January 2024	Income	Expenditure	Gains/ (losses) Transfers	Balance at 31 December 2024
	£	£	£	£	£
General unrestricted funds	1,325,211	2,132,668	(2,279,068)	714	1,179,525
Designated funds					
Global conference fund	42,146	-	-	-	42,146
Total	1,367,357	2,132,668	(2,279,068)	714	1,221,671

Analysis of movements in unrestricted funds - previous year

	Balance at 1 January 2023	Income	Expenditure	Gains/ (losses) Transfers	Balance at 31 December 2023
	£	£	£	£	£
General fund					
Operating fund	1,332,128	2,379,493	(2,419,918)	33,508	1,325,211
Designated funds					
Global conference fund	42,146	-	-	-	42,146
Total funds	1,374,274	2,379,493	(2,419,918)	33,508	1,367,357

Analysis of movements in unrestricted funds

Charity	Balance at 1 January 2024	Income	Expenditure	Gains/ (losses) Transfers	Balance at 31 December 2024
	£	£	£	£	£
General unrestricted funds	655,038	2,094,811	(2,258,888)	-	490,961
Designated funds					
Global conference fund	42,146	-	-	-	42,146
Total	697,184	2,094,811	(2,258,888)	-	533,107

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

Analysis of movements in unrestricted funds - previous year

	Balance at 1 January 2023 £	Income £	Expenditure £	Gains/ (losses) Transfers £	Balance at 31 December 2023 £
General fund					
Operating fund	630,981	2,324,627	(2,300,570)	-	655,038
Designated funds					
Global conference fund	42,146	-	-	-	42,146
Total funds	<u>673,127</u>	<u>2,324,627</u>	<u>(2,300,570)</u>	<u>-</u>	<u>697,184</u>

Name of unrestricted fund

Description, nature and purposes of the fund

Global conference fund

The global conference fund has been separately designated by the Trustees in order that the surplus from the global conference can be identified and that the Charity is aware of its continuing commitment to invest this money in the Global Conference.

20. Analysis of net assets between funds

Group

	Unrestricted funds 2024 £	Designated funds 2024 £	Total funds 2024 £
Fixed assets	3,709	-	3,709
Current assets	1,543,968	42,146	1,586,114
Current liabilities	(205,092)	-	(205,092)
Creditors due in more than one year	(12,500)	-	(12,500)
Provisions for liabilities and charges	(150,560)	-	(150,560)
	<u>1,179,525</u>	<u>42,146</u>	<u>1,221,671</u>

Analysis of group net assets between funds - prior year

	Unrestricted funds 2023 £	Designated funds 2023 £	Total funds 2023 £
Fixed assets	4,162	-	4,162
Current assets	1,754,076	42,146	1,796,222
Current liabilities	(290,724)	-	(290,724)
Creditors due in more than one year	(22,500)	-	(22,500)
Provisions for liabilities and charges	(119,803)	-	(119,803)
	<u>1,325,211</u>	<u>42,146</u>	<u>1,367,357</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

21. Related party transactions

There were no disclosable related party transactions during the year (2023: none).

22. Trustees

No trustee received any remuneration during the period (2023: none).

During the year £nil (2023: £8,736) were reimbursed to a total of 0(2023: 9) trustees.

23. Ultimate controlling party

The charity is under control of the board of trustees.